

Equal Opportunity is the Law

Central Minnesota Jobs and Training Services, Inc. (CMJTS) is an equal opportunity employer and program provider

CMJTS as an Employer:

CMJTS Non-Discrimination Policy:

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at CMJTS will be based on qualifications, skills, and abilities required by each position. CMJTS is an Equal Opportunity Employer. All employment decisions are made without regard for an individual's race, color, creed, religion, national origin, sex, age, disability, status with regard to public assistance, marital status, sexual orientation, familial status, or local human rights commission activity. This commitment extends to all phases of employment decisions, including selection, placement, transfers, training and development, promotions, demotions, compensatory benefits, workforce reductions, discipline, and terminations, and all conditions and privileges of employment.

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor, manager, the executive director, or the human resources director. CMJTS will not retaliate against anyone making a claim or bring a concern forward of discrimination. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or demotion, and threats of physical harm. Any staff member who believes they are being retaliated against must contact the human resources director immediately. Anyone found to be engaging in unlawful discrimination would be subject to disciplinary action, including termination of employment.

CMJTS as a Program Provider

No one will be denied the opportunity to participate in CMJTS programs based on race, color, creed, religion, national origin, sex, age, disability, status with regard to public assistance, marital status, sexual orientation, familial status, or local human rights commission activity, or against any beneficiary of, applicant to, or participant in programs financially assisted under the Title I of the Workforce Innovation and Opportunity act (WIOA), on the basis of an individual's citizenship status or participation in any WIOA Title I financially assisted program or activity.

The [WIOA Equal Opportunity is the Law Poster](#) provides initial and continuing notice that program providers do not discriminate on any prohibited basis.

Discrimination

If you think you have been subjected to discrimination under a CMJTS program or activity, you may file a complaint with the CMJTS Equal Opportunity Officer by completing this [complaint form](#) and mail, email or fax it to:

Central Minnesota Jobs and Training Services, Inc.
Equal Opportunity Officer
PO Box 720
Monticello, MN 55362
kyeager@cmjts.org
Fax: 888-665-2289
Phone: 763-647-5401