DEPARTMENT OF ECONOMIC

DEVELOPMENT AND COMMERCE

GOVERNMENT OF PUERTO RICO

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:

State-Level Equal Opportunity Officer
Hon. Sebastián Negrón Reichard
At. Lcda. Jannette González Almodóvar
P.O. Box 362350
San Juan, Puerto Rico 00936-2350
Tel. 787-765-2900
Fax. 787-753-6874
or electronically through the email address:
Querellasdiscrimen@ddec.pr.gov

or

Mrs. Naomi Barry-Pérez
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 website at www.dol.gov/crc

Local Equal Opportunity Officer
Angela Muñoz
Local Area Sureste
Ave. Boulevard del Río Edificio I (Piso 3),
Humacao, P.R. 00792
Tel. 787-656-0101 ext. 117
TTY: 787-656-0655
or electronically through the email address:
igualdad.oportunidad@clsurestepr.org

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.

[1] Recipient means entity to which financial assistance under Title I of WIOA is extended, directly from the U.S. Department of Labor or through the Governor or another recipient (including any successor, assignee, or transferee of a recipient). The term excludes any ultimate beneficiary of the WIOA Title I financially assisted program or activity. In instances in which a Governor operates a program or activity, either directly or through a State agency, using discretionary funds apportioned to the Governor under WIOA Title I (rather than disbursing the funds to another recipient), the Governor is also a recipient. "Recipient includes, but is not limited to, State-level agencies that administer, or are financed in whole or in part with WIOA Title I funds; State Workforce Agencies; State and Local Workforce Development Boards; Local Workforce Development Area grant recipients; One-Stop operators and their partners; Service providers, including eligible training providers; On the Job Training (OJT) employers; Job Corps contractors and center operators; Job Corps national training contractors; Outreach and admissions agencies, including Job Corps contractors that performs these functions; and other National Program recipients (29 CFR 38.4, zz).

Conexión Laboral is an equal opportunity employer and service provider that complies with applicable Federal civil rights law and does not discriminate on the basis of race, color, national origin, age, disability, religion, or sex.