

Equal Opportunity Is the Law

It is against the law for the Yuma Private Industry Council (YPIC), as a 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, national origin, age, 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.

The Yuma Private Industry Council (YPIC) must not discriminate in any of the following areas:

- Deciding who will be admitted, or have access, to any WIA 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.

What to Do If You Believe You Have Experienced Discrimination

If you think that 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:

Yuma Private Industry Council (YPIC)

Nidia Herrera
EO Officer
3834 W. 16th Street
Yuma, AZ 85364
(928) 329-0990 ext.160
Fax: (928) 783-0886
TTY: (928) 329-6466
nherrera@ypic.com

or

The State of Arizona

Marcia McCaskill
State WIA EO Officer
Employment Administration/WIA Section
Arizona Department of Economic Security
1789 West Jefferson, Site Code 920Z
Phoenix, AZ 85007
(602) 542-3957
Fax: (602) 542-2491
[TTY/TTD: 711](tel:602542711)

or

The Civil Right Center

Ramon Suris-Fernandez, Esq.
Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Avenue NW
Room N-4123
Washington, DC 20210
(202) 693-6500
Fax: (202) 693-6505
TTY: (202) 693-6516

- If you file your complaint with the **Yuma Private Industry Council**, you must wait either until **YPIC** 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 **Yuma Private Industry Council** 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 **YPIC** 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 **YPIC**).
- If the **Yuma Private Industry Council** 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 from **YPIC**.

Applicant Signature

Date

Parent/Guardian Signature (needed if individual is under 18 years old)

Date

This is an Equal Opportunity Employer/Program.
Auxiliary aids and services are available upon request individuals with disabilities