



May 11, 2020

Civil Rights compliance during the Coronavirus (COVID-19) Pandemic for State-level Equal Opportunity Officers & recipients of federal financial assistance

Dear Colleagues:

The U.S. Department of Labor's Civil Rights Center (CRC) remains engaged in its mission during the coronavirus (COVID-19) pandemic. Civil rights statutes and their implementing regulations remain in effect and will be enforced during this public health emergency.¹ Indeed, access to and the ability to effectively engage in programs and activities supported by government agencies, including the Department of Labor, may be particularly important during this time. All individuals, including individuals with disabilities and/or individuals who are limited English proficient, must be provided with meaningful access to these programs and activities at all times.

The U.S. Department of Justice Civil Rights Division has issued the attached statement, [*Protecting Civil Rights While Responding to the Coronavirus Disease 2019 \(COVID-19\)*](#). Please review this statement, which reminds recipients of Federal financial assistance of their continuing obligation to ensure nondiscrimination and equal opportunity.

CRC continues to maintain regular business hours, but with maximum telework flexibilities offered to CRC staff. Business hours are Monday-Friday, 8:30 am -- 5:00 pm EDT. We may be reached by email at civilrightscenter@dol.gov, by voice phone at 202-693-6502, or by relay at 800-877-8339.

For more information about CRC, please see <https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center>.

To learn more about the U.S. Department of Labor's COVID-19 resources, please see <https://www.dol.gov/coronavirus>.

¹ CRC's Office of External Enforcement investigates and adjudicates complaints alleging discrimination and administers and enforces the laws that apply to recipients of financial assistance under Title I of the Workforce Innovation and Opportunity Act, among others. Together, those laws generally forbid discrimination on the basis of race, color, religion (including failure to accommodate), sex (including pregnancy and gender identity), national origin (including limited English proficiency), age, disability (including failure to provide accessible facilities, accommodations or modifications, or equally effective communications), and political affiliation or belief.

We will strive to provide technical assistance to State-level Equal Opportunity Officers and recipients to meet the challenges that the public health emergency may present to their programs in order to maintain voluntary compliance with their civil rights obligations.

Sincerely,

Lee Perselay
Chief, Office of External Enforcement
Civil Rights Center

Attachment