

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, national origin, age, disability, political affiliation or belief, and
- Against any beneficiary of programs financially assisted under Title I of the Workforce Investment Act (WIA) of 1998 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 recipient 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
- 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 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 recipient's Equal Opportunity Officer:

Mr. Shawn Surface
Equal Opportunity Officer
Job Service North Dakota
PO Box 5507
Bismarck, ND 58506-5507

ssurface@nd.gov
Telephone 701-328-1976
Fax 701-328-4894
Statewide TTY 800-366-6888

or you may file a complaint directly with:

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 CRC. (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 the 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 the CRC. You must file the CRC complaint within 30 days of the date on which you received the Notice of Final Action.



WORKFORCE PROGRAMS
JSND-5057 (R.5-11)

Job Service North Dakota is an equal opportunity employer/program provider.
Auxiliary aids and services are available upon request to individuals with disabilities.