

8. Work Study, Cooperative Education and Job Placement

Equity Requirement/Legal Cites

Indicators of Compliance

Documentation

Opportunities Available to All

Opportunities in work study, cooperative education, and job placement programs are available to all students regardless of race, color, national origin, sex, or disability.

Title VI: 34 CFR 100.3(b)

Title IX: 34 CFR 106.31(d)

Section 504: 34 CFR 104.4(b)

Guidelines VII-A

C	NC	UD

Students in the work-study, cooperative education, and job placement programs are representative of the demographics of the school or program.

If there is disparity, the institution provides a legitimate, nondiscriminatory rationale.

- Review of enrollment data in the work-study, cooperative education, and job placement programs
- Placement policies and criteria for placement
- Employment notices
- Interviews with students
- Interviews with staff

Assurance of Employer Nondiscrimination

A college that assists employers and prospective employers in making employment opportunities available to any of its students must ensure that the employer does not discriminate on the basis of race, color, national origin, sex, or disability in recruitment, hiring, placement, assignment to

Workplace agreements

- Review of workplace assignments, hours of work, and job assignments

work tasks, hours of employment, levels of responsibility, and pay.

Title VI: 34 CFR 100.3(b)

Title IX: 34 CFR 106.38

Section 504: 34 CFR 104.46(b)

Guidelines VII-A

C	NC	UD

contain an assurance of nondiscrimination that is signed by both the employer and the agency.

The college does not honor any employer's requests for students who are free of disabilities or for students of a particular race, color, national origin, or sex.

- Interviews with students
- Interviews with staff
- Copies of training agreements with employers that include statements of nondiscrimination and employer assurances.
- Cooperative work experience placement policies and criteria for placement

Source:

<http://www.oregon.gov/ode/students-and-family/equity/civilrights/Documents/CTEPostsecondaryChecklist.pdf>