

## **Equal Opportunity is the Law**

**It is against the law for this recipient of federal assistance to discriminate on the following basis:**

- 1) Against any individual in the United States, on the basis of race, color, religion, gender identity, national origin, age, disability, political affiliation or belief, and**
- 2) Against any beneficiary of programs financially assisted under Title I of the Workforce Innovation and Opportunity Act of 2014 (WIOA), on the basis of the beneficiary's citizenship/status as a lawfully-admitted immigrant authorized to work in the United States, or his/her participation in a WIOA Title I financially-assisted program or activity.**

**The recipient must not discriminate in any of the following areas:**

- 1) Deciding who will be admitted, or have access, to a WIOA Title I financially-assisted program or activity;**
- 2) Providing opportunities in, or treating any person with regard to, such a program or activity; or**
- 3) Making employment decisions in the administration of, or in connection with, such a program or activity.**

## WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

If you think that you have been subjected to discrimination under a WIOA Title I—financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either the recipient’s Equal Opportunity Officer (or the person whom the recipient has designated for this purpose); or the Director, Civil Rights Center (CRC), U.S. Department of Labor 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210; or electronically as directed on the CRC website at [www.dol.gov/crc](http://www.dol.gov/crc).

If you file your complaint with the recipient, you must wait either until the recipient issues a written *Notice of Final Action*, or until 90 days have passed (whichever is sooner), before filing with the CRC (see the address above).

If the recipient does not give you a written *Notice of Final Action* within 90 days of the day on which you filed your complaint, you may file a complaint with CRC before receiving that notice. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient).

If the recipient does give you a written *Notice of Final Action* on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the *Notice of Final Action*.

For assistance in filing a complaint, please speak with Workforce Connection staff or contact the Fresno Regional Workforce Development Board at 559-490-7100.