



EQUAL OPPORTUNITY IS THE LAW

It is against the law for the **Department of Economic Development and Administration, Workforce Development Program** and for **all recipients*** of federal financial assistance under the **Workforce Innovation and Opportunity Act**, to discriminate against any individual in Puerto Rico and in the United States, on the basis of **race, color, religion, sex (including gender identity and sexual orientation), national origin, age, physical disability, mental disability, or because of their ideas or political affiliation or belief;**

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 Puerto Rico and in the United States, or his or her participation in any WIOA Title I and III-financially assisted program or activity.**

The recipient must not discriminate in any of following areas:

- Deciding who will be admitted, or have access, to any WIOA Title I and III-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 you have been subjected to discrimination under a WIOA Title I and III-financially assisted program or activity, you may file a complaint within **180 days** from the date of the alleged violation with either:

- The recipient's **Equal Opportunity Officer** (or the person whom recipient has designated for this purpose)

Equal Opportunity Officer ALDLMD: Mr. Jorge O. Vélez Gutiérrez

PO Box 1944 Barceloneta PR 00617

Tel: 787-884-4055

TDD/TTY: 787-884-4103

- Or, The Director, **Civil Rights Center (CRS)**, U.S. Department of Labor, 200 Constitution Avenue NW, Room N-4123 Washington, DC 20210.

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 **Civil Rights Center** (see address above). The recipient must offer you alternative dispute resolution in an effort to resolve your complaint.

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 do not have to wait for the **recipient** to issue that **Notice** before filing a complaint with **CRC**. However, you must file our 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 (29 CFR Part 38).

**For more information on the above, contact:
State Equal Opportunity Officer**

Lcda. Jeannette González Almodóvar

PO Box 192159

San Juan, PR. 00919-2159

IDD: (787) 294-1924

Fax: (787) 763-0195

Email: jeannette.gonzalez@ddec.pr.gov

Labor and Development Administration

355 FD Roosevelt Avenue

Floor 2, Fomento Industrial building

San Juan, PR 00918

Phone: (787) 754-5504



DDEC

**Departamento de Desarrollo
Económico y Comercio**

*Recipient means any entity to which financial assistance under WIOA Title I y III is extended, either directly from the Department of through the Governor or another recipient (including any successor, assignee, or transferee of a recipient), but excluding the ultimate beneficiaries of the WIOA Title I y III funded program or activity. It includes, but is not limited to, State level agencies that administer, or are financed in whole or in part with WIOA Title I y III funds, State Employment Security Agencies, State and Local Workforce Innovation and Opportunity Act grants recipients, One-Stops Operators and their partners, Service providers, including eligible training providers, On the Job Training Employers, Job Corps contractors and centers operators, excluding the operators of federally-operate Job Corps Centers, Outreach and admission agencies, placement agencies, and any other national programs recipients.