

# 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 (including pregnancy, childbirth or related medical condition, sex stereotyping, transgender status, and gender identity), national origin (including Limited English Proficiency), age, disability, political affiliation or belief; and
- Against any beneficiary of programs financially assisted under Title I of the Workforce Innovation and Opportunity Act of 2014 (WIOA), 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 WIOA Title I-financially assisted 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.

**The State of Arizona 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 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 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:

### The Local Office

Laura Malhoit  
Local Area EO Officer  
ARIZONA@WORK Maricopa  
County  
301 W Jefferson  
Phoenix, AZ 85003  
Phone: (602) 506-1249  
Fax: (602) 506-2993  
TTY/TDD: 7-1-1  
Laura.Malhoit@maricopa.gov

*Or*

### State of Arizona

Monica Sheble, Administrator  
State WIOA EO Officer  
Office of Equal Opportunity  
Department of Economic Security  
1789 W. Jefferson Ave. MD 51H3  
Phoenix, Arizona 85007  
Phone: (602) 364 -3976  
Fax: (602) 364 - 3982  
TTY/TDD: 7-1-1  
Email: WIOAStateEOOfficer@azdes.gov

*Or*

### Civil Rights Center

Naomi M. Barry-Perez, Director  
Civil Rights Center (CRC)  
U.S. Department of Labor  
200 Constitution Avenue NW  
Room N-4123  
Washington, DC 20210  
Phone: (202) 693-6500  
Fax: (202) 693-6505  
TTY: (202) 693-6516

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