

# Equal Opportunity Is the Law

**It is against the law for the State of Arizona, as a 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 State of Arizona 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 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 with either:**

**The Greenlee Career Center**

Deborah K. Gale  
County WIA EO Officer  
253 5<sup>th</sup> Street  
P.O. Box 908  
Clifton, AZ 85533  
(928) 865-2310  
fax (928) 865-9332  
kgale@co.greenlee.az.us

or

**The State of Arizona**

State WIA EO Officer  
Employment Administration/WIA Section  
Arizona Department of Economic Security  
1789 West Jefferson (Site Code 920Z)  
Phoenix, AZ 85007  
(602) 542-2487 fax (602) 542-2491

or

**The Civil Rights Center**

Ramón Surís-Fernández, Esq.  
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 the **Greenlee Career Center**, you must wait either until the **Greenlee Career Center** 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 **Greenlee Career Center** 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 the **Greenlee Career Center** 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 the **Greenlee Career Center**).
- If the **Greenlee Career Center** 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 from the **Greenlee Career Center**.

	This is an equal opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. For the hearing impaired call: 7-1-1.	
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2/1/2007