

**NORTHWEST GEORGIA REGIONAL COMMISSION
APPLICANT'S OR ENROLLEE'S RIGHTS UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT
EQUAL OPPORTUNITY IS THE LAW (29 CFR § 38.35)**

Welcome to one of Georgia's Workforce Innovation and Opportunity Act Programs

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, or 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 individual's citizenship status or participation in any WIOA Title I – financially assisted program or activity.

You cannot be segregated or treated any differently from other applicants or enrollees because of your race, sex, age, color, religion, disability, political affiliation, belief, gender or citizenship while you are being registered, interviewed, counseled, or tested; or while in any activity funded under WIOA.

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 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:

Phyllis S. Walker, Equal Opportunity Officer, Northwest Georgia Regional Commission (NWGRC), PO Box 1798, Rome, GA 30162-1798, 706.295.6485, TTY/TDD 800.255.0056 or the TCSG OWD Compliance Director, State-Level WIOA, Title I, Equal Opportunity Officer, Technical College System of Georgia, Office of Workforce Development, 1800 Century Place NE, Suite 150, Atlanta, GA 30345-4304, WIOAcompliance@tcsg.edu, 404.679.1371
or

The Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Ave., NW, Room N-4123, Washington, DC 20210 or electronically as directed on the CRC website at www.dol.gov/crc.

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

NWGRC has a grievance procedure for all other complaints other than those concerning discrimination. If you believe you have been adversely affected by the violation or misapplication of a procedure or regulation of this program, you have a right to file a grievance. This grievance should be filed in accordance with the written procedure established by the Northwest Georgia Regional Commission, which may be obtained by contacting the Executive Director, Northwest Georgia Regional Commission, P.O. Box 1798, Rome, GA 30162-1798, 706.295.6485.

In the case of suspected fraud, abuse, or other alleged criminal activity, you should direct your concerns to the Georgia Office of Inspector General, 1-866-435-7644 or email at inspector.general@oig.ga.gov or TCSG OWD Compliance Director, the State-Level WIOA, Title I, Equal Opportunity Officer, Technical College System of Georgia, Office of Workforce Development, 1800 Century Place NE, Suite 150, Atlanta, GA 30345-4304, 404.679.1371, WIOAcompliance@tcsg.edu.

I have read and understand the above statement, and so acknowledge by my signature below.

Applicant's Name

Applicant's Signature

Date