



Equal Opportunity is the Law

Workforce Solutions East Texas (WSET), as a recipient of Federal financial assistance, is prohibited from discriminating 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 or 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.

WSET must not discriminate in any of 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 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:

Keith Huddleston, EEO Officer/504 Coordinator East Texas Council of Governments Workforce Solutions East Texas Board Staff 3800 Stone Rd. Kilgore, TX 75662 eeo@etcog.org Telephone: 903-984-8641 Relay Texas: 711 1-800-735-2989 (TDD) 1-800-735-2988 (Voice)	Director, Civil Rights Center (CRC) U.S. Department of Labor 200 Constitution Avenue NW, Room N-4123 Washington, DC 20210 1-202-693-6515 (TTY) 1-202-693-6500
--	--

If you file your complaint with Keith Huddleston, you must wait until WSET issues a written decision, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center.

If WSET does not give you a written decision within 90 days of the day on which you filed your complaint, you do not have to wait for a decision to be issued 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 you filed your complaint with WSET).

If you are dissatisfied with the decision or resolution provided by WSET, you may file a complaint with CRC. You must file your CRC complaint within 30 days after you received notice of the WSET proposed resolution.

Workforce Solutions East Texas is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.