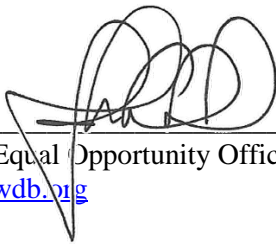


**EQUAL OPPORTUNITY**  
**AND**  
**AFFIRMATIVE ACTION POLICY STATEMENT**

It is the policy of the North Central Wisconsin Workforce Development Board (NCWWDB) not to discriminate against any employee or any applicant for **employment** or **services** because of age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation, marital status, genetic information, national origin or status with regard to public assistance. This policy shall include, but not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, layoff, termination, selection for training, including apprenticeship, and participation in Workforce Innovation and Opportunity Act (WIOA) or other NCWWDB-funded programs. This organization further agrees to take affirmative action to ensure equal employment and service participation opportunities.

NCWWDB will comply with §16.765, Wis. Stats., state regulations, and federal laws relating to equal employment opportunities and affirmative action. This organization shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities

John Cokl, NCWWDB Finance Director, has been appointed NCWWDB's Equal Opportunity Officer and is responsible for planning, implementing, and monitoring affirmative action and equal opportunity-related decisions and activities.



John Cokl; Equal Opportunity Officer  
[jcokl@ncwwdb.org](mailto:jcokl@ncwwdb.org)

If you think that 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 with either:

- the recipient's Equal Opportunity Officer (or the person whom the recipient has designated for this purpose); or
- the State of Wisconsin Department of Workforce Development Equal Opportunity Officer; or
- the Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210.

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 (see address above).

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 that Notice before filing a complaint with CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient).

If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.