

EQUAL OPPORTUNITY NOTICE - EQUAL OPPORTUNITY IS THE LAW

Customer Concern and Complaint Resolution - (Attachment 3)

Policy # 425



Updated June 30, 2015



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

Against any individual in the United States, on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and 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 United States, or his or her participation in any WIOA Title I-financially assisted program or activity.

THE RECIPIENTS MUST NOT DISCRIMINATE IN ANY OF THE FOLLOWING AREAS:

Deciding who will be admitted or have access to any WIOA Title I-financially assisted program or activity; providing opportunities in, or treating any person with regard to, such a program or activity; or 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 Pacific Mountain Workforce Development Council's Equal Opportunity Officer, Craig Clark, at 1570 Irving Street SW Tumwater WA 98512. Ph. (360) 704-6455 and for TTY – Use the State Relay Number 711;

The Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Avenue NW, room N-4123, Washington DC 20210.

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 Civil Rights Center (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 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 CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

I have received a copy of and understand my appeal rights regarding this Equal Opportunity Notice.

Signature of Applicant or Participant

Date

Signature of Staff

Date

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