

# Equal Opportunity Is the Law

It is against the law for the State of Arizona, 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 State of Arizona 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:

### The Local Office

Nidia Herrera  
EO Officer  
Yuma Private Industry Council  
3834 W. 16<sup>th</sup> Street  
Yuma, AZ 85364  
(928) 329-0990 ext. 160  
fax (928) 329-0830  
tty (928) 329-6466  
nherrera@ypic.com

or

### The State of Arizona

Audrey Mitchell  
State WIA EO Officer  
Employment Administration/WIA Section  
Arizona Department of Economic Security  
1789 West Jefferson (Site Code 920Z)  
Phoenix, AZ 85007  
(602) 542-2487 fax (602) 542-2491

or

### The Civil Rights Center

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

- If you file your complaint with the **State of Arizona**, you must wait either until the **State of Arizona** 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 **State of Arizona** 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 **State of Arizona** 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 the **State of Arizona**).
- If the **State of Arizona** 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 the **State of Arizona**.

Applicant Signature

Date

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

This is an equal opportunity employer/program.

Auxiliary aids and services are available upon request to individuals with disabilities.

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