



**EEO Policy Statement**  
*Drafted 10/1/16*

The Western Wisconsin Workforce Development Board (WWWDB) is an equal opportunity employer and service provider and complies with Federal and State equal opportunity laws and regulations for programs funded through the Department of Workforce Development, Department of Justice, Department of Corrections and other State and Federal funding sources as new contracts are awarded.

**Employment:** Federal laws, rules, regulations and State statutes stipulate that no otherwise qualified person be excluded from employment, be denied the benefit of employment or otherwise be subjected to discrimination in employment in any manner on the basis of: Race, color, national origin, disability (or association with a person with a disability), age, religion, sex (pregnancy, gender identity, gender expression, gender stereotyping), harassment (include sexual, age, disability race, color, religion) genetic information, equal pay/compensation and retaliation. Additionally, State employment law extend protections to applicants and employees on the basis of ancestry, arrest record, conviction record, creed, genetic testing marital status, military service, use or nonuse of lawful products off the employer's premises during nonworking hours.

WWWDB staff, Sub-recipient entities, and participants engaged in an employment and training program may not be harassed in the workplace based on their protected status or retaliated against for filing a complaint, assisting with a complaint, or for opposing discrimination in the workplace. WWWWDB staff and all sub-recipients are expected to actively support nondiscrimination in employment practices.

**Service Delivery:** The WWWWDB, nor its sub-recipients, may deny benefits, or otherwise subject individuals to discrimination in any manner on the basis of race, color, religion, sex (pregnancy, gender identity, gender expression, gender stereotyping) national origin, age, disability, political affiliation or belief. Discrimination on the status as a parent is prohibited in Federally conducted education and training programs and activities; and against any beneficiary of programs financially assisted under Title I of the Workforce Innovation and Opportunity Act (WIOA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his or her participation in any WIOA Title I-financially assisted program or activity.

Applicants for WIOA services or participants who feel they have been treated differently or discriminated against, have the right to file a discrimination complaint directly with the WWWWDB Equal Opportunity Officer. Complaints of discrimination must be filed within 180 days of alleged discrimination. Complaints and grievances that do not involve discrimination, such as complaints about WIOA program rules or the manner in which the sub-recipient administers the WIOA program may be filed within one year from the date the alleged infraction. Complainants will be issued a notice of final action within 90 days of the date on which the complaint was filed.

**To file a complaint or grievance, please contact:**

**WIOA Complaints/Grievances:**  
Julie Mitchell, Equal Opportunity Officer  
Western Wisconsin Workforce Development Board, Inc.  
2615 East Ave. South, Suite 101  
La Crosse, WI 54601  
(608) 789-4584 (Voice)  
(608) 789-6046 (Fax)  
TTY Users: Wisconsin Relay Services (800)701-1251 or 711  
[mitchellj@westernwdb.org](mailto:mitchellj@westernwdb.org)