

Notice of Right to File a Discrimination Complaint

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.

Recipients of federal financial assistance must take reasonable steps to ensure that communications with individuals with disabilities are as effective as communications with others. This means that, upon request and at no cost to the individual, recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities.

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:

Local Equal Opportunity Officer

Gabby Torres
Benton-Franklin Workforce Development Council
815 N. Kellogg Street, Suite C
Kennewick, WA 99337
gtorres@bf-wdc.org
(509)734-5987 –WA Relay Service 711

or Director, Civil Rights Center (CRC)

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

State-Level Equal Opportunity Officer

Teresa Eckstein
Employment Security Department
PO Box 9046, Olympia, WA 98507-9046
teresa.eckstein@esd.wa.gov
855-836-5598 WA Relay Service 711

Benton-Franklin Workforce Development Council is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay 711

You may also file a complaint electronically as directed on the CRC website at www.dol.gov/crc.

If you file your complaint with the Local Equal Opportunity Officer, 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 CRC (see address above). If local Equal Opportunity Officer 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, you must file your CRC complaint within 120 days after the day on which you filed your complaint with the local Equal Opportunity Officer). If local Equal Opportunity Officer 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.

If you wish to file or inquire about filing a discrimination complaint in which WorkSource Columbia Basin or the Employment Security Department **have not** been a party, please contact:

[The U.S. Equal Employment Opportunity Commission](#)

Phone: 1-800-669-4000 (toll-free)

TTY: 1-800-669-6820 ASL Video

Phone: 1-844-234-5122 and/or

[The Washington State Human Rights Commission](#)

800-233-3247 (toll-free)

Applicant attests to reading and understanding this Equal Opportunity Notice of Rights.

Applicant Signature

Date