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CareerSource Pinellas and CareerSource Tampa Bay are obligated to operate all of our programs and activities in a non-discriminatory manner.

Specifically, Section 188 of the Workforce Innovation and Opportunity Act (WIOA) requires equal opportunity in the workforce development system, and prohibits discrimination in WIOA-financially assisted programs based on:

- Race
- Color
- National origin
- Religion
- Age
- Gender identity
- Gender expression
- Sex
- Disability
- Citizenship
- Political affiliation or belief
- WIA status as a participant
- Sex stereotyping

Section 188 of WIOA applies to all programs and activities offered through the CareerSource Pinellas and CareerSource Tampa Bay career centers, contractors and partners, even if the principal source of financial assistance for a program or activity is a federal department or agency other than USDOL.


In addition to Section 188 of WIOA, there are many other applicable regulations and statutes including the Wagner-Peyser Act, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act of 1999, Florida Civil Rights Act of 1992, etc. that we must uphold the non-discrimination clause contained therein.

As part of these obligations, we must publicize the name and contact information of our EO Officer. For CareerSource Pinellas and CareerSource Tampa Bay, our designated Equal Opportunity Officer and her contact information is as follows:

**Alice J. Cobb, EO Officer**  
5100 W. Kennedy Blvd., Suite 300  
Tampa, Florida 33609  
813 397-2033 or 813 410-4626  
TDD/TTY: 711

Do not hesitate to contact Ms. Cobb via email at [cobba@careersourcetampabay.com](mailto:cobba@careersourcetampabay.com) with any questions about our non-discrimination policy or if any customer wishes to file a complaint about our programs and services.

Sincerely,



Edward Peachey  
President & CEO