

established by the Secretary. The behavior management system must include a zero tolerance policy for violence and drugs policy as described in § 670.540.

**§ 670.540 What is Job Corps' zero tolerance policy?**

(a) Each Job Corps center must have a zero tolerance policy for:

- (1) An act of violence, as defined in procedures issued by the Secretary;
  - (2) Use, sale, or possession of a controlled substance, as defined at 21 U.S.C. 802;
  - (3) Abuse of alcohol;
  - (4) Possession of unauthorized goods;
- or
- (5) Other illegal or disruptive activity.

(b) As part of this policy, all students must be tested for drugs as a condition of enrollment. (WIA sec. 145(a)(1) and 152(b)(2).)

(c) According to procedures issued by the Secretary, the policy must specify the offenses that result in the automatic separation of a student from the Job Corps. The center director is responsible for determining when there is a violation of a specified offense.

**§ 670.545 How does Job Corps ensure that students receive due process in disciplinary actions?**

The center operator must ensure that all students receive due process in disciplinary proceedings according to procedures developed by the Secretary. These procedures must include, at a minimum, center fact-finding and behavior review boards, a code of sanctions under which the penalty of separation from Job Corps might be imposed, and procedures for students to appeal a center's decision to discharge them involuntarily from Job Corps to a regional appeal board.

**§ 670.550 What responsibilities do Job Corps centers have in assisting students with child care needs?**

(a) Job Corps centers are responsible for coordinating with outreach and admissions agencies to assist students with making arrangements for child care for their dependent children.

(b) Job Corps centers may operate on center child development programs with the approval of the Secretary.

**§ 670.555 What are the center's responsibilities in ensuring that students' religious rights are respected?**

(a) Centers must ensure that a student has the right to worship or not worship as he or she chooses.

(b) Students who believe their religious rights have been violated may file complaints under the procedures set forth in 29 CFR part 37.

(c) Requirements related to equal treatment of religious organizations in Department of Labor programs, and to protection of religious liberty of Department of Labor social service providers and beneficiaries, are found at subpart D of 29 CFR part 2. *See also* §§ 667.266 and 667.275 of 20 CFR; 29 CFR part 37.

[65 FR 49450, Aug. 11, 2000, as amended at 69 FR 41891, July 12, 2004]

**§ 670.560 Is Job Corps authorized to conduct pilot and demonstration projects?**

(a) Yes, the Secretary may undertake experimental, research and demonstration projects related to the Job Corps program according to WIA section 156.

(b) The Secretary establishes policies and procedures for conducting such projects.

(c) All studies and evaluations produced or developed with Federal funds become the property of the United States.

**Subpart F—Student Support**

**§ 670.600 Is government-paid transportation provided to Job Corps students?**

Yes, Job Corps provides for the transportation of students between their homes and centers as described in policies and procedures issued by the Secretary.

**§ 670.610 When are students authorized to take leaves of absence from their Job Corps centers?**

Job Corps students are eligible for annual leaves, emergency leaves and other types of leaves of absence from their assigned centers according to criteria and requirements issued by the Secretary. Center operators and other

**§ 670.620**

service providers must account for student leave according to procedures issued by the Secretary.

**§ 670.620 Are Job Corps students eligible to receive cash allowances and performance bonuses?**

(a) Yes, according to criteria and rates established by the Secretary, Job Corps students receive cash living allowances, performance bonuses, and allotments for care of dependents, and graduates receive post-separation readjustment allowances and placement bonuses. The Secretary may provide former students with post-separation allowances.

(b) In the event of a student's death, any amount due under this section is paid according to the provisions of 5 U.S.C. 5582 governing issues such as designation of beneficiary, order of precedence and related matters.

**§ 670.630 Are student allowances subject to Federal Payroll Taxes?**

Yes, Job Corps student allowances are subject to Federal payroll tax withholding and social security taxes. Job Corps students are considered to be Federal employees for purposes of Federal payroll taxes. (WIA sec. 157(a)(2).)

**§ 670.640 Are students provided with clothing?**

Yes, Job Corps students are provided cash clothing allowances and/or articles of clothing, including safety clothing, when needed for their participation in Job Corps and their successful entry into the work force. Center operators and other service providers must issue clothing and clothing assistance to students according to rates, criteria, and procedures issued by the Secretary.

**Subpart G—Placement and Continued Services**

**§ 670.700 What are Job Corps centers' responsibilities in preparing students for placement services?**

Job Corps centers must test and counsel students to assess their competencies and capabilities and determine their readiness for placement.

**20 CFR Ch. V (4-1-08 Edition)**

**§ 670.710 What placement services are provided for Job Corps students?**

(a) Job Corps placement services focus on placing program graduates in:

- (1) Full-time jobs that are related to their vocational training and that pay wages that allow for self-sufficiency;
- (2) Higher education; or
- (3) Advanced training programs, including apprenticeship programs.

(b) Placement service levels for students may vary, depending on whether the student is a graduate or a former student.

(c) Procedures relating to placement service levels are issued by the Secretary.

**§ 670.720 Who provides placement services?**

The One-Stop system must be used to the fullest extent possible in placing graduates and former students in jobs. Job Corps placement agencies provide placement services under a contract or other agreement with the Department of Labor.

**§ 670.730 What are the responsibilities of placement agencies?**

(a) Placement agencies are responsible for:

- (1) Contacting graduates;
- (2) Assisting them in improving skills in resume preparation, interviewing techniques and job search strategies;
- (3) Identifying job leads or educational and training opportunities through coordination with local Workforce Investment Boards, One-Stop operators and partners, employers, unions and industry organizations; and
- (4) Placing graduates in jobs, apprenticeship, the Armed Forces, or higher education or training, or referring former students for additional services in their local communities as appropriate. Placement services may be provided for former students according to procedures issued by the Secretary.

(b) Placement agencies must record and submit all Job Corps placement information according to procedures established by the Secretary.

**§ 670.740 Must continued services be provided for graduates?**

Yes, according to procedures issued by the Secretary, continued services,