



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, on the basis of the individual's citizenship status or participation in any WIOA Title I—financially assisted program or activity.

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 you have been subjected to discrimination under the Wagner-Peyser Act, a WIOA Title I—financially assisted program or activity, or unsure as to where to file your complaint, you may file a complaint within 180 days from the date of the alleged violation with either:

Name: _____
Local EO Officer

Address: _____

Telephone: _____
TDD/TTY: _____
Email: _____

Kacey Luster
State Equal Opportunity Officer
Oklahoma Employment Security
Commission
PO Box 52003
Oklahoma City, OK 73152-2003
Telephone: 405-557-5496
Fax: 405-557-5489
TTY: 711 or 800-722-0353
Email: EOOfficer@oesc.ok.gov
<https://oklahoma.gov/workforce.html>

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

Inquiry Email:
CivilRightsCenter@dol.gov

Email for filing complaints:
CRCEXternalComplaints@dol.gov

or electronically as directed on
the CRC website:
www.dol.gov/crc

Civil Rights Center Contact info:
<https://www.dol.gov/agencies/oasa/m/centers-offices/civil-rights-center/contact>

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

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). 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.

Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to individuals with disabilities.

Oklahoma Works programs and services are administered by the Oklahoma Employment Security Commission under the Workforce Innovation and Opportunity Act and are 100% funded by the United States Department of Labor Employment and Training Administration (USDOL/ETA) through awards totaling \$17,639,410.