



WE BELIEVE IN EQUAL OPPORTUNITY
EQUAL OPPORTUNITY IS THE LAW

March 26, 2017

It is against the law for Maui Economic Opportunity, Inc. as a recipient of federal financial assistance to discriminate on the following basis:

- Against any individual in the United States, on the basis of race, color, religion, sex or national origin, age, disability, political affiliation or belief; and
- Against any beneficiary of programs financially assisted under Title I of the Workforce Investment Act of 1988 (WIA), 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 WIA 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 WIA Title I-financially assisted program or activity;
- Providing opportunities in, or treating any person with regards to, such a program or activity, or
- Making employment decisions in the administration of, or in connection with, such a program or activity.

Furthermore, under state statutes, it is against the law for any recipient to discriminate against an individual or on the basis of National Guard participation, ancestry, marital status, arrest/court record, breastfeeding, and sexual orientation.

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

If you think that you have been subjected to discrimination under a WIA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with one of the following:

- Gary Noda, Equal Opportunity Officer
State of Hawaii, Department of Labor & Industrial Relations
830 Punchbowl ST
Honolulu, HI 96813
PH: 808-586-8867; or
- The Director, Civil Rights Center (CRC)
U.S. Department of Labor,
200 Constitution Avenue NW, Room N-4123
Washington, DC 20210

If you file your complaint with the State or County, 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 do not have to wait for the recipient 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 recipient).

The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.



