



Civil Rights Center

- CRCHomepage
About CRC
Mission & Function
Meet the Director
Organizational Chart
Contact Us

Internal Enforcement Programs

- About Internal Enforcement Programs
How to file an EEO Complaint
Reasonable Accommodations
Statutes, Regulations and Policies
Training

External Enforcement Program

- About External Enforcement Programs
How to File an EEO Complaint
Statutes, Regulations and Policies
Compliance Assistance
Training

Equal Opportunity Complaints

Anyone may file a complaint with the Civil Rights Center (CRC) who believes that discriminatory actions have been:

- Taken by any of the following:
Any agency, organization, or business that receives any of the following types of Federal financial assistance.
Financial assistance under Title I of the Workforce Innovation and Opportunity Act (WIOA) and its predecessor, Title I of the Workforce Investment Act of 1998 (WIA).
Financial assistance from the U.S. Department of Labor (DOL).
An American Job Center partner listed in WIOA Section 121(b)/WIA Section 121(b) that offers programs or activities through the American Job Center system.
A State or local government or other public entity (for disability-related matters only).

The bases for (types of) discrimination that are forbidden in a particular program or activity will depend on which of the civil rights laws enforced by CRC apply to that program or activity.

- Anyone whom Congress intended to benefit from any of the programs or activities listed above that are WIA-related, or are offered by an American Job Center partner through the American Job Center system, is protected from discrimination on the basis of:
Citizenship/status as a lawfully admitted immigrant authorized to work in the United States
Participation in a program or activity that receives financial assistance under WIOA Title I or WIA Title I
Discrimination on the basis of sexual orientation or status as a parent is prohibited in Federally conducted education and training programs, such as Job Corps.
Retaliation against, or intimidation of, anyone who takes any of the following actions related to nondiscrimination or equal opportunity is prohibited:
Filing a discrimination complaint
Opposing a practice that is made illegal by civil rights law
Giving information to, testifying at, or taking part in any other way in, an investigation, a compliance review, a hearing, or any other type of civil rights-related activity.

How to File a Discrimination Complaint

Where to file Every State and every Local Workforce Investment Area (LWIA) must have a process in place for handling complaints that allege one or more of the bases (types) of discrimination listed above.

Special filing requirements apply to the Job Corps program. For more information, contact CRC.

Requirements for all complaints. Regardless of where they are filed, all complaints must be filed in writing, and must include the following information:

- The name of and contact information for the complainant
The name of and contact information for the recipient that committed the alleged discriminatory act(s)
A description of the alleged discriminatory act(s) in sufficient detail to allow a reader to understand what act(s) occurred, when the act(s) occurred, and what the alleged basis (reason for) the discrimination is (e.g., race, age, national origin)
The signature of the complainant, or the signature of the complainant's authorized representative (if any)

FAQs

Check out our Frequently Asked Questions

Table with 2 columns: Question/Section and Answer. Rows include: Filing a Complaint at the State or Local Level, Filing a Complaint with CRC, and CRC Complaint Processing.