

# SLATE POLICY ISSUANCE

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Lyda Krewson, Mayor  
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SLATE Missouri Job Center

Issued: July 24, 2018

Agency Policy Issuance 04-2018 Effective: July 24, 2018

**Subject:** EO Corrective Actions Sanctions Policy

**Purpose:** Saint Louis Agency on Training and Employment standard for corrective and remedial actions will be applied when violations of WIA/WIOA section 188 or 29 CFR part 37 are found. These standards apply to any entity that receives financial assistance under WIA/WIOA Title I programs or activities.

**Background:** None

**Substance:** When there is an indication of non-compliance with 29 CFR Part 37 a full analysis and review will be conducted to determine if the violation is valid. Non-compliance may be found at the time of a monitoring review or when a complaint is filed. All corrective actions/sanctions will completely correct each violation.

**Action:** Onsite technical assistance will be provided when a determination of non-compliance is made during an equal opportunity monitoring review. Corrective actions that cannot be addressed will be a part of the monitoring report. Response to the findings and corrective action(s) to the equal opportunity monitoring report will be due within thirty (30) days. Follow-up to the corrective action response will be due within thirty (30) days to ensure that all findings were resolved.

If corrective action does not occur as outlined in the response or failure to implement those actions will require a Notice to Show Cause why sanctions should not begin. The recipient will have thirty (30) days to respond to the Notice which explains the corrective action required and the procedures to correct the non-compliance. The Governor of Missouri will determine appropriate sanctions when there is a partial or non-response to the Show Cause Notice.

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Discrimination complaint investigations will be routed to the State EO Officer's findings of fact. There may be technical and programmatic corrective actions recommended which may include provisions such as retroactive relief (back pay, lost benefits) and prospective relief (change of Policy). Within thirty (30) days of the issuance of an investigative report, a plan and/assurances to attain compliance will be required. The State EO officer will follow-up to monitor corrective action within thirty (30) days.

**Contact:** James Sahaida  
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**Reference:** WIOA 29 CFR Part 37

**Rescissions:** None

**Attachments:** None

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