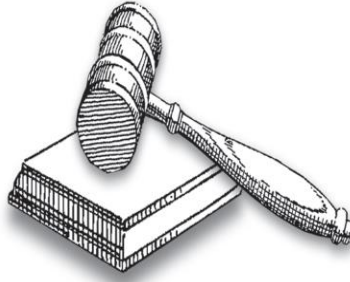


EQUAL OPPORTUNITY



IS THE LAW

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 & 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 or her 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.

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(CRC), U.S. Department of Labor, 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210.

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 in 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.

Should you wish to submit your complaint to Alternative Dispute Resolution (ADR) after you have filed your claim, you may contact the local Equal Opportunity (EO) Officer and a qualified mediator will be assigned to your complaint in an effort to settle your complaint.

For Information or to Register a Complaint

Contact Persons:

Pamela Dougherty, Local EO Officer
ST. CLAIR COUNTY
INTERGOVERNMENTAL GRANTS DEPARTMENT
19 PUBLIC SQUARE, STE. 200
BELLEVILLE, IL 62220
VOICE: (618) 277-6790/ TTY: (800) 526-0844

OR

STATE WIA EO OFFICER
ILLINOIS DEPARTMENT OF
COMMERCE AND ECONOMIC OPPORTUNITY
OFFICE of EO MONITORING & COMPLIANCE
500 E. MONROE, 8TH FLR.
SPRINGFIELD, IL 62701
English: 711 or 1-800-526-0857
Spanish: 711 or 1-800-501-0865

OR

DIRECTOR
CIVIL RIGHTS CENTER
U.S. DEPARTMENT OF LABOR
200 CONSTITUTION AVENUE, NW
ROOM N-4123
WASHINGTON, DC 20210
VOICE: (202) 693-6502 / TTY: (202) 693-6516

REASONABLE ACCOMMODATION

The American with Disabilities Act, 42 U.S.C.A. Section 12101 et seq. (ADA). The ADA prohibits discrimination against qualified individuals with disabilities on the basis of their disability. The ADA provides, in part, that qualified individuals with disabilities shall not be excluded from participating in or be denied the benefits of any programs, services or activities offered by this Department.

This Department must communicate effectively with individuals who have speech, visual, and hearing impairments and provide auxiliary communication aids to assist them in benefitting from the Department's programs, service or activities to ensure equal opportunity.

This Department will offer reasonable accommodation for individuals that may experience physical barriers that impede them from entering the Department for services.

VERIFICATION RECEIPT FORM

NON-DISCRIMINATION AND EQUAL OPPORTUNITY PROVISIONS

THE WORKFORCE INNOVATION & OPPORTUNITY ACT OF 2014

TO BE COMPLETED BY CUSTOMER:

As an inquirant, applicant, or registrant under the Workforce Innovative Opportunity Act, I certify that I have been provided with a notice of the Non-discrimination and Equal Opportunity Provisions of the Workforce Innovation & Opportunity Act of 2014, and Reasonable Accommodations The American with Disability Act, 42 U.S.C.A. Section 12101.

Signature

Date

TO BE COMPLETED BY INDIVIDUAL WHO ASSISTED VISUALLY OR HEARING IMPAIRED CUSTOMER:

I have provided the Notice of Non-discrimination and Equal Opportunity Provisions of the Workforce Innovation & Opportunity Act of 2014 to _____ who is visually or hearing impaired by the following means: _____

Signature

Date