

# EQUAL OPPORTUNITY IS THE LAW

## 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 (including pregnancy, childbirth and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief; **OR**,

Against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act (WIOA), on the basis of the beneficiary's citizenship status or participation in any WIOA I-financially assisted program or activity.

## The recipient 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; or making decisions in the administration of, or in connection with, such a 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 aids and 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, you may file a complaint within 180 days from the date of the alleged violation with either;

Nicholas Allen, State Level WIOA EO Officer  
WORKFORCE WV (Recipient)  
1900 Kanawha Blvd., E.  
Building 3, 3<sup>rd</sup> Floor, Unit 3113  
Charleston, WV 25305  
(304) 558-1600  
WV Relay 7-1-1  
[WorkForceEO@wv.gov](mailto:WorkForceEO@wv.gov)

OR

Naomi M. Barry-Pérez, Director  
Civil Rights Center (CRC)  
U.S. Department of Labor  
200 Constitution Avenue, NW, Rm. N-4123  
Washington, DC 20210  
(202) 693-6502  
TTY (202) 693-6515 or electronically at  
[www.dol.gov/CRC](http://www.dol.gov/CRC)

If you file your complaint with the recipient, you must wait until either the recipient issues a written Notice of Final Action or until 90 days have passed (whichever is sooner), before filing with the CRC (see address above).

If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file a complaint with the CRC before receiving that Notice. 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 recipient).

If the recipient 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 the CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

## Local Workforce Development Board EO Officer Information:

### Region 1

Barbara Dawes  
200 New River Town Center, Ste. 200  
Beckley, WV 25801  
(304) 253-3611

### Region 2

Melissa Bias  
2699 Park Avenue, Ste. 210  
Huntington, WV 25704  
(304) 508-2696

### Region 3

Amy Farley  
405 Capitol Street, Suite 506  
Charleston, WV 25301  
(304) 344-5760

### Region 4

Miranda Lough  
709 Market Street  
Parkersburg, WV 26101  
(304) 424-7271

### Region 5

Erinn Kittle  
1245 Warwood Avenue  
Wheeling, WV 26003  
(304) 231-1170

### Region 6

Amy Hall  
17 Middletown Road  
White Hall, WV 26554  
(304) 368-9530

### Region 7

Stacy Swick  
151 Robert C. Byrd Industrial Park Rd., Ste. 2  
Moorefield, WV 26836  
(304) 530-5258