

Equal Opportunity Employer

Equal Opportunity is the Law

NoRTEC, in accordance with the law and as a recipient of Federal financial assistance, prohibits discrimination on the following bases:

- Against any individual in the United States, on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and
- Against any beneficiary of programs funded under Title I of the Workforce Investment Act of 1998 (WIA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his/her participation in any WIA Title I-financially assisted program or activity.

Recipients must not discriminate in any of the following areas:

- Deciding who will be admitted, or have access, to any WIA Title I-funded 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 that you have been subjected to unlawful discrimination under a WIA Title I-funded program or activity, you may file a complaint within 180 days from the date of the alleged violation with either the Equal Opportunity Officer, Northern Rural Training and Employment Consortium Administrative Entity (NoRTEC), 525 Wall Street, Chico, CA, 95928; 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 NoRTEC, you must wait either until NoRTEC 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 NoRTEC 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 NoRTEC to issue the 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 NoRTEC).

If NoRTEC 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.

FOR MORE INFORMATION, OR TO FILE A COMPLAINT, CONTACT:

Betti Austin
Equal Opportunity Officer
Northern Rural Training and Employment Consortium (AE)
(530) 892-9600 x205
(800) 735-2922 TTY/TDD to Voice
(800) 735-2929 Voice to TTY/TDD
(530) 892-9609 Fax
baustin@ncen.org

NoRTEC is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

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