



Notice of Right to File a Discrimination Complaint

EQUAL OPPORTUNITY IS THE LAW

It is against the law for the Benton Franklin Workforce Development Council (WDC) and its service providers, as recipients 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, national origin, age, disability, political affiliation or belief; and against any beneficiary of programs financially assisted under the Workforce Innovation and Opportunities Act (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 financially assisted program or activity.

The Benton Franklin WDC and its service providers 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 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
Benton Franklin WDC
815 N. Kellogg Suite C
Kennewick, WA 99336

or

Director, Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Ave. NW
Room N-4123
Washington, DC 20210

If you file your complaint with the Benton Franklin 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 above address). If the Benton Franklin 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 that Notice to be issued 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 Benton Franklin WDC).

If the Benton Franklin 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.

Signature _____ Date _____

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

