



## **“We Believe In Equal Opportunity”**

### **Equal Opportunity Is The Law**

It is against the law for Central Valley Opportunity Center (CVOC) as a recipient of Federal financial assistance to discriminate on the following basis:

- Against an 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, age, disability, political affiliation or belief; and
- Against any beneficiary of programs financially assisted under Title I of the Workforce Investment and Opportunity Act of 2014 (WIOA), 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 WIOA Title I financially assisted program or activity.

Central Valley Opportunity Center 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 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 aid 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 or other program operated by CVOC, you may file a complaint within 180 days from the date of the allegation with Central Valley Opportunity Center’s Personnel Officer, Alicia Chavez, located at CVOC’s Administrative Office, 6838 Bridget Ct., Winton, CA 95388. Phone: (209) 357-0062 Email: [achavez@cvoc.org](mailto:achavez@cvoc.org).

You may also contact:

The Director, Civil Rights Center (CRC)  
U.S. Department of Labor  
200 Constitution Avenue NW, Room N-4123  
Washington, DC 20210

If you file your complaint with Central Valley Opportunity Center (CVOC), you must either wait until CVOC 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 CVOC does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for CVOC 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 complaint with CVOC).

If CVOC 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 receive the Notice of Final Action.