

**NOTICE OF NONDISCRIMINATION
AND
HOW TO FILE A CIVIL RIGHTS COMPLAINT**

Notice of Nondiscrimination

The Rhode Island Emergency Management Agency (RIEMA) complies with Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on **race, color, or national origin**, including **language**, in programs or activities receiving federal financial assistance.
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on **sex** in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on **age**.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on **religion** in social service programs.

RIEMA cannot, on the basis of race, color, or national origin either directly or through contractual means, take any of these actions:

- Deny program services, aids or benefits
- Provide a different service, aid or benefit, or provide them in a manner different from what is provided to others
- Segregate or separately treat individuals in any matter related to the receipt of any service, aid or benefit
- Deny an opportunity to participate as a member of a planning, advisory or similar body that is an integral part of the program

Any federal financial aid sub-recipient is required to administer its program and activities without regard to race, color, or national origin. RIEMA will not tolerate intimidation, threats, coercion, or discrimination against any individual or group, either:

- For the purpose of interfering with any right or privilege guaranteed under law or regulations, or
- Because the individual has filed a complaint or has testified, assisted or participated in any way in an investigation, proceeding or hearing or has opposed any RIEMA action or decision.

How to File a Civil Rights Complaint

If you believe RIEMA has violated *Title VI of the Civil Rights Act of 1964, Title IX of the Educations Amendments Act of 1972, or U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, you may file a complaint at:

The Rhode Island Commission on Human Rights
180 Westminster Street, 3rd Floor
Providence RI 02903
Telephone 401-222-2661
FAX 401-222-2616
TTY (Relay RI) 401-222-2664
www.richr.ri.gov

Instructions for filing a complaint are at <http://www.richr.ri.gov/filecharge/index.php>.

The Rhode Island Commission for Human Rights website can be translated to Spanish, Portuguese, Chinese, and many other languages.

OR

The U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):
E-mail: CRCLCompliance@hq.dhs.gov (fastest method to submit your complaint)
Fax: 202-401-4708
U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
Compliance Branch
245 Murray Lane, SW
Building 410, Mail Stop #0190
Washington, D.C. 20528

For additional information:
www.dhs.gov/crcl
Phone: 202-401-1474
Toll-Free: 1-866-644-8360

If you believe RIEMA has violated *Section 504 of the Rehabilitation Act of 1973*, you may file a complaint at:

U.S. Department of Labor
Wage and Hour Division
380 Westminister Mall
Room 546
Providence, RI 02903
Phone 401-528-4431
Toll Free 1-866-487-9243

OR

Office of Federal Contract Compliance Programs
U.S. Department of Labor,
200 Constitution Ave NW,
Washington, DC, 20210.
1-800-397-6251
<https://www.dol.gov/agencies/ofccp/Compliance-Programs>

If you believe RIEMA has violated the *Age Discrimination Act of 1975*, you may file a complaint at:

U.S. Equal Employment Opportunity Commission
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203-0506
<https://publicportal.eeoc.gov/Portal/Login.aspx>
Phone 1-800-669-4000
Fax 617-565-3196
TTY 1-800-669-6820
ASL Video Phone 844-234-5122

OR

U.S. Equal Employment Opportunity Commission Headquarters
131 M Street
Washington, D.C. 20507
Phone 1-800-669-4000
Fax 202-827-2349
TTY 1-800-669-6820
ASL Video Phone 844-234-5122
<https://www.eeoc.gov/age-discrimination>
<https://publicportal.eeoc.gov/Portal/Login.aspx>