

**UA NTAWV TSIS TXAUS SIAB RAU KEV NTXUB NTXAUG CAIS NEEG HAUV KEV PAB CUAM  
LOS YOG KEV UA HAUJ LWM**

**SERVICE DELIVERY OR EMPLOYMENT DISCRIMINATION COMPLAINT**

Children and Families  
DCF-F-156-E

Health Services  
P-00166

Workforce Development  
DETS-16707-E (R. 12/2013)

**Yog koj xav tau kev pab ua daim ntawv no, hu rau los yog mus ntsib:**

Tus Xyuas Kev Muab Vaj Huam Sib Luag (Equal Opportunity Coordinator) Shelly Teadt	Xov Tooj (Suab) 608-424-8745	Xov Tooj (TDD)
Tus Tsis Txaus Siab Lub Npe (Name of Complainant)	Xov Tooj	

Chaw Nyob (number, txoj kev, lub zos, lub xeev, zip code)

**Tsis Txaus Siab Rau Kev Ntxub Ntxaug Cais Neeg Tawm Hauv Kev Pab Cuam los yog Kev Ua Hauj Lwm (Basis for Service Delivery or Employment Discrimination Complaint:)** Nyob hauv kev pab cuam, txwv tsis pub ntxub ntxaug muab ib tus twg cais tawm vim nws nyob rau cov nqe lus no: hnuv nyoog, tsos nqaij daim tawv, muaj mob xiam oob qhab, keeb kwm teb chaws, kev ntseeg, ntseeg los yog koom nrog ib fab kev tswj hwm teb chaws txawv, muaj txij nkawm los tsis muaj, muaj tsev neeg los yog muaj niam muaj txiv los tsis muaj, haiv neeg, poj niam/txiv neej, nws hais tias nws yog poj niam los txiv neej (gender identity), kev plees kev yi txawv, kev kuaj caj ces/noob, los yog tag nrho los yog ib feem ntawm ib tug tib neeg cov nyiaj tau los yog tau los ntawm ib qho kev pab cuam twg, ua pauj txiaj ntsim rau qhov nws tau ua ntawv tsis txaus siab, los yog tau pab ib tus ua ntawv tsis txaus siab, tsis nrog pom zoo rau kev ntxub ntxaug cais neeg tawm nyob rau hauv ib qhov kev pab cuam koj ua los yog tau foom fwv teb chaws nyiaj pab.

Nyob hauv kev ua hauj lwm, txwv tsis pub ntxub ntxaug muab ib tus twg cais tawm vim nws nyob rau cov nqe lus no: hnuv nyoog (tshaj 40), keeb kwm teb chaws los yog poj koob yawm txwv, raug ntes raug kaw, tsos nqaij daim tawv, kev ntseeg, muaj mob xiam oob qhab los yog koom nrog ib tus neeg xiam oob qhab, kuaj kom paub caj ces/noob (genetic testing), sim txog kev ncaj ncees (honesty testing), muaj txij nkawm los tsis muaj, cev xeeb tub los yog tau me nyuam, ua tub rog, poj niam/txiv neej, kev plees kev yi txawv, siv los yog tsis siv tej khoom tsis txhaum cai uas tsis yog nyob ntawm tus tswv hauj lwm thaj chaw thaum tsis yog lub sij hawm ua hauj lwm. Tsis pub zes los yog thab cov neeg ua hauj lwm hauv qhov chaw ua hauj lwm los ntawm qhov lawv yog cov uas muaj txoj cai pab tiv thaiv lawv los yog tsis pub ua phem rau leej twg kom tau pauj txiaj ntsim rau qhov nws tau ua ntawv tsis txaus siab, tau pab lwm tus ua ntawv tsis txaus siab, los yog tau tawm tsam txoj kev ntxub ntxaug cais neeg hauv qhov chaw ua hauj lwm. Tsoom Fwv Teb Chaws Cov Cai Tiv Thaiv Cov Muab Kev Pab Kho Mob (Federal Health Care Provider Conscience Protection Laws) txwv cov neeg tau txais nyiaj ntawm tsoom fwv teb chaws ib txhia nyiaj pab los ntawm qhov cais neeg tsis raws cai rau cov muab kev pab kho mob vim tus muab kev kho mob tsis kam los yog tsis tuaj yeem los mus koom rau hauv kev txiav hlab kom txhob muaj taus me nyuam cov txheej txheem los yog kev rho me nyuam tsis thooj li los yog raws nkaus li tus neeg muab kev kho mob cov kev ntseeg kev cai dab qhuas los yog lub siab ntseeg tuag nthi. Cov kev tiv thaiv no siv rau kev ua hauj lwm thiab muab kev pab cuam; li cas los, tsis yog tag nrho cov kev txwv yuav siv rau tag nrho cov kev pab cuam thiab/los yog cov kev ua hauj lwm.

Lub npe ntawm qhov chaw khiav hauj lwm thiab/los yog lwm tus neeg ua hauj lwm los yog tus tswv hauj lwm uas daim ntawv tsis txaus siab no ua foob nws.

Piav kom meej qhov uas lawv ua rau koj ntawd uas koj ntseeg tias yog ntxub ntxaug cais neeg. Muab kom tau xws li nws yog leej twg, yog dab tsi, thaum twg, nyob qhov twg, ua li cas, vim li cas, thiab yog muaj neeg ua pov thawj lub sij hawm ntawd no muab kom tau lawv lub npe, chaw nyob thiab xov tooj. Hais kom meej seb qhov teeb meem tshwm sim hnuv twg. Yog qhov chaw hauv qab no tsis txaus sau koj cov lus, koj muab mus sau ntxiv rau ib daim ntawv tshiab los tau. Nyob rau qhov chaw hauv qab no, qhia seb muaj pes tsawg phab ntawv ntxiv uas muab tom ua ke nrog daim no.

Piav seb yuav kom daws qhov teeb meem li cas thiaj tau raws li koj siab nyiam (Description of the relief or satisfaction you want):

Tus Neeg Tsis Txaus Siab los yog nws Tus Sawv Cev Kos Npe	Hnub Kos Npe (mm/dd/yyyy)
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Cov lus hauv qab no yog cia rau qhov chaw uas koj txis txaus siab rau ua tus teb xa rov qab rau koj.

**UA NTAWV TSI TxAUS SIAB**

Hnub Txais Tau	Tus Neeg Txais Daim Ntawv Lub Npe	Nws Tuav Hauj Lwm Dab Tsi (Title)
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Qhov Chaw Lub Npe (Agency)

Cov Hauj Lwm Yuav Nqes Tes Ua thiab Cov Neeg Uas Yuav Raug Nug Txog Qhov Teeb Meem (Actions and Individual(s) to be Investigated:)

Tshawb Tau Dab Tsi (Findings) (Yuav tsum ua kom tiav txis pub dhau 30 hnub):

Cov Hauj Lwm Tau Nqes Tes Ua Lawm (Action Taken:)

Puas Tshuav Dab Tsi Yuav Ua Ntxiv? (Further Action Required?)  
Yog Tshuav, yog dab tsi?

Tshuav

Tsis Tshuav

**YUAV UA NTAUV TSIAS TXAUS SIAB RAU KEV NTXUB NTXAUG CAIS NEEG HAUV KEV UA  
HAUJ LWM LOS YOG KEV PAB CUAM LI CAS  
HOW TO FILE AN EMPLOYMENT OR SERVICE DELIVERY DISCRIMINATION COMPLAINT**

**Cov Lus Qhia Ua Daim Ntawv Tsis Txaus Siab Rau Kev Ntxub Ntxaug Cais Neeg Hauv Kev Ua  
Hauj Lwm Los Yog Kev Pab Cuam**

Yog koj xav tias luag ua tsis ncaj rau koj vim koj lub hnuv nyoog, haiv neeg, kev ntseeg, tsos nqaij daim tawv, poj niam/txiv neej, keeb kwm teb chaws los yog poj koob yawm txwv, muaj mob xiam oob qhab los yog muaj kev koom nrog ib ib tug neeg muaj mob xiam oob qhab, raug ntes raug kaw, kev plees kev yi txawv, muaj txij nkawm los tsis muaj los yog cev xeeb tub, ntseeg los yog koom nrog ib fab kev tswj hwm teb chaws txawv, ua tub rog, siv los yog tsis siv tej khoom tsis txhaum cai uas tsis yog nyob ntawm tus tswv hauj lwm thaj chaw thaum tsis yog lub sij hawm ua hauj lwm, koj yuav ua daim ntawv tsis txaus siab tau. Yog luag tsis kam muab kev pab rau koj raws txoj cai, los yog qhov kev pab koj tau txais ntawd raug muab cais los yog muab tsis thooj li lwm tus, los yog qhov pab koj raug muab faib tsis thooj li lwm tus los sis txawv dua lwm tus li, los yog qhov kev pab cuam ntawd tsis yooj yim rau koj mus cuag tau lawv, tej zaum nws yuav yog lawv ua tsis ncaj lawm tiag.

**TSEEM CEEB:** Yog luag tsis kam txais koj daim ntawv thov kev pab los yog luag hais rau koj tias koj tsis muaj feem tau txais ib qhov kev pab twg, TIAM SIS koj xav tias koj yeej muaj feem tau txais, nug qhov chaw ua hauj lwm muab kev pab ntawd kom lawv muab daim ntawv qhia txog qhov chaw ua hauj lwm txoj kev pab daws teeb meem tsis txaus siab los yog lub Xeev txoj kev pab taug kev ncaj ncees seb yuav ua li cas. Koj txoj cai thov kom rov qab muab qhov luag tau txiav txim ntawd los sib hais dua los yog thov kom Xeev tsa ib lub rooj taug kev ncaj ncees no nws tsis tas yuav tsum yog tsis txaus siab vim muaj kev ntxub ntxaug cais neeg tsis kam pab xwb.

Qhov ua ntaub ntawv tsis txaus siab los ntawm kev ntxub ntxaug cais neeg no, koj yuav ua xa mus rau koj tus tswv hauj lwm los yog qhov chaw muab kev pab cuam, los yog ua xa mus rau tsoom fww xeev los yog tsoom fww teb chaws qhov chaw ua hauj lwm muab kev pab. Cov ntaub ntawv ua tsis txaus siab vim los ntawm hnuv nyoog hauv cov kev pab cuam tau nyiaj pab los ntawm U.S Department of Agriculture, Food and Nutrition Services (USDA-FNS) yuav tsum muab ua xa ncaj nraim mus rau USDA Office of Adjudication, 1400 Independence Avenue, S.W., Washington D.C. Koj cov ntawv tsis txaus siab yuav muab xa mus rau FNS Regional OCR tsis pub dhau tsib (5) hnuv tom qab tau txais daim ntawv tsis txaus siab. Yuav tsis pub ib tus twg tso hem thawj los yog thab zes koj vim koj tau ua ntawv tsis txaus siab. Yuav tsis pub ib tus twg tso hem thawj los yog thab zes koj cov neeg ua pov thawj vim lawv tau tuaj yeem hais raws li qhov lawv tau pom, tau hnov thiab tau ntsib los mus. Cov ntaub ntawv tsis txaus siab ua raws li Tsoom Fwv Teb Chaws Cov Cai Tiv Thav Cov Muab Kev Pab Kho Mob (Federal Health Care Provider Conscience Protection Laws) yuav tsum muab xa ncaj nraim mus rau HHS Office of Civil Rights.

Cov ntawv tsis txaus siab yuav tsum ua tsis pub dhau 180 hnuv suav txij hnuv koj ntseeg tias muaj qhov teeb meem ntxub ntxaug cais neeg los mus. Tab txawm li no los, koj yuav tau ua kom sai li sai tau tom qab qhov teeb meem tshwm sim. YOG koj xub ua ntawv tsis txaus siab mus sib hais rau ntawm koj tus tswv hauj lwm los yog qhov chaw muab kev pab es koj ho tsis txaus siab raws li qhov luag tau txiav txim ntawd, koj tseem muaj cai ua ntawv tsis txaus siab ntxiv mus rau theem siab hauv xeev los yog tsoom fww teb chaws thiab, tsuav yog koj ua raws lub sij hawm tsis pub dhau xwb. Yog koj yeej npaj yuav ua ntawv tsis txaus siab mus rau theem siab hauv xeev los yog tsoom fww teb chaws no ces koj tsis tas tos kom tau lus teb los ntawm qhov koj xub ua mus rau koj tus tswv hauj lwm los yog qhov chaw muab kev pab tso.

Yog koj yuav ua daim ntawv tsis txaus siab mus rau koj tus tswv hauj lwm los yog qhov chaw muab kev pab, koj yuav tau thov kom lawv muab ib daim qaav rau koj. Hu rau los yog mus ntsib tus Xyuas Txog Kev Muab Vaj Huam Sib Luag (Equal Opportunity Coordinator) ntawm [608-424-8745](tel:608-424-8745) lossis TDD \_\_\_\_\_. Tom qab muab daim qaav los yog daim form ua tiav lawm, rov qab muab xa mus rau tus Xyuas Txog Kev Muab Vaj Huam Sib Luag. Nws tus xov toj yuav tsum muaj nyob rau ntawm daim form no.

Yog koj xav ua daim ntawv tsis txaus siab mus rau theem siab hauv xeev los yog tsoom fww teb chaws, koj yuav tau xa ncaj nraim mus rau tsoom fww xeev los yog tsoom fww teb chaws qhov chaw ua hauj lwm uas tau muab teev rau nplooj ntawv phab tom qab no. Nrog rau tsab ntawv tsis txaus siab no koj yuav tau sau ib daim hais qhia rau lawv tias koj tsis txaus siab rau ib qhov chaw ua hauj lwm muab kev pab los yog ib tus tswv hauj lwm uas tau nyiaj ntawm lawv los khiav hauj lwm pab sawv daws. Cov neeg khiav hauj lwm hauv xeev los yog tsoom fww teb chaws yuav ua ntawv tuaj qhia rau koj paub tsis pub dhau 90 hnuv seb qhov teeb meem muab daws li cas lawm.

Ua ntawv tsis txaus siab txog cov kev pab cuam no xa mus rau lub xeev qhov chaw khiav hauj lwm teev hauv qab no.

KEV PAB CUAM (PROGRAM)	TSOOM FWV XEEV COV CHAW KHIIV HAUJ LWM (STATE AGENCY)
<p>Wisconsin (WI) Works (W-2), (W-2) Transitions, Temporary Assistance to Needy Families (TANF), Brighter Futures Initiative, Child Support, Early Care and Education, Head Start, Child Care and Day Care Certification Programs, Child Welfare, Milwaukee Child Welfare and Integration Programs, Emergency Assistance, Families and Economic Security, Community Service Jobs, Job Access Loans, Adoption and Foster Care Programs, Safety and Permanence Programs (Out-of-Home Care, Safety and Well Being, Program Integrity), Child Placement Services, Child Abuse and Neglect, Protective Services, Kinship Care, Domestic Abuse/Domestic Violence Programs, and other programs administered by the WI Department of Children and Families. Refugee and Immigrant Services (Social Services, Older Refugee, Family Strengthening, Health Services, Preventative Health Services, Mental Health, Refugee Cash and Medical Assistance),</p>	<p><b>Wisconsin Department of Children and Families</b>            201 E. Washington Ave, Second Floor            P.O. Box 8916            Madison, WI 53708-8916            Voice: (608) 266-5335            TTY: 1-800-864-4585</p>
<p>Medical Assistance Services, Medicaid, BadgerCare Plus, FoodShare (formerly Food Stamps Program in Wisconsin), TEFAP, SeniorCare, Community Aid, Long Term Care, Mental Health and Substance Abuse, Services to the Deaf and Hard of Hearing, Blind and Visually Impaired and Persons with Disabilities, Family Care, Public Health Services, Community Health Center Programs, WIC (Women, Infants and Children), and other programs administered by the WI Department of Health Services.</p>	<p><b>Wisconsin Department of Health Services</b>            Office of Civil Rights Compliance            1 W. Wilson, Room 561            P.O. Box 7850            Madison, WI 53707            Voice: (608) 266-9372            TTY: 1-888-701-1251</p>
<p>Wisconsin Workforce Investment Act, thiab lwm cov kev pab cuam uas yog Wisconsin Department of Workforce Development ua tus saib xyuas.</p>	<p><b>Wisconsin Department of Workforce Development</b>            ATTN: Equal Opportunity Officer            201 E. Washington Ave, Room G100            P.O. Box 7972            Madison, WI 53707-7972            Voice: (608) 266-6889            TDD: 866-275-1165</p>
<p>Unsubsidized and Trial Jobs Complaints. Tsis txaus siab rau cov chaw khiav hauj lwm uas tau nyiaj los ntawm DCF, DHS los yog DWD (Any employment condition as an employee of DCF, DHS and or DWD funded entities and their subcontractors.)</p>	<p>Equal Rights Office            P.O. Box 8928            Madison, WI 53708            Telephone: (608) 266-6860            TDD-Hearing Impaired: (608) 264-8752</p> <p>Equal Rights Office            819 North Sixth Street, Room 255            Milwaukee, WI 53203            Telephone: (414) 227-4384            TDD: (414) 227-4081</p> <p>U.S. Equal Employment Opportunity Commission            310 W. Wisconsin Ave., Suite 800            Milwaukee, WI 53203            Telephone: 414-297-1111, TDD: 414-297-1115</p>

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Health Services  
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Workforce Development  
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	<p>The Office of Federal Contract Compliance U.S. Department of Labor 230 South Dearborn Street Chicago, IL 60603 Telephone: 312-353-2158, TDD: 312-353-2158</p>
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Koj tseem muaj cai ua ntawv tsis txaus siab xa mu rau ib qhov chaw khiav hauj lwm ntawm tsoom fww teb chaws teev nram qab no thiab.

KEV PAB CUAM (PROGRAM)	TSOOM FWW TEB CHAWS COV CHAW KHIIV HAUJ LWM (FEDERAL AGENCY)
<p>Cov ntawv ua tsis txaus siab tsis hais qhov kev pab cuam twg uas tau teev los saum toj no uas yog Wisconsin Department of Health Services ua tus saib xyuas.</p> <p>Cov Ntawv Ua Tsis Txaus Siab raws li Tsoom Fww Teb Chaws Cov Cai Tiv Thav Cov Muab Kev Pab Kho Mob (Federal Health Care Providers Conscience Protection Law).</p>	<p>HHS, Director, Office for Civil Rights Room 506-F, 200 Independence Avenue, S.W., Washington, D.C. 20201 (202)-619-0403 (Voice) (202)-619-3257 (TTY)</p> <p>U.S. Dept. of Health and Human Services Office for Civil Rights Region V, 233 N. Michigan Ave. Chicago, IL 60601 Telephone: 312-886-2359, TDD: 315-353-5693</p>
<p>Cov ntawv ua tsis txaus siab tsis hais qhov kev pab cuam twg (Formal Discrimination Complaint about any program.)</p>	<p>U.S. Dept of Justice Civil Rights Division 10th and Pennsylvania Ave., NW Washington, D.C. 20530 Telephone: 202-514-0301, TDD: 800-800-3302</p>
<p>Yog koj xav ua ib daim ntawv tsis txaus siab txog Neeg Cov Cai ntawm Kev Cais Neeg (Civil Rights Program of Discrimination) mus rau qhov kev pab cuam Supplemental Nutrition Assistance Program (SNAP) (thaum ub hu ua Food Stamp Program nyob rau theem siab ntawm Tsoom Fww teb chaws) FoodShare (thaum ub hu ua Food Stamps in Wisconsin), WIC, TEFAP thiab qhov kev pab cuam Food Stamp Employment and Training (FSET) Program, <b>ua kom tiav daim USDA Program Discrimination Complaint</b> nrhiav tau online ntawm: <a href="http://www.ascr.usda.gov/complaint_filing_cust.html">http://www.ascr.usda.gov/complaint_filing_cust.html</a>, los yog nyob rau ntawm USDA ib qhov chaw ua hauj lwm, los yog hu rau 866-623-9992 mus thov ib daim foos.</p>	<p>USDA Director, Office of Civil Rights 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410 (800)-795-3272 (Voice) (202)-720-6382 (TTY)</p> <p>Food and Consumer Services Civil Rights Program U.S. Department of Agriculture 77 Jackson Boulevard, 20th Floor Chicago, IL 60604 (312)-353-1457(Voice)</p>