



## EQUAL OPPORTUNITY IS THE LAW

It is against the law for the Indiana Department of Workforce Development (DWD), a recipient of federal financial assistance to discriminate on the following basis:

Against any individual in the United States on the basis of race, age, color, religion, sex, national origin, 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.

### **DWD Must Not Discriminate in Any of the Following Areas:**

Deciding who will be admitted, or have access, to any WIA Title I-financially assisted programs or activity; providing opportunities in, or treating any person with regard to, such a program or activity; or making employment decision 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 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:

Ms. Angela Roosa  
State Equal Opportunity Officer for WIA  
Bureau of Workforce Development  
10 N. Senate Avenue, Room SE115  
Indianapolis, IN. 46204

or:

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

If you file your claim with DWD, you must either wait until DWD 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 DWD 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 DWD).

If DWD 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 DWD Notice of Final Action.

*DWD is an equal opportunity employer and complies with all state and federal nondiscrimination laws in the administration of its programs. Auxiliary aids and services are available upon request to individuals with disabilities. Contact the Local Workone Office nearest you or the State Equal Opportunity Officer for WIA, Angela Roosa at (317) 232-7475 or TTY (317) 234-3535.*