

Know Your Rights



EQUAL OPPORTUNITY IS THE LAW

It is against the law for the New Jersey Department of Labor and Workforce Development and *all recipients* of any Workforce Investment Act – Title I receiving financial assistance to discriminate 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 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; or
- Making employment decisions in the administration of, or in connection with, such a program or activity.

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:

1. The recipient’s local EO (or the person whom the recipient has designated for this purpose): or
2. 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 *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). The recipient must offer you alternative dispute resolution in an effort to resolve your complaint.

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 (29 CFR Part 37.30).

For more information, contact:

Complaint Specialist: Sophia LaPorte Burlington County One-Stop Career Center, 795 Woodlane Road, 2nd Fl., Westhampton, NJ 08060 Telephone: (609) 518-3900 TDD: 1-800-949-4232

Local Equal Opportunity Officer: Burlington County One-Stop Career Center, 795 Woodlane Road, 2nd Fl., Westhampton, NJ 08060 Telephone: (609) 518-3900 TDD: 1-800-949-4232

State Equal Opportunity Officer: Luis De Sousa, New Jersey Dept. of Labor and Workforce Development
1 John Fitch Way, Trenton, New Jersey 08611
Telephone: (609) 649-0262 TDD: 1-800-949-4232
Luis.Desousa@dol.nj.gov



www.lwd.dol.state.nj.us



americanjobcenter