

GRIEVANCE/COMPLAINT PROCESS

EQUAL OPPORTUNITY IS THE LAW

CareerSource Research Coast is prohibited from discriminating on the grounds 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.

If you think you have been subjected to discrimination under a workforce program or activity, you may file a complaint within 180 days from the date of the alleged violation with the recipient's Equal Opportunity Officer (or the person designated for this purpose):

Director, Office of Civil Rights and Minority Affairs 107 East Madison Street, Caldwell Building, MSC 150 Tallahassee, Florida 32399-4129 (850) 921-3205	U.S. Department of Labor – Civil Rights Center 200 Constitution Ave NW, Rm N-4123 Washington, DC 20210
CareerSource Research Coast Local Equal Opportunity Officer, Tracey McMorris 584 NW University Boulevard, Suite 100 Port St. Lucie, FL 34986 eeo-officer@careersourcerc.com	US Department of Agriculture Office of Civil Rights 1400 Independence Avenue, SW Washington, DC 20250-9410 * SNAP Program Participants

You may file a complaint within 300 days from the date of the alleged violation with the recipient's Equal Opportunity Officer (or the person designated for this purpose):

Equal Employment Opportunity Commission Miami District Office Miami Tower 100 SE 2 nd Street, Suite 1500 Miami, FL 33131

You may file a complaint within 365 days from the date of the alleged violation with the recipient's Equal Opportunity Officer (or the person designated for this purpose):

Florida Commission on Human Relations 4075 Esplanade Way, Room 110 Tallahassee, FL 32399
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If you elect to file your complaint with the recipient, you must wait until the recipient issues a decision or until 60 days have passed, whichever is sooner, before filing with DCR (see address above). If the recipient has not provided you with a written decision within 60 days of the filing of the complaint, you need not wait for a decision to be issued but may file a complaint with DCR within 30 days of the expiration of the 60 day period. If you are dissatisfied with the recipient's resolution of your complaint, you may file a complaint with DCR. Such complaint must be filed within 30 days of the date you received notice of the recipient's proposed resolution.