

**An equal opportunity employer/program
Auxiliary aids and services are available upon request to individuals with disabilities.
All voice telephone numbers on this website may be reached by persons using
TTY/TDD equipment via the Missouri Relay Service at 711.**

Equal Opportunity

Central Region Workforce Investment Board, Inc. is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment via the Missouri Relay Service at 711.

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, 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 recipients 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.

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:

Central Region WIB EO Officer: Paul DiBello
[Click here to email Paul DiBello](#)
(573) 346-1766 ext. 128

or

Danielle Smith, State DWD EO Officer
[Click here to email Danielle Smith](#)
(573) 751-2428

or

The Director, Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Ave., NW,

EO Notice

Spanish [\[HTML\]](#) [\[PDF\]](#)

Chinese [\[HTML\]](#) [\[PDF\]](#)

German [\[PDF\]](#)

Room N-4123
Washington, DC 20210
Voice: (202) 693-6502
TTY: (202) 693-6515
Fax: (202) 693-6505
[Click here to email CRC](#)

You may download the Discrimination Complaint Information form [DWD-101 \(DWD-101Spanish translation\)](#), to complete it and either present it to a local Missouri Career Center, one of its affiliates or mail it directly to the local or State EO Officer listed above.

If you file a complaint at the State or local workforce area, 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 at the above address.

If the State or local workforce area does not send a written Notice of Final Action within 90 days of the day on which the complaint was filed, 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 original complaint with the recipient).

If you receive 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 you received the Notice of Final Action.

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](#)

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](#)