



POLICY STATEMENT ON NONDISCRIMINATION

Workforce Escarosa, Inc. (Escarosa) dba CareerSource Escarosa hereby reaffirms its commitment to prevent discrimination in employment and in services to the public. This includes both access to services and public accommodations. Escarosa will hire employees and provide services without regard to an individual's race, color, sex, religion, national origin, age, disability, political affiliation or belief, genetic information or marital status.

As required by the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128), Escarosa also assures that all recipients of federal financial assistance under WIOA will not discriminate in deciding who will have access to WIOA Title I-financially assisted programs or in making employment decisions connected with those programs. Further, Escarosa will not permit discrimination against any beneficiary on the basis of citizenship or status as a lawfully admitted immigrant authorized to work in the U.S., nor on the basis of a beneficiary's participation in any WIOA Title I-financially assisted program.

SEXUAL HARASSMENT

Escarosa respects every individual's right to be free from uninvited verbal or physical conduct of a sexual nature. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Escarosa will exercise zero tolerance for sexual harassment, and all reported allegations of inappropriate conduct will be promptly and thoroughly investigated.

DISABILITY

Escarosa is committed to providing equal opportunity in employment and services to qualified individuals with disabilities, using reasonable accommodations when necessary. Assistance is available for all offices, programs or entities under WIOA to achieve and maintain full access to programs.

Employees, customers and partners may report violations of this policy to the Office for Civil Rights at 107 E. Madison Street; Tallahassee, Florida 32399; phone number (850) 921-3205. Written complaint procedures address both state and federally mandated requirements for complaint resolution.

07/01/20
DATE

M. McBride
Marcus McBride, PhD
Chief Executive Officer