



YOUR RIGHT TO EQUAL OPPORTUNITY

It is against the law for a JATC to discriminate against an apprenticeship applicant or apprentice based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age (40 years or older), genetic information, or disability.

YOUR RIGHT TO FILE FORMAL COMPLAINTS WITH THE REGISTRATION AGENCY OR OTHER AGENCIES

The sponsor must ensure equal opportunity with regard to all terms, conditions, and privileges associated with apprenticeship. If you think that you have been subjected to discrimination, you may file a complaint within 180 days from the date of the alleged discrimination or failure to follow the equal opportunity standards with Victor Rodriguez, Senior Consultant, Division of Apprenticeship Standards, 7575 Metropolitan Drive Suite 209, San Diego, CA 92108, (619) 767-2045, vrodriguez@dir.ca.gov or within 300 days from the date of the alleged discrimination or failure to follow the equal opportunity standards Arthur Page, ATR, U.S. Department of Labor, 5500 West C Street #990, San Diego CA 92101; page.arthur@dol.gov. You may also be able to file complaints directly with the EEOC, or State fair employment practices agency. If those offices have jurisdiction over the sponsor/employer, their contact information is listed below:

Federal EEOC – U.S. EEOC San Diego Local Office, 555 West Beech Street, Suite 504, San Diego CA 92101 (800) 669-4000. State EEOC, California Department of Fair Employment and Housing, 2218 Kausen Drive, Suite 100, Elk Grove CA 95758 (800) 884-1684, contact.center@dfeh.ca.gov. Each complaint filed must be made in writing and include the following information:

1. Complainant's name, address and telephone number, or other means for contacting the complainant;
2. The identity of the respondent (*i.e.* the name, address, and telephone number of the individual or entity that the complainant alleges is responsible for the discrimination);
3. A short description of the events that the complainant believes were discriminatory, including but not limited to when the events took place, what occurred, and why the complainant believes the actions were discriminatory (for example, because of his/her race, color, religion, sex, sexual orientation, national origin, age (40 or older), genetic information, or disability);
4. The complainant's signature or the signature of the complainant's authorized representative.

YOUR RIGHT TO FILE COMPLAINTS WITH JATC

We strongly encourage apprentices to file complaints with the JATC. We will promptly investigate all complaints of discrimination or harassment. You may contact the JATC Training Director, Kevin Johnson, at 4675 Viewridge Avenue, San Diego CA 92123. Information about our policies and complaint procedures are also available in the JATC EEO Plan. Filing a complaint with the JATC does not limit your rights to file formal complaints.