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Hilda L. Solis
Mark Ridley-Thomas
Sheila Kuehl
Janice Hahn
Kathryn Barger

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT, AGING AND COMMUNITY AND SENIOR SERVICES

3175 West Sixth Street • Los Angeles, CA 90020
Tel: 213-738-2600 • Fax: 213-487-0379

"Connecting communities and improving the lives of all generations"



wdacs.lacounty.gov

Cynthia D. Banks
Director

Otto Solórzano
Chief Deputy

LOS ANGELES COUNTY WORKFORCE INNOVATION AND OPPORTUNITY ACT EQUAL OPPORTUNITY IS THE LAW

It is against the law for this recipient of federal financial assistance to discriminate on the following basis:

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, political affiliation or belief; and

Against any beneficiary of, applicant to, or participant in, programs financially assisted under Title I of the *Workforce Innovation and Opportunity Act* (WIOA), 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.

The Los Angeles County Local Workforce Development Board (LWDB) has assured the U.S. Department of Labor (DOL) and the State of California Employment Development Department (EDD) that the County's Workforce Innovation and Opportunity Act (WIOA) Program will adhere to EQUAL OPPORTUNITY as mandated by the LAW.

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 one hundred eighty (180) days from the date of the alleged violation with either:

**County of Los Angeles
Workforce Development, Aging,
and Community Services**
3175 West Sixth Street
Los Angeles, CA 90020-1708
Attn: Equal Opportunity Officer

OR

**Civil Rights Center (CRC)
U.S. Department of Labor**
200 Constitution Avenue, N.W.
Room N-4123
Washington, D.C. 20210

Or

Electronically as directed on the
CRC website at www.dol.gov/crc

If you file your complaint with the County of Los Angeles, you must wait either until the County issues a written *Notice of Final Action*, or until ninety (90) days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above).

If the County does not give you a written *Notice of Final Action* within ninety (90) days of the day on which you filed your complaint, you do not have to wait for the County to issue that notice before filing a complaint with the CRC. However, you must file your CRC complaint within thirty (30) days of the ninety-day (90-day) deadline (in other words, within one hundred twenty (120) days after the day on which you filed your complaint with the County).

If the County 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 the CRC. You must file your CRC complaint within thirty (30) days of the date on which you received the *Notice of Final Action*.

