



**JAN 30 2009**

**TO:** All State WIA Equal Opportunity Officers  
All State Workforce Agency Equal Opportunity Officer  
All Equal Opportunity Officers at One-Stop Career Centers

A handwritten signature in blue ink that reads "Ramón Surís Fernández".

**FROM:** Ramón Surís Fernández, Esq.  
Director  
Civil Rights Center

**SUBJECT:** Distribution and Display of "Discrimination is Against the Law" Poster

**Purpose**

To supplement the Equal Opportunity notice requirement of Title 29 of the Code of Federal Regulations (CFR) Part 37.30 and to assist One-Stop service delivery centers in ensuring that their customers fully understand the process for filing discrimination complaints.

**Background**

The Civil Rights Center (CRC) is the U. S. Department of Labor agency responsible for enforcing the nondiscrimination and equal opportunity provisions of Section 188 of the Workforce Investment Act of 1998 (WIA) and its implementing regulations at 29 CFR Part 37. These regulations also include requirements for filing and processing discrimination complaints related to the One-Stop system.

Among its on-going compliance oversight activities to review and ensure adherence to the WIA nondiscrimination regulations, CRC periodically assesses its efforts, and those of recipients, to make certain that individuals using the Nation's One-Stop Career Center service delivery system are afforded full access to services, benefits, and programs offered by the system, and that they are informed about their rights, including filing a complaint of discrimination. As a result of our review, CRC has determined that providing more specific information about complaint filing requirements would be beneficial.

Therefore, as a supporting strategy to ensure that all One Stop customers are fully informed about all of the requirements for filing a complaint, CRC developed and is providing the enclosed "Discrimination is Against the Law" poster for display and distribution. CRC is also sending an electronic copy to all State EO Officers.

**Important:** This poster *supplements, but does not replace*, the WIA “Equal Opportunity is the Law” notice that is required by the WIA regulations at 29 CFR 37.29 through 37.33. The CRC encourages displaying the supplemental “Discrimination is Against the Law” poster to ensure that individuals are fully informed of their right to file discrimination complaints under WIA.

### **CRC Recommends**

1. One-Stop centers:
  - Prominently display the enclosed “Discrimination is Against the Law” poster in an appropriate place;
  - Ensure that appropriate contact information for filing a complaint at the State or local level is inserted in the designated space on the poster; and
  - Distribute hard and electronic copies of the poster to the other covered entities with which the One-Stop center interacts. Examples of such covered entities include, but are not limited to, One-Stop partners and eligible training providers.
2. State EO Officers provide an electronic copy of the poster to all of the covered entities within his or her jurisdiction for translation into the languages used by the particular population that each entity serves.
3. All covered entities provide the poster in alternate formats to persons with disabilities, as appropriate.
4. All covered entities make additional or replacement copies of the poster, as necessary.

**For further information,** contact the U.S. Department of Labor, Civil Rights Center, Office of External Enforcement by telephone at 202-693-6500 (voice), 202-693-6516 (TTY), or 800-877-8339 (Federal Relay Service -- for TTY); by e-mail at [CivilRightsCenter@dol.gov](mailto:CivilRightsCenter@dol.gov); or by postal mail at U.S. Department of Labor, Civil Rights Center, Office of External Enforcement, 200 Constitution Ave. NW, Room N4123, Washington, DC 20210.