



PUBLIC POLICY No.: WIOA-05-2021

DATE: FRIDAY, DECEMBER 17, 2021.

SUBJECT: AUTHORIZATION TO CREATE A PROCEDURE TO OFFER SERVICES TO PARTICIPANTS WITH FUNCTIONAL DIVERSITY IN THE MANATÍ/DORADO LOCAL WORKFORCE DEVELOPMENT AREA

REFERENCE: WORKFORCE OPPORTUNITY AND INNOVATION ACT (WIOA), REHABILITACION ACT OF 1973, AMERICANS WITH DISABILITIES ACT OF 1990 (ADA).

INTRODUCTION:

Based on a review conducted by the Monitoring and Compliance Division of the Department of Economic Development and Commerce (DDEC, as per its Spanish acronym), it is recommended that the Manatí/Dorado Local Workforce Development Board establish a Procedure for Serving Participants with Functional Diversity in the Manatí/Dorado Local Workforce Development Area.

The population of people with functional diversity is one that represents multiple needs and therefore requires special attention. Among the participants who visit the Manatí/Dorado Local Workforce Development Area are people with functional diversity. This type of population must be provided with a specialized service by our staff. They are responsible for assisting this population who are interested in obtaining a job or preparing themselves academically. Likewise, they are guaranteed equal access to the services we offer as part of our mission.

The interest is that every participant who comes to our office, can receive our services and that the designated staff can provide excellent service. In addition, to ensure that the highest standards are met to guarantee a better quality of life for this population.

LEGAL BASIS:

- Section: 414 (29 U.S.C. 723), Section 412 (25) Workforce Innovation and Opportunities Act (WIOA).

- Section 504 of the Rehabilitation Act of 1973, which confers on persons with disabilities or functional diversity the same rights and opportunities enjoyed by other citizens.
- The Americans with Disabilities Act of 1990 (ADA).
- Act 44 of July 2, 1985, as amended, known as the “Law Prohibiting Discrimination Against Disabled Persons”.
- Act No. 238-2004, better known as the Bill of Rights of Persons with Disabilities.

PUBLIC POLICY:

In order to comply with both federal and state regulations, this Public Policy is created to request the development of a Procedure for Providing Services to Community Participants with Functional Diversity, which shall integrate the following aspects:

- I. Introduction**
- II. Legal Basis**
- III. Goals**
- IV. Definition of Functional Diversity**
- V. Types of Diversity**
 - a) **Physical or Motor**
 - b) **Visual**
 - c) **Auditory**
 - d) **Intellectual or Psychic**
 - e) **Multisensory**
- VI. General recommendations for the attention and assistance to participants with functional diversity in the LWDAMD office.**
- VII. Reasonable Accommodation Services**
- VIII. Steps to follow to attend people with Functional Diversity**
- IX. Equipment Available to Assist People with Functional Diversity**
- X. Procedure for filing complaints**
- XI. Amendment**
- XII. Effectiveness**

In addition, it will ensure that all One-Stop Centers have the necessary facilities to offer the services.

REQUIRED ACTION

The Local Area Executive Director shall be responsible for informing the appropriate governing bodies of the approval of the public policy so that the latter may orient the personnel under their supervision and execute the public policy as established.

APPROVAL AND EFFECTIVENESS

The approval and effectiveness of this *Public Policy for the purpose of creating a Procedure for Offering Services to Participants with Functional Diversity in the Manatí/Dorado Local Workforce Development Area, under the Workforce Innovation and Opportunity Act (WIOA)*, shall be effective upon approval by the members of the Local Workforce Development Board and the Board of Directors of Mayors of the Manatí/Dorado Local Workforce Development Area.

Signed and approved on Friday, December 17, 2021, in Barceloneta, Puerto Rico.

SIGNED

Miguel Vega-Rivera
President
Local Workforce Development Board

SIGNED

Hon. María M. Vega-Pagán
President
Board of Directors of Mayors