

NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY (Posting)

It is against the law 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
- Any beneficiary of programs, financially assisted under OEWD programs 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 OEWD program or activity.

OEWD and its subcontractors cannot discriminate in any of the following areas:

- Deciding who will have access to any OEWD program or activity, or
- Treatment of program participants, or
- Employment decisions in the administration of, or connection with, such a program or activity.

If you think you have been subjected to discrimination, you may file a complaint within one hundred eighty (180) days from the date of the alleged violation with OEWD's Equal Opportunity Officer – Alfredo Fajardo, at One South Van Ness Avenue, 5th Floor, San Francisco, CA 94103. As a participant of an OEWD program, you have the right to request technical assistance in filing a complaint. You may call (415) 701-4848 for technical assistance and information on how to file. Or you may send a compliant information form to the Director, Civil Rights Center (CRC), U.S. Department of Labor, Attention: Office of External Enforcement, 200 Constitution Avenue, NW, Room N-4123, Washington, D.C. 20210 or by email to CRCExternalComplaints@dol.gov

If you start by filing your complaint with OEWD, you must wait either until OEWD issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center.

If OEWD does **not** give 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 OEWD to issue that Notice before filing with the CRC. However, you must file your CRC complaint within 30 days after the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with OEWD).

If OEWD **does** give you a written Notice of Final Action on your complaint, and you are dissatisfied with the decision or resolution, you may file a complaint with the CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

