

**EQUAL OPPORTUNITY (EO) RIGHTS NOTIFICATION**  
**South Central Workforce Development Board**

**Equal Opportunity Is The Law**  
**Know Your Rights!**

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.

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;

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 believe 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: the recipient's Equal Opportunity Officer (Debra Crowder, Executive Director, SCWDB, 130 LeGrande Ave., P. O. Box 580, Charlotte Court House, VA 23923); the state EO Officer (Vicki Tanner, 300 Arboretum Place, Suite 200 Richmond, VA 23236) or the Director, Civil Rights Center (CRC), U. S. Department of Labor, 200 Constitution Avenue, NW, Room N-4123, Washington, D.C. 20210.

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 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 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.