

## **Work Experience Program (“WEP”) Participants**

Work Experience Program (“WEP”) participants are also protected under the City’s EEO Policy. WEP participants are public assistance recipients who are required to accept workfare assignments in order to receive benefits. The City of New York is committed to protecting WEP participants who perform work at City agencies from unlawful discrimination. WEP participants are protected under Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e, *et seq.* (“Title VII”); the Americans with Disabilities Act, 42 U.S.C. §12101, *et seq.* (“ADA”); and the Age Discrimination in Employment Act, 29 U.S.C. §621, *et seq.* (“ADEA”). Accordingly, WEP participants have a right to a workplace that is free of discrimination, including harassment, based on race, color, national origin, religion, gender, disability, or age, as provided for in the above laws.

In addition, as a matter of City policy, WEP participants should not be harassed or discriminated against on any basis that could otherwise be determined to be prohibited behavior pursuant to the City’s Equal Employment Opportunity (“EEO”) Policy (such as immigration or citizenship status, sexual orientation, gender identity, or status as a victim of domestic violence, sex offenses and stalking) as applied to employees or applicants for employment.

All City employees who direct, oversee, or interact with WEP participants performing work assignments at City agencies are required to treat WEP participants in a manner consistent with the treatment of City employees, as mandated by Title VII, the ADA, the ADEA and the City’s EEO Policy.

If a WEP participant believes that he or she has been discriminated against or harassed in violation of Title VII, the ADA, the ADEA or any basis set forth in the City’s EEO Policy, the WEP participant may file a complaint with the EEO Officer at the agency at which he or she is assigned. The EEO Officer will then take appropriate action, following the procedures outlined in the City’s EEO Policy.

In addition, a WEP participant who believes that he or she has been discriminated against or harassed in violation of Title VII, the ADA or the ADEA may also have the right to file a complaint with the United States Equal Employment Opportunity Commission (“EEOC”), 33 Whitehall Street, 5<sup>th</sup> Floor, New York, New York 10004, (212) 336-3620, TTY: (212) 336-3622, website: [www.eeoc.gov](http://www.eeoc.gov).

May 15, 2008