

EQUAL OPPORTUNITY IS THE LAW

Section 188 of the Workforce Innovation and Opportunity Act (WIOA) prohibits discrimination against individuals in any WIOA Title I–financially assisted program or activity, which includes job training for adults and youth and programs or activities provided by recipients at American Job Centers (one-stop centers). These programs or activities may not refuse to offer or provide services to individuals because of their race, color, religion, sex, national origin, age, disability, or political affiliation or belief. Beneficiaries, applicants, and participants cannot be denied covered services because of their citizenship status, and cannot be denied their rights because of participation in a WIOA Title I–financially assisted program or activity. The rule applies to recipients of WIOA Title I financial assistance and to programs and activities that are operated by American Job Center partners as part of the American Job Center system.

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 in writing within 180 days from the date of the alleged violation with either:

Ms. Dione Shaw
Operations Coordinator
Lower Shore Workforce Alliance
31901 Tri-County Way
Suite 215
Salisbury, MD 21804
Fax: 410-341-3735
Email: dshaw@lswa.org

OR

Director, Civil Rights Center
Attention: Office of External Enforcement
U.S. Department of Labor
200 Constitution Avenue, NW
Room N-4123
Washington, DC 20210
Fax: (202) 693-6505
Email: CRCEXternalComplaints@dol.gov

If you file your complaint with the Lower Shore Workforce Alliance, you must wait either until the agency issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see above address). If LSWA 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 agency 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 LSWA 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.