equal opportunity for all

discrimination has no place

Equal Opportunity is the law. It is against the law for recipients of Federal financial assistance to discriminate on the basis of the following:

1. Against any individual in the United States, on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and
2. Against any beneficiary of any program 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 on the basis of his/her participation in any LDOL program or activity.

The recipient must not discriminate in any of the following areas:

1. Deciding who will be admitted or who will have access to any LDOL financially assisted program or activity,
2. Providing opportunities in, or treating any person with regard to, such a program or activity,
3. Making employment decisions in the administration of, or in connection with, such a program or activity.

what to do

If you think that 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.

If you elect to file your complaint with the State EO Officer or with this office, you must wait until the recipient issues a decision or until 90 days have passed, whichever is sooner, before filing with Civil Rights Center (CRC) (see address to the right).

If the state EO Officer or this office has not provided you with a written decision within 90 days of the filing of the complaint, you need not wait for a decision to be issued, but may file a complaint with CRC within 30 days of the expiration of the 90 day period. (In other words, within the 120 days after the day on which you filed your complaint with the recipient).

If the State EO Officer or this office does give you a Written Notice of Final Action on your complaint, but you are dissatisfied with the recipient's resolution of your complaint, you may file a complaint with CRC. Such complaints must be filed within 30 days of the date you received the Written Notice of Final Action.

To file your complaint contact:

Louisiana Equal Opportunity Officer
Compliance Programs Director
Louisiana Department of Labor
Post Office Box 94094
1001 North 23rd Street
Baton Rouge, LA 70804-9094
Phone: 225-342-3075
Fax: 225-342-7961
TDD: 1-800-259-5154

Or you may file your complaint at this office with:

The Director of the Civil Rights Center
US Department of Labor
200 Constitution Avenue NW
Room N-4123
Washington, DC 20210

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose (Amends R.S. 23:314). Revised 12-02

LOUISIANA WORKS™
DEPARTMENT OF LABOR

www.LAWORKS.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)