

# 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.

## HOW TO FILE A CLAIM

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 your nearest local office coordinator.

## LOCAL OFFICE COORDINATORS

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|--|--------------|
| Dan Thielsen, Aberdeen                           | 605.626.2340 |
| Scott Kwasniewski, Brookings                     | 605.688.4350 |
| Robin Wallum, Huron                              | 605.353.7155 |
| Jim Baltzer, Madison                             | 605.256.5300 |
| Devon Bartscher, Mitchell                        | 605.995.8060 |
| Dan Hart, North Sioux City & Vermillion          | 605.677.6900 |
| Mark Anderson, Pierre & Winner                   | 605.773.3372 |
| Penny Kutz, Rapid City, Pine Ridge & Hot Springs | 605.394.2296 |
| Greg Johnson, Sioux Falls                        | 605.367.5300 |
| Jonathan Englund, Spearfish                      | 605.642.6900 |
| Lisa Johnson, Watertown & Sisseton               | 605.882.5131 |
| Lacey Johnson, Yankton, Lake Andes               | 605.668.2900 |

Persons who are deaf, hard-of-hearing or speech-disabled may call Relay South Dakota at 711. If calling from outside South Dakota, call 800.877.1113. For Spanish language calls, use 877.981.9743.

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.



SOUTH DAKOTA  
DEPT. OF LABOR  
& REGULATION  
sdjobs.org

**Derek Gustafson**  
State Equal Opportunity Officer  
derek.gustafson@state.sd.us  
Tel: 605.773.3101

123 W. Missouri Ave.  
Pierre, SD 57501

## 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.

- 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 CRC.
- 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.

The Director  
Civil Rights Center (CRC)  
US Department of Labor  
200 Constitution Avenue NW  
Room N-4123  
Washington, DC 20210

