

Jefferson/Franklin Consortium Accessibility Policy – Persons with Disabilities

It is the policy of the Jefferson/Franklin Consortium and its subrecipients to comply with the Americans with Disabilities Act, 29 CFR 38 and Section of WIOA. Jefferson/Franklin Consortium is committed to the fair and equal employment of people with disabilities.

Jefferson/Franklin Consortium and its subrecipients do not discriminate against qualified job applicants, employees, participants, or any member of the public with disabilities regarding job application procedures, hiring, employee compensation, advancement, training, discharge or other terms, conditions, and privileges of employment, WIOA enrollments/placements or WIOA funding.

Persons with disabilities will have meaningful access to One-Stop programs and activities. All customers, regardless of their disability receive, free of charge, the assistance necessary to afford them meaningful access to the programs, services, and information of the Missouri Jobs Centers. The region is committed to providing individuals with disabilities with opportunities for training, employment, and supportive services.

Each Job Center in the region is required to maintain specific Assistive Technology standards including large computer monitor, hydraulic/adjustable workstation, webcam, trackball mouse, document camera/scanner, alternative keyboards, headsets and microphones. The following assistive technology software must be installed on the ADA accessible workstation: magnifier, narrator, webcam, ipTTY, Faxcom Client, Webex and Adobe Acrobat Reader.

Job Center staff also have access to the Language Line and Sign Language Interpreters. The ASL (American Sign Language) Interpretation Service is available upon request. Customers in need of ASL Interpretation Services may contact the Missouri Job Center by phone/TTY using Missouri Relay 711 to request this service for upcoming visits.

Recruitment brochures and other materials are distributed or communicated electronically as well as in written and/or oral form to staff, customers, and the public to identify the WIOA Title I financially assisted programs or activity in question as an “Equal Opportunity Employer/Program.” They also communicate that “auxiliary aids and services are available on request to individuals with disabilities.”

Disability: means, with respect to an individual,

- A physical or mental impairment that substantially limits one or more of the major life activities of such individual;
- A record of such an impairment; or

- Is regarded as having such an impairment.

Regarding any aid, benefit, service, training, and employment, a recipient must provide reasonable accommodations to qualified individuals with disabilities who are applicants, registrants, eligible applicants/registrants, participants, employees, or applicants for employment, unless providing the accommodation would cause undue hardship.