



## EQUAL OPPORTUNITY IS THE LAW

It is against the law for this recipient of federal financial assistance to discriminate on the following bases: against any individual in the United States, on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or, against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act (WIOA), on the basis of the individual's citizenship status or participation in any WIOA Title I—financially assisted program or activity.

Recipients of federal financial assistance must take reasonable steps to ensure that communications with individuals with disabilities are as effective as communications with others. This means that, upon request, and at no cost to the individual, recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities.

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

If you think you have been subjected to discrimination under a WIOA Title I - financially assisted program or activity, you may file a complaint within 180 days of the event with either the recipient's Equal Opportunity Officer or the person designated by the recipient. Complaints may be mailed to the Workforce Development Department or the Civil Rights Center of the Department of Labor at:

**Fred Burks, Equal Opportunity Officer  
Workforce Development Department (WDD)  
290 N D Street, Suite 600  
San Bernardino, CA 94215**

*Or*

**Director, Civil Rights Center (CRC), 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 until either the recipient issues a written *Notice of Final Action*, or 90 days have passed or whichever is sooner, before filing with the CRC (see 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 do not have to wait for the recipient to issue that notice before filing a complaint with the CRC. 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 the CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.