



Spokane Area Workforce Development Council

Nondiscrimination – Notice of Rights & Complaint Process

EQUAL OPPORTUNITY IS THE LAW

29 CFR Part 37.30

It is against the law for the Spokane Area Workforce Development Council (WDC) and its service providers, recipients 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 Investment Act of 1998 (WIA), 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 WIA Title I-financially assisted program or activity.

The Spokane Area WDC and its service providers must not discriminate in any of the following areas:

Deciding who will be admitted, or have access, to any WIA 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 activity.

What to do if you believe you have experienced discrimination:

If you think that you have been subjected to discrimination under a WIA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either:

Equal Opportunity Officer
Dawn Karber
Spokane Area WDC
2000 N. Greene St, MS 2158
Spokane, WA 99217-5499

Or
Director, Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Avenue NW, Room N-4123
Washington, D.C. 20210

If you file your complaint with the Spokane Area WDC, 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 the Spokane Area WDC 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 Spokane Area WDC).

If the Spokane Area WDC 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."

Participant Signature: _____

Date: _____

Parent/Guardian Signature: _____

Date: _____

(If applicant is under 18 years old)

I certify that I have been provided a copy of this statement.

"The Spokane Area Workforce Development Council is an equal opportunity employer and provider of employment and provider of employment and training services. Auxiliary aids are available upon request to individuals with disabilities." Washington Relay Service (TTY) 1-800-833-6388 or 711