

Oklahoma Employment Security Commission

Jon Brock, Executive Director



Frank Keating, Governor

Representing Employers

George Ollie, Jr., Commissioner

Ted Weber, Commissioner

Representing the Public

Rev. W. B. Parker, Chairman

Representing Employees

David Hill, Commissioner

DeWayne Goodman, Commissioner

OKLAHOMA EMPLOYMENT AND TRAINING ISSUANCE #18-2001

TO: WIA Staff, EO Officer

FROM: Terry Watson

DATE: August 13, 2001

SUBJECT: Reasonable Accommodation for Religious Discrimination

PURPOSE: To provide information of other Specific Grounds for Complaint of Discrimination – Religious Discrimination.

BACKGROUND: 29 CFR 37; Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Investment Act of 1998. The regulations apply to recipients that are federally financed with WIA funding.

MESSAGE: Attached is a sample Reasonable Accommodation Policy for Religious Discrimination. You are required to make a strong commitment to achieving equal opportunity and nondiscrimination for all employees, participants and beneficiaries. All LWIA's actions and decisions should support the spirit and intent of all equal opportunity policies and programs.

ACTION REQUIRED: Prepare or adopt, the attached sample policy of Reasonable Accommodation for Religious Discrimination for all employees, WIA participants and/or beneficiaries. Any person who believes that he or she has been the victim of unlawful religious discrimination or retaliation for complaining of religious discrimination should complain to the Local Level WIA Equal Opportunity (EO) Officer. The EO Officer is identified on the posted "Equal Opportunity is the Law" poster. The complaint should be filed within 180 days of the discriminatory act(s). Complaints of discrimination can also be filed with the U.S. Department of Labor's Director of the Civil Rights Center (CRC).

All complaints should be thoroughly investigated and if a conclusion is reached that religious discrimination or harassment occurred, appropriate disciplinary action will be taken. Appropriate action will be taken against any employee who causes, engages in, encourages, condones, or otherwise permits unlawful religious discrimination.

CONTACT PERSON: If you have any questions, please contact, Barbara Williams, Will Rogers Building, 2401 N. Lincoln Blvd. Oklahoma City, OK 73105. The telephone number is (405) 557-7255 or TDD @ (405) 557-5458

RESCISSIONS: NONE

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