

EQUAL OPPORTUNITY PLEDGE

The Boilermakers National Joint Apprenticeship Program will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or because they are an individual with a disability. The Boilermakers National Joint Apprenticeship Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

You have the right to file a discrimination complaint with the Equal Employment Opportunity Commission (“EEOC”) and/or the Registration Agency with whom the apprenticeship program is registered. Please see the notice below regarding your right to file such a complaint and the procedures for doing so.

You also have the right to file complaints of harassment and/or discrimination with the Boilermakers National Joint Apprenticeship Program and/or the Western States Joint Apprenticeship Program using the complaint procedures set forth in the Western States Joint Apprenticeship Program Discrimination & Harassment Policy. A copy of this policy will be provided to you at the beginning of your apprenticeship and is immediately available upon request.

Your Right to Equal Opportunity

It is against the law for a sponsor of an apprenticeship program registered for Federal purposes to discriminate against an apprenticeship applicant or apprentice based on race, color, religion, national origin, sex, sexual orientation, age (40 years or older), genetic information, or disability. 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 300 days from the date of the alleged discrimination or failure to follow the equal opportunity standards with the U.S. Department of Labor, Office of Apprenticeship or State Apprenticeship Agency:

Alaska: 605 W. 4th Avenue, Room G-30, Anchorage, AK 99501, Tel: (907) 271-5035

Arizona: 1789 West Jefferson Street, P.O. Box 6123, Phoenix, AZ 85007, Tel: (602) 542-5641

California: 801 I Street, Room 202, Sacramento, CA 95814, Tel: (916) 414-2389

Colorado: 721 19th Street, Room 465, Denver, CO 80202-2517, Tel: (303) 844-6362

Hawaii: 830 Punchbowl Street - Room 329, Honolulu, HI 96813, Tel: (808) 586-8877

Idaho: 1387 S. Vinnell Way #110, Boise, ID 83706, Tel: (208) 321-2972

Montana: P.O. Box 1728, Helena, MT 59624-1728, Tel: (406) 444-3556

Nevada: 675 Fairview Drive, Suite 226, Carson City, NV 89701, Tel: (775) 687-4850

New Mexico: 401 Broadway NE, Albuquerque, NM 87102, Tel: (505) 841-8077

Oregon: 800 N.E. Oregon Street, Suite 1045, Portland, OR 97232, Tel: (971) 673-0760

Utah: 125 State Street, Room 2412, Salt Lake City, UT 84138, Tel: (801) 524-5451

Washington: P.O. Box 44530, Olympia, WA 98504-4530, Tel: (360) 902-5320

Wyoming: 308 West 21st Street, Room 205, Cheyenne, WY 82001-3637, Tel: (307) 772-2448

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.¹

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.

¹ U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov. **Alaska:** Alaska State Commission for Human Rights, 800 "A" Street, Suite 204, Anchorage, Ak 99501, Toll-Free Complaint Hot Line (in-state only): (800) 478-4692, TTY/TDD (Anchorage Area): (907) 276-3177, Phone (Anchorage Area): (907) 274-4692, TTY/TDD Toll-Free Complaint Hot Line (in-state only): (800) 478-3177, Website: <https://humanrights.alaska.gov>; **Arizona:** Arizona State Attorney General, Civil Rights Division, 1275 West Washington Street, Phoenix, AZ 85007-2926, Tel: (602) 542-5263 - TDD (602) 542-5002 or (877) 491-574 - TDD (877) 624-8090, Fax: (602) 542-8885, Website: www.attorney-general.state.az.us/civil_rights; **California:** California Department of Fair Employment and Housing - Elk Grove, 2218 Kausen Drive, Suite 100, Elk Grove, CA 95758, Tel: (800) 884-1684, Videophone (916) 226-5285, TDD (800) 700-2320, Website: <http://dfeh.ca.gov/Offices.htm>; **Colorado:** Colorado Civil Rights Division, 1560 Broadway Suite 1050, Denver, CO 80202, Tel: (303) 894-2997 or 800-262-4845, Hotline Español: 720-432-4294, Email: CCRD@dora.state.co.us, Website: www.dora.state.co.us/civil-rights; **Hawaii:** Hawaii Civil Rights Commission, 830 Punchbowl St. Room 411, Honolulu, HI 96813, Tel: (808) 586-8636, TDD/TTY: (908) 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, Website: <http://labor.hawaii.gov/hcrc>; **Idaho:** Idaho Human Rights Commission, 317 West Main Street, 2nd Floor, Boise, ID 83735-0660, (208) 334-2873, (208) 334-2664 (Fax), (888) 249-7025 (Toll Free), Dial 711 for Idaho Relay Services, Email: Inquiry@ihrc.idaho.gov, Website: humanrights.idaho.gov; **Montana:** Montana Human Rights Bureau, P.O. Box 1728, Helena, MT 59624, (406) 444-4356 or 1-800-542-0807, Fax: (406) 444-4140, Telephone Relay Service: 711, Website: <http://erd.dli.mt.gov/human-rights>; **Nevada:** Nevada Equal Rights Commission, Equal Rights Commission Las Vegas, 1820 East Sahara Avenue, Suite 314, Las Vegas, NV 89104 Tel: (702) 486-7161, Fax: (702) 486-7054; Equal Rights Commission Northern Nevada, 1325 Corporate Blvd., Room 115, Reno, NV 89502, Tel: (775) 823-6690, Fax: (775) 688-1292, Website: <http://detr.state.nv.us/nerc.htm>; **New Mexico:** Human Rights Bureau, 1596 Pacheco Street, Santa Fe, NM 87505, Office: (505)827-6838, Toll-free: (800)566-9471, Fax: (505) 827-6878, Website: www.dws.state.nm.us; **Oregon:** Oregon Bureau of Labor and Industries, Civil Rights Division, 800 NE Oregon Street, Suite 1045, Portland, Oregon 97232, English: (971) 673-0764, Español: (971) 673-2818, Fax: (971) 673-0765, Email: CorreoElectronico-crdemail@boli.state.or.us, Website: <http://www.oregon.gov/BOLI/pages/index.aspx>; **Utah:** Utah Antidiscrimination & Labor Division, 160 East 300 South, 3rd Floor, P.O. Box 146640, Salt Lake City, UT 84114-6640, Tel: (801) 530-6801 or 1-800-222-1238, TDD (801) 530-7685, Email: discrimination@utah.gov, Website: <https://laborcommission.utah.gov/divisions/AntidiscriminationAndLabor>; **Washington:** Washington State Human Rights Commission, 711 South Capitol Way, Suite 402, P.O. Box 42490 Olympia, WA 98504-2490, Tel: (360) 753-6770, Statewide Toll Free: (800) 233-3247, Statewide TTY Toll Free: (800) 300-7525, Fax: (360) 586-2282, Website: <http://www.hum.wa.gov>; **Wyoming:** Wyoming Department of Employment Labor Standards, Fair Employment Program, 1510 E. Pershing, West Wing, Suite 2015, Cheyenne, WY 82002, (307) 777-7261, Fax: (307) 777-5633, Website: <http://www.wyomingworkforce.org/businesses/labor>.

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