

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, on the basis of the individual's citizenship status or participation in any WIOA Title I—financially assisted program or activity.

The Recipient 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 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 Web site at 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 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 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.

What To Do If You Have A Non-Criminal Complaint Excluding Discrimination

If you have a non-criminal complaint excluding discrimination it must be filed with the Equal Opportunity Officer (EOO). Please ask a representative for the Workforce Innovation and Opportunity Act Complaint Resolution Form to submit your complaint. Complaints must be filed within one (1) year of the alleged occurrence. Upon receipt of the complaint, The EOO will contact you within Five (5) days to discuss the nature of your complaint. Within ten days of the filing of the complaint, the EOO will attempt to resolve the matter. You will be notified in writing of the determination within 15 days of filing of the complaint.

FOR INFORMATION OR TO FILE A COMPLAINT CONTACT:

Tiffany Cink, Equal Opportunity Officer Phone: (541) 222-9660 Email: TiffanyC@laneworkforce.org
1401 Willamette St., Second Floor Eugene, OR 97401

Lane Workforce Partnership is an equal opportunity employer/program. Auxiliary aids and services, and alternate formats are available to individuals with limited English proficiency free of cost upon request.