

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:

Workforce Snohomish's Local Equal Opportunity Officer

Natalya Verley

Natalya.Verley@workforcesnohomish.org

425-921-3462; Washington Relay Service 711

Workforce Snohomish

808 – 134th St SW Suite 105

Everett, WA 98204

or

State-Level Equal Opportunity Officer

Teresa Eckstein

Teresa.Eckstein@esd.wa.gov

855-836-5598; Washington Relay Service 711

Employment Security Department

PO Box 9046

Olympia, WA 98507-9046

or

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

or, electronically as directed on the CRC Web site at www.dol.gov/crc.

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 (see address above). 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 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, 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 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.

Equal opportunity and nondiscrimination complaint process

If you have questions regarding discrimination complaint matters in which WorkSource or the Employment Security Department are a party, you may contact your local equal opportunity officer at:

Workforce Snohomish's Local Equal Opportunity Officer

Natalya Verley
Natalya.Verley@workforcesnohomish.org
425-921-3462; Washington Relay Service 711
Workforce Snohomish
808 – 134th St SW Suite 105
Everett, WA 98204

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

U.S. Equal Employment Opportunity Commission
Seattle Office
800-669-4000 (toll-free)

and/or

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