

“E.O. IS THE LAW”

The Workforce Solutions Upper Rio Grande, as a recipient of Federal financial assistance, is prohibited from discriminating 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.

Workforce Solutions Upper Rio Grande must not discriminate in any of the following areas:

- deciding who will be admitted, or have access, to any WIA Title I-funded program; 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.

If you think that you have been subjected to discrimination under a WIA Title I-funded program or activity, you may file a written complaint within 180 days from the date of the alleged violation with either of the entities below:

1) Workforce Solutions Upper Rio Grande Equal Opportunity Officer:

Louise Perkins
Staff Development Coordinator/EO Officer/504 Coordinator
Workforce Solutions Upper Rio Grande
9740 Dyer
El Paso, Texas 79924
(915) 887-2890
louise.perkins@urgjobs.org

2) Civil Rights Center, U. S. Department of Labor:

Director, Civil Rights Center (CRC), U.S. Department of Labor,
200 Constitution Avenue NW, Room N-4123
Washington, DC 20210
1-202-693-6515 (TTY) or 1-202-693-6500 (Voice)

If you file your complaint with Workforce Solutions Upper Rio Grande, you must wait either until Workforce Solutions Upper Rio Grande issues a written decision, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (CRC).

If Workforce Solutions Upper Rio Grande does not give you a written decision within 90 days of the day on which you filed your complaint, you do not have to wait for a decision to be issued 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 Workforce Solutions Upper Rio Grande).

If you are dissatisfied with Workforce Solutions Upper Rio Grande's decision or resolution, you may file a complaint with the CRC. You must file your CRC complaint within 30 days after you received notice of Workforce Solutions Upper Rio Grande's proposed resolution.

Voluntary Disclosure for Specialized Services for People with Disabilities

The Americans with Disabilities Act and Texas Commission on Human Rights Act place limits on inquires regarding whether or not an individual has a disability and to the nature and extent of such a disability.

Despite said inquiry limitations, various federal and state programs are specifically tailored to grant benefits and services to individuals based on their disability status, both veteran and non-veteran. Should you wish to have your eligibility for such services considered, please inform a [Workforce Solutions Upper Rio Grande Workforce Center](#) representative regarding any relevant disability information. This information will only be considered in relation to program qualification determinations as described above.

Auxiliary Aids and Services are available upon request to individuals with disabilities. Workforce Solutions Upper Rio Grande is an Equal Opportunity Employer/ Program. Deaf, hard-of-hearing or speech impaired customers may contact Relay Texas: 711 (Voice) or 1-800-735-2989 (TTY/TDD).

Our tagline