

LET US HELP YOU

If you have a complaint about an employer, the Idaho Department of Labor or a job referral from the department, please notify your nearest Idaho Department of Labor office or file a complaint online at:

labor.idaho.gov/complaints

For complaints about other employment-related matters the department will provide information about agencies that may be able to help you. If you have questions on locating an office or accessing the complaint system please call (208) 332-3570 ext. 3135.

EQUAL OPPORTUNITY IS THE LAW

EMPLOYMENT DISCRIMINATION

There are strict time limits for filing charges of discrimination against an employer. To preserve the ability of the Idaho Human Rights Commission / Equal Employment Opportunity Commission to act on your behalf and to protect your right to file a private lawsuit should you ultimately need to, contact the Idaho Human Rights Commission / Equal Opportunity Commission promptly when discrimination is suspected at:

Idaho Human Rights Commission

P.O. Box 83720 • Boise, ID 83720-0040 • (208) 334-2873
Toll free: (888) 249-7025 • Dial 711 for Idaho Relay Service
Fax: (208) 334-2664 • Email: Inquiry@ihrc.idaho.gov
Web: humanrights.idaho.gov

U.S. Equal Employment Opportunity Commission (EEOC)

Toll free: (800) 669-4000 or (800) 669-6820 for individuals with hearing impairments.

EEOC field office information is available at eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC including information about charge filing can be found at eeoc.gov.

FEDERALLY FUNDED PROGRAMS

If you believe you have been discriminated against in a program of any institution that receives federal financial assistance, you should immediately contact the federal agency providing such assistance.

WIA TITLE I FINANCIALLY ASSISTED PROGRAM OR ACTIVITY

It is against the law for this recipient of federal financial assistance to discriminate in the following ways:

- Against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, religious belief, citizenship or veteran status; and
- Against any beneficiary of programs financially assisted under Title 1 of the Workforce Investment Act of 1998 (WIA) on the basis of the beneficiary's citizenship / status as 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.

Workforce Investment Act - Title 1 service providers and recipients must not discriminate in the 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 regard to such a program or activity; or
- Making employment decisions in the administration of or in connection with such program or activity.

If you think that you are the subject of 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 the department's equal opportunity officer (or the person whom the recipient has designated for this purpose) or the U. S. Department of Labor Civil Rights Center.

- If you file your complaint with the recipient or service provider, you must wait until the recipient or service provider issues a written Notice of Final Action or until 90 days have passed, whichever is sooner, before filing with the Civil Rights Center.
- If you do not receive a written Notice of Final Action within 90 days of the day you filed your complaint, you do not have to wait before filing a complaint with the Civil Rights Center. However, you must file your complaint within 30 days of the 90-day deadline - within 120 days after the day on which you initially filed your complaint with the recipient.
- If you receive a written Notice of Final Action on your complaint but you are dissatisfied with the decision or resolution, you may file a complaint with the Civil Rights Center. You must file your complaint within 30 days of the date on which you received the Notice of Final Action with either the recipient's equal opportunity officer or the person whom the recipient has designated for this purpose or the USDOL Civil Rights Center.

FEDERAL CONTRACTS

If you believe a federal contractor has violated its nondiscrimination or affirmative action obligations immediately contact:

The Office of Federal Contract Compliance Programs (OFCCP)

U.S. Department of Labor

200 Constitution Avenue, N.W., Washington, D.C. 20210

Toll free: (800) 397-6251 or TTY: (877) 889-5627

or by email at OFCCP-Public@dol.gov

or call an OFCCP regional or district office listed in most telephone directories under U.S. Government, Department of Labor.

FOR MORE INFORMATION OR TO FILE A COMPLAINT, CONTACT:

Joseph Karpach

WIA Equal Opportunity Officer
Idaho Department of Labor
Boise, ID 83735
(208) 332-3570 ext. 3485
joe.karpach@labor.idaho.gov

Director

Civil Rights Center
U.S. Department of Labor
200 Constitution Ave., NW
Room N-4123
Washington, D.C. 20210
(202) 693-6500

IDAHO
DEPARTMENT OF LABOR
C.L. "BUTCH" OTTER, GOVERNOR
KENNETH D. EDMUNDS, DIRECTOR

labor.idaho.gov



The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodations are available upon request. Dial 711 for Idaho Relay Service.

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