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### **Policy Letter #11**

**TO: All Local Workforce Development Area Staff  
Applicants  
Participants  
Members of the General Public**

**FROM: Tracy Jackson, Interim Director**

**SUBJECT: Nondiscrimination/Equal Opportunity Standards and Complaint  
Procedures**

The Cumberland County Workforce Development Local Area has adopted the policies and procedures that were issued by the North Carolina Department of Commerce, Division of Workforce Solutions (DWS) in Policy Statement Number PS 07-2018, dated August 15, 2018.

All posters, bulletins and advertisements will include the following statements: **“Equal Opportunity Employer/Program”** and **“Auxiliary aids and services are available upon request to individuals with disabilities”**

Cynthia McKoy has been designated as the Equal Opportunity Officer for the Cumberland County Workforce Development Local Area. She may be contacted at 410 Ray Avenue, Fayetteville, NC 28301 or (910) 323-3421, ext. 2142.

The Workforce Innovation and Opportunity Act (WIOA) Nondiscrimination/ Equal Opportunity Standards and Complaint Procedures can be viewed at [https://files.nc.gov/ncommerce/documents/Workforce/Policy-Statements/2018-Policy-Statements/PS%2007-2018%20WIOA%20Nondiscrimination-EO%20Standards%20and%20Complaint%20Procedures\\_FINAL.pdf](https://files.nc.gov/ncommerce/documents/Workforce/Policy-Statements/2018-Policy-Statements/PS%2007-2018%20WIOA%20Nondiscrimination-EO%20Standards%20and%20Complaint%20Procedures_FINAL.pdf).

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Equal Opportunity Employer/Program  
Auxiliary aids and services are available upon request to individuals with disabilities

Attachment A: Nondiscrimination Policy and Complaint Procedures

**Creation Date**

October 2001

**Revised Date**

July 2020