



EQUAL OPPORTUNITIES IT'S THE LAW

The Law prohibits the Alianza Municipal de Servicios Integrados, Inc. (AMSI) from discriminating against:

- Any individual, based on race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, and sex stereotypes, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation, or belief; or against any beneficiary, job applicant, or participant in training programs funded in whole or in part under Title I of the Workforce Innovation and Opportunity Act (WIOA), by the state of their citizenship, or by their participation in a program or activity funded under the WIOA.

As a recipient of federal funds, AMSI cannot discriminate in any of the following areas:

- Decide who enters, or has access to, any federal program or financial aid activity.
- Provide opportunities in, or in dealing with, any person in connection with such program or activity.
- Make decisions about the employment of administrative staff or related to such programs or activities.

Recipients of federal financial assistance must take reasonable steps to ensure that communication with individuals with disabilities are as effective as communication with others. This means that, upon request and at no cost to the individual, recipients are required to provide auxiliary aid and services for qualified individuals with disabilities.

What to do if you believe you have been discriminated against?

If you believe you have been discriminated against in a federal financial assistance program or activity under Title I of WIOA, you may file a complaint within **180 days** of the date of the alleged violation, either with:

- **Local Equal Opportunity Officer**
Ms. Carmen M. Maldonado Castro
Alianza Municipal de Servicios Integrados, Inc.
Consolidated Medical Plaza
Fifth Floor Suite 501
Caguas, Puerto Rico
PO Box 8518
Caguas, Puerto Rico 00726-8518
Phone: (787) 744-5329 Ext. *3509
TDD: (787) 653-0726
Fax: (787) 744-5334
Email: cmaldonado@amsipr.com

or

- **State Equal Opportunity Officer**
Hon. Sebastián Negrón Reichard
At. Lcda. Jannette González Almodóvar
 PO Box 362350
 San Juan, Puerto Rico: 00936-2350
 Phone: (787) 765-2900 Ext. 3438
 Fax: 787-753-6874
 TTY/TDD: (787) 294-1924
 Email: querellasdiscrimen@ddec.pr.gov

or

- **Mrs. Naomi Barry-Perez**
Director
Civil Rights Center (CRC)
U.S. Department of Labor
 200 Constitution Ave. NW Room N4123
 Washington, DC 20210
 Visit the CRC website: www.dol.gov/crc

Ticket to Work Participants

- **Ms. Nitzie Sanchez Perez**
Program Manager
Office of Protection and Advocacy for People with Disabilities (PR P&A)
Protection and Defense for PABSS/PABRP Social Security Beneficiaries
 Caribbean Office Plaza Second Floor Suite 670
 Ponce de León Avenue, Stop 11 Minillas Sector, Puerto Rico
 Phone: (787) 725-2333 Ext. 244
 (787) 710-9645
 Email: nsanchez@dpi.pr.gov

If the recipient is sued , you must wait either for the recipient to issue a written Notice of Final Determination, or until 90 days (whichever comes first) before you can file a complaint with the Center for Civil Rights (CDC) (refer to the address above). The recipient must offer you several alternatives to resolve the dispute as part of the effort to settle your claim.

If the recipient does not send you a Notice of Final Determination within 90 days of filing your complaint, you do not have to wait for the recipient to send you the Notice before you can file your complaint with the CDC. However, you must file your complaint with the CDC within 30 days of the 90-day deadline. In other words, 120 days from the day you filed your complaint with the recipient.

If the recipient sends you a written Notice of Final Determination, but you are not satisfied with the decision or ruling, you can file a complaint with the Center for Civil Rights (CDC). You must file the same complaint with the CDC within 30 days of receiving the Notice of Final Determination.

Recipient is defined in 29 CFR 38.4 as any entity that receives federal financial assistance under Title I of the Workforce Innovation and Opportunity Act (WIOA), either directly from the Department of Labor, through the Governor, or through other recipients, (including any successor, beneficiaries or assignee of the recipient). It includes, but is not limited to, any Statewide Agency that administers, or is funded in whole or in part with funds under WIOA, State Employment Security Agencies, Single-Management Center Operators, service providers, Job-Corps Centers and their contractors, excluding those operating at the federal level, and any other National Program operating with funds awarded under this Act. Beneficiaries of WIOA-funded programs and activities are not included in this group.