**E.O. Is The Law**

Workforce Solutions Golden Crescent (WSGC), in accordance with the law and as a recipient of Federal financial assistance, prohibits discrimination on the following basis:

* 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 funded 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/her participation in any WIA Title I-financially assisted program or activity.

Specifically, WSGC prohibits such unlawful discrimination in the following areas:

* deciding who will be admitted, or have access, to any WIA Title I-funded 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 unlawful discrimination under a WIA Title I-funded program or activity, you may file a complaint within 180 days from the date of the alleged violation with either an Equal Opportunity Officer at your local Workforce Development Board or the Director of the Civil Rights Center at the Department of Labor.

Local Contact:
Susan Snow
EO Officer
Workforce Solutions Golden Crescent
120 S. Main, Suite 501
Victoria, Texas 77901
361-576-5872
susan.snow@twc.state.tx.us

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 WSGC, you must wait either until WSGC 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 WSGC 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 WSGC to issue the 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 WSGC).

If WSGC 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.

**Voluntary Disclosure for Specialized Services for People with Disabilities**

The Americans with Disabilities Act and Texas Commission on Human Rights Act place limits on inquires regarding whether or not an individual has a disability and to the nature and extent of such a disability. Despite said inquiry limitations, various federal and state programs are specifically tailored to grant benefits and services to individuals based on their disability status, both veteran and non-veteran. Should you wish to have your eligibility for such services considered, please inform a Workforce Solutions Center representative regarding any relevant disability information. This information will only be considered in relation to program qualification determinations as described above.

Although any of the Workforce Center staff can assist you, the agency has staff specifically trained to serve veterans and clients with disabilities should you wish to receive these specialized services.

Workforce Solutions is an Equal Opportunity Employer/Program.

Auxiliary aids and services are provided upon request to individuals with disabilities.

Relay Texas: 1-800-735-2989 (TDD) or 711 (Voice)