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- Union Activity
- Union Representation
- Application
- Enrollment
- Referral
- Exclusion
- Placement
- Benefits
- Performance Appraisal
- Discipline/Reprimand
- Other: Specify _____

10. Why do you believe these events occurred?

11. What other information do you think is relevant to our investigation?

12. If this complaint is resolved to your satisfaction, what remedies do you seek?

13. Please list below any persons (witnesses, fellow employees, supervisors, or others) that we may contact for additional information to support or clarify your complaint:

<u>Name</u>	<u>Address</u>	<u>Telephone Number</u>
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_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Signed (Complaint NOT VALID unless signed) _____ Date _____

14. Do you have an attorney?

Yes No If yes, please provide name, address and phone:

15. Have you filed a case or complaint with any of the following?

- Civil Rights Division, U. S. Dept. of Justice
- U. S. Equal Employment Opportunity Commission
- Federal or State Court
- Your State or local Human Relations/ Rights Commission

16. For each item checked in #15 above, please provide the following information:

Agency: _____

Date Filed: _____

Case or Docket Number: _____

Date of Trial or Hearing: _____

Location of agency or Court: _____

Name of Investigator: _____

Status of Case: _____

Comments: _____

Agency: _____

Date Filed: _____

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Status of Case: _____

Comments: _____

NOTICE ABOUT INVESTIGATORY USES OF PERSONAL INFORMATION

Two Federal laws govern personal information to Federal agencies, including the Civil Rights Center (CRC): the Privacy Act of 1974 (5 U. S. C. 552) and the Freedom of Information Act (5 U. S. C. 552) or "FOIA". Please read this description of how these laws apply to information connected with your complaint. After reading this notice, please sign and return the consent agreement printed on the back of this notice, along with your complaint form.

The PRIVACY ACT protects individuals from misuse of personal information held by the Federal government. The law applies to records that are kept and can be located by the individual's name, social security number, or other personal identification system. Anyone who submits information to CRC in connection with a discrimination complaint should know the following:

- ◆ VIDOL/CRC has been authorized to investigate complaints of discrimination on the basis of sex, religion, citizenship, and political affiliation or belief, in program that receive Federal funds through the Department of Labor. VIDOL/CRC is also authorized to conduct reviews of federally funded programs to assess their compliance with civil rights laws.
- ◆ Information that VIDOL/CRC collects is analyzed by authorized personnel within VIDOL/CRC. Information may include personnel or program participant records, and other personal information. VIDOL/CRC staff may want to reveal some of the personal information to individuals outside the office in order to verify facts related to the complaint, or discover new facts which will help VIDOL/CRC determine whether the law has been violated. Such information could include, for example, the physical condition or age of a complainant. VIDOL/CRC may also have to reveal personal information to a person who submits a request for disclosure authorized by the Freedom of Information Act.
- ◆ Information submitted to VIDOL/CRC may also be revealed to persons outside of VIDOL/CRC because it is necessary in order to complete enforcement proceedings against a program that VIDOL/CRC finds to have violated the law or regulations. Such information could include, for example, the name, income, age, marital status or physical condition of the complainant.
- ◆ Any personal information you provide may be used only for the specific purpose for which it was requested. VIDOL/CRC requests personal information only for the purpose of carrying out authorized activities to enforce, and determine compliance with, civil rights laws and regulations. VIDOL/CRC will not release personal information to any person or organization unless the person who submitted the information gives consent, or unless release is required by the Freedom of Information Act.
- ◆ No law requires that a complainant reveal personal information to VIDOL/CRC, and no action will be taken against a person who denies VIDOL's/CRC's request for personal information. However, if VIDOL/CRC cannot obtain the information needed to fully investigate the allegations in the complaint, VIDOL/CRC may close the case.
- ◆ Any person may ask for, and receive, copies of all personal materials VIDOL/CRC keeps in his or her file for investigatory use.

AS A POLICY, CRC DOES NOT REVEAL NAMES AND OTHER IDENTIFYING INFORMATION ABOUT INDIVIDUALS UNLESS IT IS NECESSARY TO COMPLETE INVESTIGATION OR ENFORCEMENT ACTIVITIES AGAINST A PROGRAM WHICH HAS VIOLATED THE LAW. CRC never reveals to the program under investigation the identity of the person who filed the complaint, unless the complainant first gave CRC written permission to do so.

THE FREEDOM OF INFORMATION ACT (FOIA) gives the public access to federal government files and records. Persons can request, and receive, information from many types of records kept by the Government-not just materials that apply to them personally. The Civil Rights Center must honor most requests for information submitted under FOIA, but there are exceptions.

- ◆ VIDOL/CRC is usually not required to release information during an investigation or an enforcement proceeding if that release would limit VIDOL's/CRC's ability to do its job effectively; and
- ◆ VIDOL/CRC can refuse to disclose information if release would result in a "clearly unwarranted invasion" of a person's privacy.

PLEASE READ AND SIGN SECTION A OR SECTION B OF THE CONSENT FORM AND RETURN IT TO THE VIRGIN ISLANDS DEPARTMENT OF LABOR/CIVIL RIGHTS CENTER WITH YOUR SIGNED, COMPLETED INFORMATION FORM.

CONSENT FORM

I have read the Notice about Investigatory Uses of Personal Information. I understand the following provisions of the Privacy Act and Freedom of Information Act, which apply to personal information I reveal to the VI Department of Labor/Civil Rights Center in connection with my complaint:

In the course of investigating my complaint, CRC may have to reveal my identity to staff of the program named in my complaint in order to obtain facts and evidence regarding my complaint;

I do not have to reveal any personal information to VIDOL/CRC, but VIDOL/CRC may close my complaint if I refuse to reveal information needed to fully investigate my complaint;

Under certain conditions, VIDOL/CRC may be required by the Freedom of Information Act to reveal to others personal information I have provided in connection with my complaint.

Section A

YES, VIDOL/CRC MAY DISCLOSE MY IDENTITY IF NECESSARY TO INVESTIGATE MY COMPLAINT. I have read and understand the notice, and I consent for VIC VIDOL/CRC to process my complaint.

(Signature)

(Date)

Section B

NO, VIDOL/CRC MAY NOT DISCLOSE MY IDENTITY, EVEN IF NECESSARY TO PROCESS MY COMPLAINT. I have read and understand the notice, and I do not consent for VIDOL/CRC to disclose my identity during investigation of my complaint. I request that VIDOL/CRC process my complaint, however, I understand that VIDOL/CRC may cancel my complaint if it cannot fully investigate without disclosing my identity. I also understand that VIDOL/CRC may close my complaint if it cannot begin an investigation because I have not consented for VIDOL/CRC to reveal my identity.

(Signature)

(Date)