

## ADDITIONAL ASSURANCES

**SUMMARY:** This Exhibit identifies the various laws, regulations and terms and conditions that must be adhered to by WIOA Subrecipients and pass through entities (PTE).

**SUBSTANCE:** Adherence to Specific Laws:

- A. As a condition to the award the award of financial assistance under WIOA from the USDOL with respect to operation of the WIOA-funded program or activity and all agreements or arrangements to carry out the WIOA-funded program or activity, the Subrecipient assures its and its subrecipients' full compliance with the nondiscrimination and equal opportunity provisions of WIOA 29 § 3248, Nondiscrimination; 29 CFR Part 38, Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act; and provisions of the following laws:

This assurance applies to the Subrecipient's operations of WIOA Title I-financially assisted programs or activities, and to all agreements the Subrecipient makes to carry out the WIOA Title I-financially assisted program or activity. The Subrecipient understands that the United States has the right to seek judicial enforcement of this assurance. The assurance is considered incorporated by reference into all contracts, grants, agreements, and subawards for all parties in the contract, grant, cooperative agreement, subaward, or any other arrangement whereby federal financial assistance under Title I of WIOA is made available, whether it is explicitly incorporated in such document and whether there is a written agreement between the Department and the Subrecipient, between the Department and the Governor, between the Governor and the Subrecipient, or between Subrecipients or not. The parties must incorporate such assurances by reference into grants, cooperative agreements, subawards, contracts, or other arrangements.

- a. The Rehabilitation Act of 1973 § 504, as amended, which prohibits discrimination against qualified individuals with disabilities.
  - b. The Equal Pay Act of 1963 (P.L. 88-38, as amended, 29 U.S.C. § 206(d)).
  - c. The Genetic Information Non-Discrimination Act (GINA)
  - d. Missouri State Regulation 19 CSR § 10-2.010, Civil Rights Compliance Requirements.
  - e. The requirements of any other nondiscrimination federal and state statutes, regulations, and executive orders that may apply to the services provided via the Agreement.
- B. The Subrecipient and any subrecipients are prohibited from engaging in harassment of an individual based on race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or, for beneficiaries, applicants, and participants only, based on citizenship status or participations in any WIOA Title I-financially assisted nondiscrimination provisions of WIOA and of 29 CFR Part 38.
- a. Unwelcome sexual advances, requests for sexual favors, or offensive remarks about a person's race, color, religion, sex, national origin, age, disability, political affiliation or belief, or citizenship or participation, and other unwelcome verbal or physical conduct based on one or more of these protected categories constitutes unlawful harassment on that basis(es) when:
    - i. Submission to such conduct is made either explicitly or implicitly a term or condition of accessing the aid, benefit, service, training, or employment in the administration of or in connection with any WIOA Title I-financially assisted program or activity; or
    - ii. Submission to or rejection of such conduct by an individual is used as the basis for limiting that individual's access to any aid, benefit, service, training, or employment from or employment in the administration of or in connection with, any WIOA Title I-financially assisted program or activity; or

- iii. Such conduct has the purpose or effect of unreasonably interfering with an individual's participation in a WIOA Title I-financially assisted program or activity, creating an intimidating, hostile, or offensive program environment.
  - b. Harassment because of sex includes harassment based on gender identity or sexual orientation; harassment based on failure to comport with sex stereotypes; and harassment based on pregnancy, childbirth, and related medical conditions. Sex-based harassment may include harassment that is not sexual in nature but that is because of sex or where one's sex is targeted for the harassment.
- C. A faith-based organization that participates in this award program retains its independence from Federal, State, and local Governments and may continue to carry out its mission consistent with religious freedom and conscience protections in federal law.

A faith-based organization may not use direct Federal financial assistance, whether received through an award or subaward, to support or engage in any explicitly religious activities. An organization receiving Federal financial assistance also must not, in providing services funded by DOL, or in conducting outreach activities related to such services, discriminate against a program beneficiary or prospective program beneficiary on the basis of religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice.

Any organization providing services to beneficiaries under programs supported by direct federal financial assistance from DOL, and any entity responsible for disbursing federal funds as part of a program of indirect federal financial assistance administered by DOL, must give the written notice as provided under 29 CFR Part 2, Subpart D, to beneficiaries and prospective beneficiaries.

- D. The Subrecipient assures that it and its subrecipients shall comply with the Privacy Act of 1974 (Pub. L. 93-579, as amended). Fund shall not be used in contravention of 5 U.S.C. 552a, Records Maintained on Individuals, or any relevant regulation.
- E. The Subrecipient assures that it and its subrecipients shall comply with provisions of the Hatch Act, as amended, (5 U.S.C. Chapter 15, Political Activity of Certain State and Local Employees, and 5 U.S.C. Chapter 73, Subchapter III, Political Activities, Sections 7324–7326), which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
- F. The Subrecipient assures that it and its subrecipients shall comply with Trafficking Victims Protection Act of 2000 (22 U.S.C. Chapter 78), as amended. This law applies to any private entity. A private entity includes any entity other than a State, local government, Indian tribe, or foreign public entity, as defined in 2 CFR 175.25. The Subrecipient must include the requirements of this paragraph in any subaward made to a private entity.
- G. Pursuant to EO 12928, Promoting Procurement with Small Businesses Owned and Controlled by Socially and Economically Disadvantaged Individuals, historically black colleges and universities, and minority institutions, (1994), the Subrecipient and its subrecipients are strongly encouraged to provide subcontracting/subgranting opportunities to Historically Black Colleges and Universities and other Minority Institutions such as Hispanic-Serving Institutions and Tribal Colleges and Universities; and to Small Businesses Owned and Controlled by Socially and Economically Disadvantaged Individuals.

- H. The Subrecipient and its subrecipients shall comply with The Architectural Barriers Act of 1968, 42 U.S.C. 4151 et seq., as amended, the Federal Property Management Regulations (41 CFR Part 102-76), and the Uniform Federal Accessibility Standards issued by General Services Administration (GSA) (see 36 CFR Part 1191, Appendixes C and D) set forth requirements to make facilities accessible to, and usable by, the physically handicapped and include minimum design standards. All new facilities designed or constricted with grant support must comply with these requirements. In addition, facility signage for persons with disabilities must conform with the U.S. Department of Justice's Americans with Disabilities Act (ADA) Standards for Accessible Design, pursuant to 29 CFR 38.13.
- I. The Subrecipient assures that it and its subrecipients shall comply with the Jobs for Veterans Act (JVA; Pub. L. 107-288 (38 USC 4215), as implemented by 20 CFR Part 1010, and USDOL Training and Guidance Letter No. 10-09, "Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in whole or in part by the U.S. Department of Labor," November 10, 2009. The JVA requires recipients to provide priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any job training program directly funded, in whole or in part, by USDOL 20 CFR Part 1010. In circumstances where a grant recipient must choose between two (2) qualified candidates for a service, one of whom is a veteran or eligible spouse, the veterans priority of service provisions require that the grant recipient give the veteran or eligible spouse priority of service by first providing him or her that service. To obtain priority of service a veteran or spouse must meet the program's eligibility requirements. Recipients must comply with USDOL guidance on veterans' priority. DOL's Employment and Training Administration TEGL No. 10-09 provides guidance on implementing priority of service for veterans and eligible spouses in all qualified job training programs funded in whole or in part by DOL.
- J. The Subrecipient assures that it and its subrecipients shall comply with 285.530 RSMo.
- a. Pursuant to section 285.530.2 RSMo, the Subrecipient shall maintain enrollment and participation in the E-Verify federal work authorization program with respect to the employees hired after enrollment in the program who are proposed to work in connection with the contracted services included herein.
  - b. Pursuant to section 285.530.1, RSMo, neither the Subrecipient nor any subcontractor shall knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the state of Missouri. In accordance with section 285.530.5, RSMo, a general contractor or subcontractor of any tier shall not be liable under sections 285.525 to 285.550, RSMo when such contractor or subcontractor contracts with its direct subcontractor who violates subsection 1 of section 285.530, RSMo, if the contract binding the contractor and subcontractor affirmatively states that:
    - i. the direct subcontractor is not knowingly in violation of subsection 1 of section 285.530, RSMo; and
    - ii. shall not henceforth be in such violation; and
    - iii. the contractor or subcontractor receives a sworn affidavit under the penalty of perjury attesting to the fact that the direct subcontractor's employees are lawfully present in the United States.
- K. By entering into this Agreement, the Subrecipient assures it is in compliance with and will provide information in sufficient detail to assure compliance with Executive Order 04-09, which requires the subrecipient to disclose and provide details if any services offered under this Agreement will be performed at sites outside the United States.
- L. Pursuant to Pub. L. 118-47, Division D, Title V, Section 503, the award recipient is not authorized to use any funds provided under this award—other than for normal and recognized executive—legislative relationships—for

publicity or propaganda purposes, for the preparation, distribution, or use of any kit, pamphlet, booklet, publication, electronic communication, radio, television or video presentation designed to support or defeat legislation pending before the Congress or any state or local legislature or legislative body, except in presentation to the Congress or any state or local legislature itself; or designed to support to defeat any proposed or pending regulation, administrative action, or order issued by the executive branch of any state or local government, except in presentation to the executive branch of any state or local government itself.

Lobbying/Advocacy - Pub. L. 118-47, Division D, Title V, Section 503, no federal funds may be used to pay the salary or expenses of any grant recipient, or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations, regulation, administrative action, or executive order proposed or pending before the Congress or any state government, state legislature or local legislature or legislative body, other than for normal and recognized executive–legislative relationships or participation by an agency or officer of a state, local or tribal government in policymaking and administrative processes within the executive branch of that government.

- M. By signature of the Contract Agreement, the Subrecipient certifies the best of his or her knowledge and belief, that it and its principals and sub-recipients are not presently debarred, suspended, proposed for debarment, declared ineligible, voluntarily excluded, or otherwise excluded from receiving or participating in federal awards, in accordance with 2 CFR 200.214 and 2 CFR Part 180.
- N. WDB, OWD, the State Auditor's Office, USDOL, the Comptroller General of the United States, and any of these agencies' designated representatives at any time during normal business hours and as often as deemed necessary shall have the right to monitor or audit activities and review, copy, make excerpts or transcripts of any or all books and records (including computer records), reports, correspondence, forms, contracts, invoices, materials, payrolls, records of personnel, files or other such documentation at any Subrecipient site, or Subrecipient's subrecipient site, for which funds have been provided under the Contract Agreement. This right also includes timely and reasonable access to personnel of the Subrecipient, its subrecipients, and contractors, for the purpose of interviews and discussions related to such documents. The monitoring function may be implemented through the use of internal evaluation procedures, the examination of program data, special analysis, on-site review, or any other procedure the WDB and/or the above mentioned agencies deem necessary and appropriate. Subject to the discretion of DHEWD, authorized employees of DHEWD shall have the right to be present at any and all of the Local Workforce Development Area Board meetings, Subrecipient's staff meetings, Board of Director's meetings, Advisory Committee meetings, and Advisory Board meetings if an item to be discussed is an item of the Contract.
- O. The Federal Government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for federal purposes: i) the copyright in all products developed under the Contract Agreement, including any sub-agreement under the Contract Agreement; and ii) any rights of copyright to which the Subrecipient or its subrecipients purchases ownership under an award (including but not limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise.
  - a. Federal funds may not be used to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where WDB/OWD has a license or rights of free use in such work, although they may be used to pay costs of obtaining a copy which is limited to the developer/seller costs of copying and shipping.

- b. All small business firms and non-profit organizations (including educational institutions if a nonprofit entity) must adhere to the Bayh Dole Act, as provided at 37 CFR 401.3(a). To summarize, these requirements describe the ownership of Intellectual Property rights and the government's nonexclusive, nontransferable, irrevocable, paid-up license to use any invention conceived or first actually reduced to practice in the performance of work under the Contract Agreement. These requirements are in addition to the terms noted above.
- P. Pursuant to Pub. L. 118-47, Division D, Title V, Section 505, when issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with Federal money, all recipients receiving Federal funds shall not issue any statements, press releases, and other documents describing projects or programs funded in whole or in part with Federal funds unless the prior approval of the WDB is obtained and unless they clearly state:
- a. the percentage of the total costs of the program or project which will be financed with Federal money;
  - b. the dollar amount of Federal funds for the project or program; and
  - c. percentage and dollar amount of the total costs of the project or program that will be financed by nongovernmental sources.
    - i. The requirements of this part are separate from those in the 2 CFR Part 200 and, when appropriate, both must be complied with.
- Q. The Subrecipient shall retain all records pertinent to all contracts, grants, subawards and agreements, including financial, statistical, property, applicant and participant records, and supporting documentation, for a period of three (3) years after the Subrecipient submits to WDB/OWD its final expenditure report for that funding contract. The Subrecipient shall retain records for nonexpendable property shall be retained for a period of three (3) years after final disposition of the property. The Subrecipient shall retain aforementioned records beyond three (3) years if any litigation or audit begins or if a claim is instituted involving the grant or agreement covered by the records. In these instances, the Subrecipient will retained the records until the litigation, audit, or claim has been fully resolved. The Subrecipient shall comply with the Record Retention requirements as applicable to the entity and as included in 2 CFR 200.334, Retention Requirements for Records.
- If the Contract Agreement is terminated and the Subrecipient and/or its subrecipient is unable to maintain records as required, the Subrecipient and/or its subrecipient is responsible for transferring such records to the WDB in accordance with procedures established in the WDB's Administrative and Program Procedures. The WDB shall then assume responsibility for the maintenance of such records.
- R. The Subrecipient agrees that in administering the Contract Agreement the Subrecipient will comply with the Conflict of Interest provisions of 2 CFR 200.318 and of 20 CFR 679.430, as well as the WDB's Administrative and Program Procedures, as amended.
- S. The Subrecipient and its subrecipients shall comply with 2 CFR 200.113, Mandatory Disclosures. The Subrecipient must promptly disclose whenever, in connection with the federal award (including any activities or subawards thereunder) it has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in Title 18 of the United States Code or a violation of civil False Claims Act (31 U.S.C. 3729-3733). The disclosure must be made in writing to the federal agency, the agency's Office of Inspector General, and pass-through entity (if applicable). Recipients and subrecipients are also required to report matters related to recipient integrity and performance in accordance with Appendix XII of 2 CFR Part 200. Failure to make required disclosures can result in any of the remedies described in § 200.339. (See also 2 CFR part 180, 31 U.S.C. 3321, and 41 U.S.C. 2313.)

- T. Pursuant to Pub. L. 118-47, Division D, Title V, § 526, no federal funds shall be used to purchase sterile needles or syringes for the hypodermic injection of any illegal drug. This limitation does not apply to the use of funds for elements of a program other than making such purchases if the relevant State or local health department, in consultation with the Centers for Disease Control and Prevention, determines that the State or local jurisdiction, as applicable, is experiencing, or is at risk for, a significant increase in hepatitis infections or an HIV outbreak due to injection drug use, and such program is operating in accordance with State and local.
- U. Pursuant to Pub. L. 118-47, Division D, Title V, Section 509, no Federal funds shall be used for any activity that promotes the legalization of any drug or other substance included in schedule I of the schedules of controlled substances established under section 202 of the Controlled Substances Act except for normal recognized executive-congressional communications or where the grant agreement provides for such use because there is significant medical evidence of a therapeutic advantage to the use of such drug or other substance.
- V. Pursuant to Pub. L. 118-47, Division D, Title V, Sections 506 and 507, Federal Funds may not be expended for health benefits coverage that includes coverage of abortions, except when the abortion is due to a pregnancy that is the result of rape or incest, or in the case where a woman suffers from a physical disorder, physical injury, including life-endangering physical conditions caused by or arising from the pregnancy itself that would, as certified by a physician, place the woman in danger of death unless an abortion is performed. This restriction does not prohibit any non-Federal entity from providing health benefits coverage for abortions when all funds for that specific benefit do not come from a Federal source. Additionally, no funds may be provided to a State or local government if such government subjects any institutional or individual health care entity to discrimination on the basis that the health care entity does not provide, pay for, provide coverage of, or refer for abortions.

None of the funds appropriated by this Act may be used to enter into or renew a contract or agreement which includes a provision providing prescription drug coverage, except where the contract or agreement also includes a provision for contraceptive coverage. Nothing in this section shall apply to a contract or agreement with any of the following religious plans: Personal Care's HMO, OSF HealthPlans, Inc., and any existing or future plan, if the carrier for the plan objects to such coverage on the basis of religious beliefs. In implementing this section, any plan that enters into or renews a contract may not subject any individual to discrimination on the basis that the individual refuses to prescribe or otherwise provide for contraceptives because such activities would be contrary to the individuals' religious beliefs or moral convictions. Nothing in this term shall be construed to require coverage of abortion or abortion-related services.

- W. Pursuant to Pub. L. 118-47, Division D, Title V, Section 520, no Federal funds may be used to maintain or establish a computer network unless such network blocks the viewing, downloading, and exchanging of pornography.
- X. No entity receiving federal funds may require employees or contractors of such entity seeking to report fraud, waste, or abuse to sign internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or contractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.
- Y. Pursuant to Pub. L. 118-47, Division D, Title I, Section 103, no funds may be obligated or expended for the procurement of goods mined, produced, manufactured, or harvested or services rendered, in whole or in part, by forced or indentured child labor in industries and host countries identified by USDOL prior to December 20, 2019. USDOL has identified these goods and services here: <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-products>.

- Z. Conferences sponsored in whole or in part by Subrecipients or their subrecipients are allowable if the conference is necessary and reasonable for the successful performance of the subaward activities. Subrecipients and their subrecipients are urged to use discretion and judgement to ensure that all conference costs charged are appropriate and allowable. For more information on the requirements and allowability of costs associated with conferences, refer to 2 CFR § 200.432, Conferences. Costs that do not comply with 2 CFR § 200.432 will be questioned and maybe disallowed.

Pursuant to 15 U.S.C. 2225a, the recipient must ensure that all space for conferences and conventions or training seminars funded in whole or in part with Federal funds complies with the protection and control guidelines of the Hotel and Motel Fire Safety Act (P.L. 101-391, as amended). Recipients may search the [Hotel-Motel National Master List](#) to see if a property is in compliance, or to find other information about the Act.

- AA. The Subrecipient and its subrecipients may not knowingly enter into a contract, grant, subaward, memorandum of understanding, or cooperative agreement with, make a grant to, or provide a loan or loan guarantee to, any corporations that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability.
- BB. Pursuant to EO 13513, Federal Leadership On Reducing Text Messaging While Driving, dated October 1, 2009, award recipients and subrecipients are encouraged to adopt and enforce policies that ban text messaging while driving company-owned or -rented vehicles or government-owned vehicles (GOV), or while driving privately-owned vehicles (POV) when on official Government business or when performing any work for or on behalf of the Government. Award recipients and subrecipients are also encouraged to conduct initiatives of the type described in section 3(a) of this order.
- CC. Pursuant to Pub. L. 118-47, Division D, Title I, Section 105, subrecipients shall not use funds to pay the salary and bonuses of an individual, either as direct costs or as indirect costs, at a rate in excess of Executive Level II. The Executive Level II salary may change yearly and is located on the OPM.gov website. The salary and bonus limitation does not apply to contractors (vendors) providing goods and services as defined in 2 CFR 200.331. MDHEWD may establish a lower limit for salaries and bonuses of those receiving salaries and bonuses from subrecipients, taking into account factors including the relative cost-of living in the State, the compensation levels for comparable State or local government employees, and the size of the organizations that administer federal programs involved including DOL programs. See TEGL 10-24 for additional information. When preparing indirect cost proposals, recipients and subrecipients must disclose salary breakdowns to their federal cognizant agency (FCA) or pass-through entity so that they can properly assess compliance of TEGL 10-24. Unallowable direct costs must remain as part of the indirect cost allocation base.
- DD. Pursuant to Pub. L. 118-47, Division D, Title V, Section 508, no federal funds received under this award shall be used for (1) the creation of a human embryo or embryos for research purposes; or (2) research in which a human embryo or embryos are destroyed, discarded, or knowingly subjected to risk of injury or death greater than that allowed for research on fetuses in utero under 45 CFR 46.204(b) and section 498(b) of the Public Health Service Act (42 U.S.C. 289g(b)). For purposes of this term, the term “human embryo or embryos” includes any organism, not protected as a human subjected under 45 CFR 46 as of March 23, 2024, that is derived by fertilization, parthenogenesis, cloning, or any other means from one or more human gametes or human diploid cells.

- EE. The Subrecipient shall comply with the requirements of the Drug-Free Workplace Act of 1988, 41 U.S.C. 702 et seq., and 2 CFR 182, which require that all award recipients receiving awards from any federal agency maintain a drug-free workplace. The award recipient must notify the awarding office if an employee of the recipient is convicted of violating a criminal drug statute. Failure to comply with these requirements may be cause for suspension, termination, or debarment.
- FF. The subrecipient assures that it and its subrecipients shall comply with 2 CFR 200.216, prohibition on certain telecommunications and video surveillance services or equipment. Recipients and subrecipients are prohibited from obligating or expending loan or grant funds to (1) Procure or obtain; (2) Extend or renew a contract to procure or obtain; or (3) Enter into a contract (or extend or renew a contract) to procure or obtain covered telecommunications equipment or services as the term “covered telecommunications equipment or services” is defined under 2 CFR 200.216. See Public Law 115-232, section 889 and 2 CFR 200.471 for additional information.
- GG. The Subrecipient must complete and return to the WDB, the Anti-Discrimination Against Israel Act Certification provided as Attachment B, to this Exhibit.
- a. If the subrecipieint meets the definition of a company as defined in section 34.600, RSMo, and its employees increases to ten (10) or more during the life of the Agreement, it shall complete Box C of Attachment B to this Exhibit and submit to the WDB indicating compliance with the requirements of Box C.
  - b. If during the life of the Agreement, the sub-recipient’s business status changes to become a company as defined in section 34.600, RSMo, and has ten (10) or more employees, it shall complete Box C of Attachment B to this Exhibit and submit to the WDB indicating compliance with the requirements of Box C.
- HH. In accordance with section 34.040.7 RSMo, the subrecipient must be in tax compliance with the Missouri Department of Revenue. The Missouri Department of Revenue (DOR) will issue a “Vendor No Tax Due” certificate if the vendor is properly registered to collect and have properly remitted sales and/or use tax, or if the vendor is not making retail sales in Missouri.
- II. In accordance with section 351.572 RSMo, the subrecipient must be properly registered with the Missouri Secretary of State or identify how the subrecipient’s business is exempt from registering with the Missouri Secretary of State.
- JJ. Pursuant to 2 CFR Part 25, the Subrecipient must provide its Unique Entity Identifier (UEI) to the WDB for verification prior to the award of any subaward or contract, and no entity may receive a subaward or contract prior to UEI verification. The UEI is the official identifier for doing business with the United States Government. If the Subrecipient is exempt per 2 CFR § 25.110(b), the Subrecipient shall provide justification for exemption. Register at [SAM.gov](https://sam.gov) to be assigned a UEI (See 4. System for Award Management (SAM), above).
- KK. shall assure that it and its subrecipients will establish and maintain a procedure for grievances and complaints according to the requirements of 20 CFR 667.600 and any additional requirements issued by WDB as outlined in Attachment E of this Exhibit.
- LL. Pursuant to Title VI of the Civil Rights Act of 1964 and resulting agency guidance, national origin discrimination includes discrimination on the basis of limited English proficiency (LEP). To ensure compliance with Title VI, award recipients must take reasonable steps to ensure that LEP persons have meaningful access to programs in

accordance with DOL's Policy Guidance on the Prohibition of National Origin Discrimination as it Affects Persons with Limited English Proficiency, 68 FR 32289 (May 29, 2003), available at <https://www.govinfo.gov/app/details/FR-2003-05-29/03-13125> and <https://www.federalregister.gov/documents/2003/08/08/03-20179/guidance-to-federal-financial-assistance-recipients-regarding-title-vi-prohibition-against-national>; see also Appendix to 29 CFR 38.9 – Guidance to Recipients, available at <https://www.ecfr.gov/current/title-29/subtitle-A/part-38/subpart-A/section-38.9>. Meaningful access may entail providing language assistance services, including oral and written translation, where necessary. Award recipients are encouraged to consider the need for language services for LEP persons served or encountered both in developing budgets and in conducting programs and activities. For assistance and information regarding your LEP obligations, go to LEP.gov.