

# **ELEMENT 5**

## **COMPLIANCE WITH SECTION 504 OF THE REHABILITATION ACT OF 1973, AS AMENDED**

Reference: 37.54(d)(2)(v)

As required in 29 CFR Section 37.42 WIB will take appropriate steps to ensure that recipients –

- Meet the Board's obligation not to discriminate on the basis of disability;
- Provide reasonable accommodation for individuals with disabilities;
- Provide reasonable modification of policies, practices and procedures, as required;
- Provide architectural accessibility for individuals with disabilities;
- Provide programmatic accessibility for persons with disabilities;
- Provide for and adhere to a schedule to evaluate job qualifications to ensure that the qualifications do not discriminate on the basis of disability;
- Limit preemployment/employment medical inquiries to those permitted by and in accordance with WIA Section 188, Section 504, the Americans with Disabilities Act of 1990, and their implementing regulations;
- Ensure the confidentiality of medical information provided by registrants, applicants, eligible applicants/registrants, participants, employees, and applicants for employment;
- Administer their WIA Title I-financially assisted programs and activities so that each individual with a disability participate in the most integrated setting appropriate to that individual; and
- Are able to communicate with persons with disabilities as effectively as with others.

## **DOCUMENTATIONS**

1. ADA Policy Statement
2. WIB Policy Statement
3. Applicant/Participant Recruitment Policy Statement
4. Meetings and Conferences Policy
5. ADA Complaint Procedure
6. Pre-employment Considerations Policy Statement
7. Equal Employment Policy Statement
8. Qualified Individuals Disabilities Policy Statement
9. Reasonable Accommodation Policy Statement
10. Barrier Free Architectural Access Policy Statement
11. Auxiliary Aids Policy Statement
12. Employment Tests
13. Confidentiality and Limitations on Use of Medical Information
14. Integrated Settings for Participants with Disabilities under WIA Title I
15. Self Evaluation Checklist from One-Stop Guide to Accessibility and Accommodation of Persons with Disabilities
16. Staff Training
17. Equipment Specifications
18. Pamphlet and Application in Large Print (for Visually Impaired)
19. Auxiliary Aids and Services Used for Testing and Certification