

EQUAL OPPORTUNITY IS THE LAW

Section 188 of the Workforce Innovation and Opportunity Act prohibits the exclusion of an individual from participation in, denial of the benefits of, discrimination in, or denial of employment in the administration of or in connection with, any programs and activities funded or otherwise financially assisted in whole or in part under Title I of WIOA because of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and for beneficiaries only, citizenship status, or participation in a program or activity that receives financial assistance under Title I of WIOA.

The recipient must not discriminate in any of the following areas:

- Deciding who will be admitted, or have access, to any WIOA 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 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 State WIOA Title I Equal Opportunity Officer
 Joe Rangitsch, Montana Department of Labor and Industry
 P. O. Box 1728, Helena, Montana 59624
 e-mail address: jrangitsch@mt.gov
 (406) 444-4093 / TDD/TTY (406) 444-0532
 Fax: (406) 444-3037

OR YOU MAY CONTACT THE CIVIL RIGHTS CENTER BY WRITING

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 state, you must wait either until a written Notice of Final Action is issued, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above).

If you do not receive 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 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 you receive 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 complaint with CRC within 30 days of the date on which you received the Notice of Final Action.

I have read and understand the above policy.

Printed Name of Participant _____ **Signature** of Participant _____

Date

Alternate Format for Visual Impairment? Yes___ No___ N/A___

DOLI is an Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to individuals with disabilities

Distribution: Original in the participant's file; copy to participant