

EQUAL OPPORTUNITY ANTI-DISCRIMINATION STATEMENT

Bay Area Workforce Development Board

Equal Opportunity is the Law

The Bay Area Workforce Development Board (WDB) believes that all job seekers, employers, workforce program applicants and participants should:

- Be treated respectfully;
- Be provided physical access to services;
- Be provided with reasonable accommodation for services, including language translation;
- Be assured of personal privacy and information security.

It is against the law for the Bay Area WDB, the Wisconsin Department of Workforce Development (DWD), and all service providers and recipients of Workforce Innovation and Opportunity Act of 2014 (WIOA) financially assisted programming and activities, not to discriminate against:

- Any employee or applicant for employment or program service on the basis of age (over 40), arrest record, conviction record, color, creed/religion, disability, genetic testing, honesty testing, marital status, military service, pregnancy/childbirth, race/ethnicity, national origin/ancestry, sex, sexual orientation, or use of legal products during non-working hours outside of the employer's premises, except as otherwise authorized by applicable statutes. These provisions shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising: lay-off or termination: rates of pay and other forms of compensation: and selection for training, including apprenticeship. The Wisconsin Fair Employment Act also prohibits retaliation.
- Any beneficiary of programs financially assisted under Title I of the Workforce Innovation and Opportunity Act of 2014 (WIOA) 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 WIOA Title I-financially assisted program or activity.

Discrimination Claims and Complaints:

If you think you have been subjected to discrimination under a WIOA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation by contacting:

Matt Valiquette
Local Equal Opportunity Officer (EOO)
Executive Director
Bay Area Workforce Development Board
520 N. Broadway, Suite 320
Green Bay, WI 54303
Telephone: (920) 327-8732
TDD/TTY Dial Toll Free: 7-1-1
mvaliquette@bayareawdb.org

DWD-DET Equal Opportunity Officer
WI Dept. of Workforce Development
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-6860
TTY/TDD users contact us through
Wisconsin Relay Services at 7-1-1
DETEOContact@dwd.wisconsin.gov

A complete copy of the Bay Area WDB "Guide to Resolution of Grievances and Complaints" is available at our website, www.bayareawdb.org.

Additional information can be found on the Wisconsin Department of Workforce Development, Equal Rights Division website, <https://dwd.wisconsin.gov/er/>.

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Bay Area WDB, serving WIOA Title I, is an Equal Opportunity Service Provider and Employer.

Interpretation and translation services are available free of charge by contacting our EO Officer at (920) 617-1384 or info@bayareawdb.org. Deaf, hard of hearing or speech impaired callers can reach us through the Wisconsin Relay Service at 7-1-1.