

# EQUAL OPPORTUNITY IS THE LAW

It is against the law for this recipient of federal financial assistance to discriminate 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.
- Against any beneficiary of programs financially assisted under Title I of the Workforce Innovations and Opportunity Act of 2014 (WIOA) or any participant in any South Dakota Department of Labor and Regulation (DLR) program or activity, on the basis of the beneficiary’s citizenship/status as a lawfully admitted immigrant authorized to work in the United States.

The recipient must not discriminate in any of the following areas:


- Deciding who will be admitted, or have access, to any DLR 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.

## REPORT DISCRIMINATION

If you think you have been subjected to discrimination under a DLR financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with a Job Service Office, the South Dakota Equal Opportunity Officer, or the Civil Rights Center.

### Job Service Offices

<b>Aberdeen, Huron, Mitchell, Pierre, Spearfish, Vermillion, Watertown, and Yankton:</b> 605.773.3372	<b>Rapid City:</b> 605.394.2296	<b>Sioux Falls:</b> 605.367.5300
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Scan to view office locations or go to  
[dlr.sd.gov/localoffices/location.aspx](http://dlr.sd.gov/localoffices/location.aspx)

### State Equal Opportunity Officer

*Derek Gustafson*  
[derek.gustafson@state.sd.us](mailto:derek.gustafson@state.sd.us)  
**Tel:** 605.773.3101  
123 W. Missouri Ave., Pierre

### Civil Rights Center

U.S. Department of Labor  
200 Constitution Avenue NW Room N-4123  
Washington, DC 20210

Persons who are deaf, hard-of-hearing or speech-disabled may call Relay South Dakota at 711. If calling from outside South Dakota, call 877.866.8950. Auxiliary aids and services are available upon request to individuals with disabilities.

DLR is an Equal Opportunity employer/program.



## AFTER FILING

After filing a complaint with the recipient, you should receive an answer, a written Notice of Final Action. If you do not receive the Notice or if you are dissatisfied with the decision or resolution, you may turn to the federal Civil Rights Center (CRC). There are several rules you will need to remember.

- If you file your complaint with the recipient, 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.
- 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 a Notice before filing a complaint with the CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline
- If the recipient gave you a written Notice of Final Action on your complaint, but you are dissatisfied, you may file a complaint with the CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.