

Resources for Individuals with Questions about Filing a Discrimination Complaint under WIOA

The CRC protects the civil rights of individuals who:

- ✓ apply to;
- ✓ participate in;
- ✓ work for; or
- ✓ come into contact with programs and activities that are supported by DOL.

The CRC usually cannot process complaints filed by people who seek employment with, are employed by, or who have been terminated from private employers. The CRC also cannot process complaints that concern programs and activities that are not supported by DOL.

This resource explains what CRC can do. If CRC is not the right place to turn for assistance, this list also provides information on other federal agencies that may be able to help.

The CRC also handles complaints filed by applicants to, and employees of, the U.S. Department of Labor (but not other Federal agencies).

Programs and Activities covered by CRC

The Civil Rights Center administers and enforces laws that apply to:

- ✓ recipients of financial assistance under Title I of the Workforce Innovation and Opportunity Act (WIOA);
- ✓ One-Stop partners listed in WIOA Section 121(b) that offer programs or activities through the One-Stop/American Job Center workforce development system;
- ✓ State and local governments and other public entities operating programs and activities related to labor and the workforce, regardless of whether they receive federal financial assistance (for disability-related matters only); and
- ✓ any recipients of financial assistance from, or programs conducted by, DOL that are not included in the categories above.

A few examples include:

- ✓ WIOA programs for adults, youth, and dislocated workers
- ✓ State employment service programs
- ✓ The Senior Community Service Employment Program (SCSEP) for older workers
- ✓ Trade Assistance Act Programs
- ✓ Federal employment and training programs for Native Americans and migrant and seasonal farm workers
- ✓ Unemployment Insurance
- ✓ Job Corps
- ✓ Other grant programs administered by DOL agencies, such as the Mine Safety and Health Administration, the Occupational Safety and Health Administration, and the Veterans' Employment and Training Service

CRC's Office of External Enforcement (OEE) processes, investigates, and adjudicates complaints alleging discrimination on basis of:

- Race;
- Color;
- Religion (including failure to accommodate);
- National origin (including Limited English Proficiency);
- Age;
- Sex (including pregnancy and gender identity);
- Disability (including failure to provide accessible facilities, accommodations or modifications, or equally effective communications); or
- Political affiliation or belief.

Sometimes the CRC can also enforce the law prohibiting discrimination on the following basis:

- Citizenship/status as a lawfully admitted immigrant authorized to work in the United States (applicable to beneficiaries of WIOA-related programs or other programs or activities offered by a One-Stop partner through the One-Stop system);
- Participation in a program or activity that receives financial assistance under WIOA Title I;
- Sexual orientation or status as a parent (prohibited in Federally-conducted education and training programs, such as Job Corps).

CRC also handles complaints alleging:

Retaliation against, or intimidation of, anyone who takes any of the following actions related to nondiscrimination or equal opportunity in any of the covered programs and activities:

- o Files a discrimination complaint;
- o Opposes a practice that is made illegal by civil rights law; or
- o Gives information to, testifies at, or in any other way takes part in an investigation, a compliance review, a hearing, or any other type of civil rights- related activity.

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