

# EQUAL OPPORTUNITY IS THE LAW

It is **against the law** for recipients of Federal financial assistance, including the State of Hawai'i Department of Labor and Industrial Relations (DLIR) and the counties, **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**; and,

Against any beneficiary of programs financially assisted by the U.S. Department of Labor on the basis of the beneficiary's **citizenship/status as a lawfully admitted immigrant authorized to work** in the United States, or his or her participation in any Workforce Investment Act (WIA) Title I financially assisted program or activity.

The recipient **must not discriminate** in any of the following areas:

Decide who will be admitted, or have access, to any federally-assisted program or activity; provide opportunities in or treating any person with regard to, such a program or activity; or, make employment decisions in the administration of or in connection with, such program or activity.

## **WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION**

If you think that you have been subjected to discrimination under a U.S. Department of Labor (USDOL) federal financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either:

Pamela Martin,  
State of Hawai'i Department of  
Labor and Industrial Relations  
830 Punchbowl St., Room 340  
Honolulu, Hawaii 96813  
Phone: (808) 586-8771  
Fax: (808) 586-8677  
TTY/TDD (808) 586-3784

**OR** The Director  
Civil Rights Center  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Room N-4123  
Washington, D.C. 20210

If you file your complaint with the State of Hawai'i Department of Labor and Industrial Relations (DLIR), you must wait either until DLIR issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the USDOL Civil Rights Center (CRC).

If DLIR does not give you a written Notice of Final Action within 90 days of the day on which you filed a complaint, you do not have to wait for DLIR 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, 120 days after the day on which you filed your complaint with DLIR)

If DLIR 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.

## **ADDITIONAL PROTECTIONS AGAINST EMPLOYMENT DISCRIMINATION**

In addition to the federal requirement that programs receiving federal financial assistance shall not discriminate against anyone (including applicants for benefits and services, recipients, participants, and other beneficiaries), both federal and state laws prohibit discrimination by employers, unions, and employment agencies against employees and job applicants. Federal law prohibits discrimination because of race, color, religion, sex, national origin, age, disability or genetic information. Hawai'i state law prohibits discrimination because of race, sex, including gender identity or expression, sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record, domestic or sexual victim status, national guard participation, assignment of income for child support obligations, breastfeeding, or credit history or credit report. Both federal and state law prohibits retaliation against any individual for opposing prohibited discrimination, filing a complaint, or testifying or assisting in any proceeding regarding prohibited discrimination.

If you think you have been subjected to employment discrimination, you can file a complaint with the Hawai'i Civil Rights Commission (HCRC) or the U.S. Equal Employment Opportunity Commission (EEOC). The deadline for filing a complaint with the HCRC is 180 days from the date of the alleged discriminatory act (or last act in a pattern of ongoing discrimination). The deadline for filing an EEOC complaint is 300 days.

FOR MORE INFORMATION, CONTACT:

Hawai'i Civil Rights Commission (HCRC)  
830 Punchbowl Street, Room 411  
Honolulu, Hawai'i 96813

Phone: (808) 586-8636  
TDD: (808) 586-8692  
Neighbor Islands, call toll free:  
Kaua'i: 274-3141, Ext. 6-8636#  
Maui: 984-2400, Ext. 6-8636#  
Hawai'i: 974-4000, Ext. 6-8636#  
Lana'i & Moloka'i: 1-800-468-4644, Ext. 6-8636#  
Email: [DLIR.HCRC.INFOR@hawaii.gov](mailto:DLIR.HCRC.INFOR@hawaii.gov)  
Website: <http://labor.hawaii.gov/hcrc>

or

U.S. Equal Employment Opportunity Commission (EEOC)  
Honolulu Local Office  
300 Ala Moana Boulevard, Room 7-127  
Honolulu, Hawai'i 96850  
Phone: (808) 541-3118  
Toll-Free: 1-800-669-4000  
Website: <http://www.eeoc.gov>