

Because of my Race (Please answer questions below.)

What is your race? Please check all the apply.

- White or Caucasian
- Black or African American
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander
- Asian
- Other _____

- Because of my Sex** (What is your sex? _____)
- Because of my Pregnancy**
- Because of my Sexual Orientation** (What is your sexual orientation? _____)
- Because of my Gender Identity** (What is your gender identity? _____)
- Because of my Color** (What is your color? _____)
- Because of my Religion** (What is your religion? _____)
- Because of my Age** (What is your date of birth? _____)
- Because of my Disability** (Please check one of the following three boxes)
 - I have a disability (which may be active or inactive right now). (What is your disability? _____)
 - I have a record of a disability. (What was your past disability? _____)
 - I do not have a disability, or have not disclosed a disability, but the organization or program treats me as if I am disabled.
- Because of my Citizenship** (What is your citizenship? _____)
- Because of my participation in a program that receives Federal financial assistance**
(Name the program(s): _____)
- Because of my Political affiliation or belief**
- I was Retaliated against (Retaliation)** because I complained about discrimination, or because I gave a statement or was involved in some other way with someone else's discrimination complaint.

7. *For each of the bases (reasons for discrimination) you checked above, please explain what happened, how you were (or someone else was) harmed by what happened, and how or why you think what happened was because of the basis you checked. For example, if you checked "Because of my Race," list the facts you think explain **how or why** you think what happened was because of the race of the persons who were harmed. *If you do not explain why you checked a particular basis, we may reject that part of your complaint.*

If other persons or groups were treated differently from you (or the other people who you think were discriminated against), please describe who was treated differently from you, how their treatment was different, and how the different treatment harmed you or others? Please be specific and brief. Give the name(s) of and contact information for any of the people involved, if you can.

If your answer does not fit in the space below, please use additional pages to finish your answer, and attach those pages to this form. Place your name and page number on each additional page (ex. R. Jones – 1of 4, R. Jones – 2 of 4)

8. *On what date(s) did the alleged discrimination take place?

8A. Date of the first action: _____

8B. Date of most recent action: _____

8C. If the date of the most recent action was more than 180 days ago, please explain why you did not file a complaint before now.

9. Please list below any other people (witnesses, coworkers, supervisors, or others) whom you have not already named and whom we should contact for information about your complaint. Attach additional pages if you need more space for this information.

Person's Name Relationship to case (witness, coworker, etc.)

Telephone number, and Best time to contact this person.

Alternate Telephone number(s) and/ or e-mail address(es) where we can contact this person.

10. Where and when did you file your first written complaint? Date Filed _____

Name of Specific Office or Agency, Department, Organization or Business Phone Number E-mail Address

Mailing or Street Address City State Zip Code

Name and Contact Information for person working on your complaint, if known.

10A. Has the place where you filed your first written complaint given you a final decision about the complaint?

Yes No

10B. If yes, what was the date of the final decision? _____ Was the decision in writing?

Yes No

11. What remedies are you asking for? For example, getting benefits or training you did not receive, changes in policies, etc. PLEASE NOTE: The laws that CRC enforces do not allow for punitive damages. Money may only be awarded to compensate victims of discrimination for actual losses.

12. *Please sign and date this form in the space below that applies to you. You must also read the notice on the next page entitled, "How We Use Personal Information," and sign and date the consent form. DWD cannot accept a complaint for investigation unless both the Complaint Information Form and the Consent Form have been signed.

Signature of Complainant

Date

Signature of Complainant's Representative

Date

Please mail, email, or fax a complaint to:

Mail: State WIOA Equal Opportunity Officer
421 E. Dunklin Street
PO Box 1087
Jefferson City, MO 65102-1087

Fax: (573) 751 - 9528

Email: dwdcomplaintsandgrievances@ded.mo.gov

Completing this form is voluntary; however, answers to the starred questions and fields must be provided in order for the Missouri Division of Workforce Development Office Equal Opportunity (DWD) to accept your discrimination complaint. DWD will use the information to process, and where appropriate to investigate, your complaint. The estimated average time to complete this form is 60 minutes.

HOW WE USE PERSONAL INFORMATION

Two Federal Laws govern personal information that is given to Missouri Division of Workforce Development (DWD) such as the DWD Office of Equal Opportunity. These two laws are the Privacy Act of 1974 (5 U.S.C. 552a) and the Freedom of Information Act (5 U.S. C 552), known as "FOIA". This Notice describes how each of these laws applies to information connected with your complaint. Please read the Notice, sign the Consent Form on the next page, and give the Consent Form to the DWD Office of Equal Opportunity with your Complaint Information Form.

The PRIVACY ACT protects you from misuse of personal information that the Federal government has about you. This law applies to records that the Federal government keeps that can be located by a person's name, social security number, or other personal identification system. Anyone who submits personal information to DWD Office of Equal Opportunity in connection with a discrimination complaint should know the following:

1. DWD enforces the contracts that cover State and local government agencies, programs conducted by DOL WIOA Title I funds, recipients of financial assistance from DOL, and certain recipients of financial assistance from other Federal departments and agencies ("covered entities"). DWD has the authority to investigate and make determinations on complaints alleging that a covered entity has discriminated on the basis of race, color, national origin, age, disability, sex/gender, religion, political affiliation or belief, citizenship, and participation in a program or activity that receives financial assistance under Title I of the Workforce Investment Act of 1998 (WIA) and/or Title I of the Workforce Innovation and Opportunity Act of 2014. CRC is also authorized to conduct reviews of covered entities to evaluate whether they are complying with the civil rights laws that CRC enforces.
2. Information that DWD collects is analyzed by authorized personnel within the agency. This information may include personnel records or other personal information. DWD staff may need to reveal certain information to persons outside the agency in the course of verifying facts or gathering new facts to develop a basis for making a civil rights compliance determination. Such details could include the physical condition or age of a complainant. DWD also may be required to reveal certain information to any individual who requests it under the provisions of the Freedom of information Act. (See below.)

3. Personal information will be used only for the specific purpose for which it was submitted, that is, for authorized civil rights compliance and enforcement activities. Except in the instances defined in DOL's regulation at 29 C.F.R. Part 71, CRC will not release the information to any other agency or individual unless the person who supplied the information submits a written consent. One of these exceptions is when release is required under the Freedom of Information Act. (See below).
4. No law requires a complainant to give personal information to DWD, and no sanctions will be imposed on complainants or other individuals who deny DWD's request. However, if DWD fails to obtain information needed to investigate the ability of allegations of discrimination, it may be necessary to close the investigation.
5. The Privacy Act permits certain types of systems of records to be exempt from some of its requirements, including the access provisions. It is the policy of DWD to exercise authority to exempt systems of records only in compelling cases. DWD may deny a complainant access to the files compiled during the agency investigation of his or her civil rights complaint against a covered entity. Complaint files are exempt in order to aid negotiations between covered entities and DWD in resolving civil rights issues and to encourage covered entities to furnish information essential to the investigation.
6. DWD does not reveal the names or other identifying information about an individual unless it is necessary for the completion of an investigation or for enforcement activities against a covered entity that violates the laws, or unless such information is required to be disclosed under FOIA or the Privacy Act. DWD will keep the identity of complainants confidential except to the extent necessary to carry out the purposes of the civil rights laws, or unless disclosure is required under FOIA, the Privacy Act, or otherwise required by law.

The FREEDOM OF INFORMATION ACT gives the public access to certain files and records of the Federal Government. Individuals can obtain items from many categories of records of the Government -- not just materials that apply to them personally. DWD must honor requests under the Freedom of Information Act, with some exceptions. DWD generally is not required to release documents during an investigation or enforcement proceedings if the release could have an adverse effect on the agency to do its job. Also, any Federal agency may refuse a request for record compiled for law enforcement purposes if their release could be an "unwarranted invasion of privacy" of an individual. Requests for other records, such as personnel and medical files, may be denied where the disclosure would be a "clearly unwarranted invasion of privacy."

PLEASE READ THE CONSENT FORM ON THE NEXT PAGE, SIGN EITHER SECTION A OR SECTION B, AND GIVE THE SIGNED FORM TO DWD OFFICE OF EQUAL OPPORTUNITY WITH YOUR SIGNED, COMPLETED COMPLAINT INFORMATION FORM.

CONSENT FORM

I have read the DWD Office of Equal Opportunity’s notice entitled “How We Use Personal Information.” I understand that the following conditions apply to personal information I disclose to the DWD Office of Equal Opportunity in connection with my complaint:

DWD may need to disclose my identity to staff of the agency, organization, or business I named in my complaint, in order to gather evidence or verify facts related to the complaint, or to complete enforcement proceedings against the agency, organization, or business;

I do not have to reveal any personal information to DWD, but DWD may close my case if it cannot get the information it needs to process or fully investigate my complaint;

I may request a copy of any of my personal information that DWD keeps in my complaint file; and

Under certain conditions, DWD may be required by the Freedom of Information Act or other laws to disclose my personal information to others.

Section A

Yes, DWD Office of Equal Opportunity may disclose my identity if necessary to full investigate my complaint. I have read and understand the notice “How We Use Personal Information” and I give consent for DWD to disclose m identity to respondent, if necessary to fully investigate my complaint.

Signature

Date

SECTION B

NO DWD MAY NOT disclose my identity to the respondent, even if necessary to fully investigate my complaint.

I have read and understand the notice “How We Use Personal Information,” and I understand that **DWD may close my case** if it cannot get information it needs to fully investigate my complaint without disclosing my identity to the respondent. Nonetheless, I do not give consent for DWD to disclose my identity to the respondent during the investigation of my complaint.

Signature

Date



FOR DWD USE ONLY

CIF received by DWD _____ Accepted _____ Not Accepted Case Number _____

By _____ Date _____

For additional information about Missouri Division of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or (888) 728-JOBS (5627). Missouri Division of Workforce Development is an equal opportunity employer/ program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services are available at 711.