

Equal Opportunity is the LAW

It is against the law for this 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 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.

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 180 days from the date of the alleged violation with either: the recipient's Equal Opportunity Officer (or the person whom the recipient has designated for this purpose);

Danielle Smith, State Workforce System Equal Opportunity Officer
Department of Economic Development
Division of Workforce Development
P.O. Box 1087
Jefferson City, MO 65102
danielle.smith@ded.mo.gov
Phone: (573) 751-2428
Relay Missouri: 7-1-1
Fax: (573) 751-4088

or

Director, Civil Rights Center (CRC), U.S. Department of Labor
200 Constitution Avenue NW, Room N-4123, Washington, DC 20210
or electronically as directed on the CRC website at www.dol.gov/crc

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). 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 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 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.

Sub-State Agency/Local Equal Opportunity Officer:

Name: Paul DiBello (paul.dibello@cwib.us)
Address: 604 Black Street, Rolla, MO 65401
Telephone: 573-426-6030 or 573-346-1766

To learn more about filing a claim, visit
jobs.mo.gov/equalopportunity

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.



La Igualdad = De Oportunidad es la LEY

La ley prohíbe que este beneficiario de asistencia financiera federal discrimine por los siguientes motivos: contra cualquier individuo en los Estados Unidos por su raza, color, religión, sexo (incluyendo el embarazo, el parto y las condiciones médicas relacionadas, y los estereotipos sexuales, el estatus transgénero y la identidad de género), origen nacional (incluyendo el dominio limitado del inglés), edad, discapacidad, afiliación o creencia política, o contra cualquier beneficiario, solicitante de trabajo o participante en programas de capacitación que reciben apoyo financiero bajo el Título I de la ley de Inversión y Oportunidad en la Fuerza Laboral (WIOA, por sus siglas en inglés), debido a su ciudadanía, o por su participación en un programa o actividad que recibe asistencia financiera bajo el Título I de WIOA.

El beneficiario no deberá discriminar en los siguientes áreas: decidiendo quién será permitido de participar, o tendrá acceso a cualquier programa o actividad que recibe apoyo financiero bajo el Título I de WIOA; proporcionando oportunidades en, o tratar a cualquier persona con respecto a un programa o actividad semejante; o tomar decisiones de empleo en la administración de, o en conexión a un programa o actividad semejante.

Los beneficiarios de asistencia financiera federal deben tomar medidas razonables para garantizar que las comunicaciones con las personas con discapacidades sean tan efectivas como las comunicaciones con los demás. Esto significa que, a petición y sin costo alguno para el individuo, los recipientes están obligados a proporcionar ayuda auxiliar y servicios para individuos con discapacidades calificados.

QUE DEBE HACER SI CREE QUE HA SIDO DISCRIMINADO

Si usted piensa que ha sido discriminado en un programa o actividad que recibe apoyo financiero bajo el Título I de WIOA, usted puede presentar una queja no más de 180 días después de la fecha en que ocurrió la presunta violación, ya sea con: El oficial de igualdad de oportunidad del recipiente (o la persona que el recipiente haya designado para este propósito);

Danielle Smith, State Workforce System Equal Opportunity Officer
Department of Economic Development
Division of Workforce Development
P.O. Box 1087

Jefferson City, MO 65102
danielle.smith@ded.mo.gov
Teléfono: (573) 751-2428
Relay Missouri: 7-1-1
Fax: (573) 751-4088

O:

Director, Civil Rights Center (CRC), U.S. Department of Labor
200 Constitution Avenue NW, Room N-4123, Washington, DC 20210
o electrónicamente como indica el sitio web del CRC www.dol.gov/crc

Si usted presenta una queja con el recipiente, usted debe esperar hasta que el recipiente emita una decisión final escrita o que pasen por lo menos 90 días (lo que ocurra primero), antes de presentar una queja con el Centro de Derechos Civiles (CRC, por sus siglas en inglés) a la dirección mencionada previamente. Si el beneficiario no le entrega una decisión final escrita dentro de 90 días después de la fecha en que presento su queja, usted puede presentar su queja con el CRC antes que reciba la decisión final. Sin embargo, es necesario presentar su queja con el CRC dentro de 30 días después de la fecha límite de 90 días (en otras palabras, dentro de 120 días después de la fecha en que presento la queja con el recipiente). Si el recipiente emite una decisión final escrita, pero usted no está satisfecho con el resultado o resolución, usted puede presentar una queja con el CRC. Usted debe presentar su queja con el CRC dentro de 30 días después que reciba la decisión final escrita.

Agencia de Sub-Estado/Oficial de Oportunidades Igualitarias Local:

Nombre: Paul DiBello (paul.dibello@cwib.us)

Dirrección: 604 Black Street, Rolla, MO 65401

Teléfono: 573-426-6030 or 573-346-1766

Para más información sobre cómo presentar una reclamación, visite jobs.mo.gov/equalopportunity

Programa de Empleadores que Brindan Oportunidades Igualitarias

Se ofrece apoyo y servicios auxiliares a las personas con discapacidades que lo soliciten.



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Accessibility Statement

Central Region Workforce Investment Board endeavors to make its web content accessible to people with disabilities and attempts to use Section 508 of the Rehabilitation Act and the World Wide Web Consortium (W3C) as a guide whenever possible. The website contains a tool at the top of each page which allows persons with visual/mobility disabilities to skip to content/navigation. There are also two icons on the left hand side of each page to adjust contrast and font size. Images on this site contain 'alt tags' (text alternative) with descriptions of the image that can aid users who listen to the content of the site by using a screen reader rather than reading the site.

While we are committed to making our Website accessible to all users, we recognized that not all of our pages may be ADA compliant at this time. If you use assistive technology and the format of any material on our website interferes with your ability to access the information, please contact the Equal Opportunity Officer at email Paul DiBello.

Major reports and other special publications are made available in Adobe Portable Document Format (PDF). For details on how PDF files can be translated to text for screen reader, please visit [Access Adobe](#)

Website Accessibility and PDF Files

The following notice applies to all website pages where PDF documents are located. Free [Adobe Reader software](#) enables users of screen reading technology to access and read most PDF files on this website. Links to other Adobe documents and files often requested by individuals with disabilities are posted to the Adobe website at <http://www.adobe.com/accessibility.html>.

If you have difficulty accessing information or documents on this website because of a disability, please contact the Equal Opportunity Officer: email Paul DiBello.

TTY Access

All phone numbers listed on this website are accessible to TTY users through the [Relay Missouri Service](#) at 7-1-1.

Alternative Formats

Individuals with disabilities may request alternative formats of the information contained on this website by contacting the Equal Opportunity Officer: email Paul DiBello.

Helpful Resources

Methods of Administration (EO)

- [2015 State MOA - Missouri](#)
- [2015 Central Region MOA - CWIB](#)

Provision of Limited English Proficiency (LEP) Services

- [DWD Issuance 06-2014 – Access to Meaningful Services for Individuals with Limited English Proficiency Policy](#)

- [CWIB Limited English Proficiency Plan 2015](#)
- www.lep.gov/
- [“I Speak Card” - Language Identification](#)

Central Region Data Analysis – EO

- [Adverse Impact Analysis Program Year 2013](#)
- [80% and 2.0 Standard Deviation by Program and Service Level](#)
- [Central Region – DWD Compliance Report 2013](#)

Useful Equal Opportunity Links

- [Equal Opportunity and Complaint and Grievance , Notice and Dissemination](#)
- [How to file an EO Complaint](#)
- [Cómo presentar una queja](#)
- [Discrimination Complaint Information Form \(Spanish\)](#)
- [U.S. Department of Labor Civil Rights Center](#)
- [U.S. Equal Employment Opportunity Commission](#)
- [Missouri Commission on Human Rights](#)

Other Resources

- [Applicable Statutes and Regulations to Recipients of Federal Financial Assistance from the Department of Labor](#)
- [External Enforcement – Statutes and Regulations](#)
- [Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide](#)
- [Reasonable Accommodation Resource Center](#)
- Disability.gov
- [What Can You Do? - Campaign for Disability Employment](#)

Employer Resources

- [ADA Assessment](#)
- [EEO is the Law Posters – Multiple Languages](#)
- [JAN \(Job Accommodation Network\) Accommodations A-Z](#)
- [DOL elaws – Disability Nondiscrimination Law Advisor](#)
- [PEAT – Employers & Accessible Technology](#)
- [Webinar on E-Verify](#)
- [JAN \(Job Accommodation Network\) Multimedia Training Microsite](#)
- [ADA in the Workplace](#)
- [Great Plains ADA Center](#)

Compliance Posters:

- [Federal 6-In-1 Poster \(DWD-18\)](#)
- [State 5-In-1 Poster \(DWD-19\)](#)

EEOC Discrimination Fact Sheets

- [National Origin Discrimination \(Spanish\)](#)
- [Age Discrimination \(Spanish\)](#)
- [Pregnancy Discrimination \(Spanish\)](#)

- [Race/Color Discrimination \(Spanish\)](#)
- [Religious Discrimination \(Spanish\)](#)
- [Disability Discrimination \(Spanish\)](#)
- [Sexual Harassment \(Spanish\)](#)

Job Center Staff

- [Equal Opportunity – Mandatory Trainings](#)
- [EO Desk Aid](#)
- [Demographic Self Identification Form - Voluntary](#)

EO Posters - WIA/WIOA (Printable)

- [Equal Opportunity is the Law \(DWD-102_English\)](#)
- [Equal Opportunity is the Law \(DWD-102_Spanish\)](#)
- [EO Notice - Chinese](#)
- [EO Notice - German](#)
- [Interpretive Services Notice](#)
- [World Wide Interpreters - Poster](#)