

KNOW YOUR RIGHT TO

**FAIR
TREATMENT**



YOUR RIGHT TO FAIR TREATMENT

You have the right to fair treatment in DEED's programs and services. You cannot be discriminated against or treated differently because of your:

- ✓ **race**
- ✓ **color**
- ✓ **creed**
- ✓ **religion**
- ✓ **national origin** (including your citizenship status or the language you speak)
- ✓ **age**
- ✓ **sex** (including pregnancy or gender identity or expression)
- ✓ **sexual orientation**
- ✓ **disability**
- ✓ **political beliefs**
- ✓ **public assistance status**

These are called “**protected classes.**”

What to do

If you think you are a victim of discrimination:

- ✓ Write down **what happened** to you if you think it was unfair.
- ✓ Write down the **dates** when the unfair treatment happened.
- ✓ Write down the **names of people** that were there.
- ✓ Write down **what the people said.**



Do not wait!

You have **one year** after the discrimination happened to file a complaint.

How to file a complaint of discrimination

You can request a complaint form or speak with an equal opportunity officer.

- ✓ Your **local equal opportunity officer** is listed on the equal opportunity posters at your local WorkForce Center (or ask at the front desk),

or

- ✓ DEED's **Office Of Diversity And Equal Opportunity (ODEO)**
 - » Email: DEED.ODEO@state.mn.us
 - » Call: [651-259-7094](tel:651-259-7094)

**KNOW YOUR
RIGHTS!**





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DEED and the Minnesota WorkForce Centers are equal opportunity employers and service providers.

This information is available in alternative formats for people with disabilities by calling 651-259-7094 (voice) or by using your preferred relay service.