

EQUAL OPPORTUNITY IS THE LAW

NoRTEC (Northern Rural Training and Employment Consortium) and its AJCCs are required by law to foster and ensure equal opportunity and nondiscrimination in the operation of Workforce Innovation and Opportunity Act (WIOA) programs and activities.

Programs shall be open to all qualified individuals. No one shall be excluded from participation, denied benefits, subjected to discrimination or denied gainful employment because of race, ethnicity or national origin, age, disability, sex, religion, political affiliation or belief, retaliation or citizenship.

WIOA applicants, participants and staff shall be free to file complaints and participate in hearings, investigations or compliance reviews without the threat of intimidation, coercion or discrimination.¹

What to Do if You Believe You Have Experienced Discrimination

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

*Andrea Campos
Equal Opportunity Officer
NoRTEC
525 Wall Street
Chico, CA 95926
(530)892-9600
CA Relay 7-1-1*

English Voice (800) 735-2922/English TTY (800)735-2929

Spanish Voice/TTY (800) 855-3000

English and Spanish Speech to Speech (800)-854-7784

or

*Director, Civil Rights Center (CRC)
US Department of Labor
200 Constitution Avenue, NW, Room N-4123
Washington, DC 20210*

Fax: (202) 693-6505 ATTENTION: Office of External Enforcement (limit of 15 pages)

Email: CRCEXternalComplaints@dol.gov

If you file your complaint with NoRTEC, you must wait either until NoRTEC issues a written *Notice of Final Action*, or until 90 days have passed (whichever is sooner) before filing with the CRC.

If NoRTEC 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 NoRTEC to issue the 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 NoRTEC).

¹ This statement is a summary of NoRTEC's Equal Opportunity and Nondiscrimination Policy. A copy of the full policy can be accessed here: <http://ncen.org/images/documents/policies/Equal-Opportunity-Nondiscrimination-Policy.pdf>