EQUAL OPPORTUNITY IS THE LAW

Equal Opportunity Employer/Program
Auxiliary Aids & Services Are Available
Upon Request To Individuals
With Disabilities



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It is against the law for the Georgia Department of Labor (Georgia DOL), a 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.

The Georgia Department of Labor 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;
- 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.

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 **180 days** from the date of the alleged violation with either:

Georgia Department of Labor
Equal Employment Opportunity Administrator, Suite 426
148 Andrew Young International Blvd., NE
Atlanta, Georgia 30303-1751
877.709.8185*
dol.georgia.gov

OR

U.S. Department of Labor Director
Civil Rights Center, (CRC)
200 Constitution Avenue, NW Room-N4123
Washington, D.C. 20210
dol.gov/crc

*Persons with Hearing Impairments may contact the Georgia Relay Center at 7-1-1 or TTY 1.800.255.0056.

If you file your complaint with the Georgia Department of Labor, 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 Georgia DOL does not give you a written Notice of Final Action within **90 days** of the day on which you filed your complaint, you may file a complaint with CRC before receiving that Notice. 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 Georgia DOL gives 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.

GDOL

GEORGIA DEPARTMENT
OF LABOR