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The proposed updates and new elements encompassing assigned sex at birth, gender identity and sexual orientation are not permanent to program eligibility or successful case management to a participant and may prevent participants from registering for services due to the invasive nature of the questions. It seems like this is beyond the scope of WIOA to collect this information. If implemented, we strongly encourage that states have the option to not collect the gender identity and sexual orientation elements. While the questions may be intended to be non-discriminatory, the questions come across as excessively intrusive because participants are coming to us for services unrelated to the questions being asked.