



# STATE OF FLORIDA DIVISION OF EMERGENCY MANAGEMENT



## NOTICE OF NONDISCRIMINATION

The Florida Division of Emergency Management 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**).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Title IX of the Educations 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.

### To File a Complaint

Florida Division of Emergency Management (FDEM) hereby gives public notice that it is agency policy to assure full compliance with Title VI of the Civil Rights Restoration Act of 1964, the Civil Rights Restoration Act of 1987 and related statutes and regulations in all programs and activities. These statutes and regulations require that no person shall, on the grounds of race, color, sex, national origin, age or disability be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination under any program for which FDEM receives federal financial assistance.

Any person who believes they have been discriminated against with respect to FDEM program or activity may file a complaint. Any such complaint must be in writing and filed with the FDEM Nondiscrimination Program Coordinator within one-hundred-eighty (180) days following the date of the alleged discriminatory occurrence. Complaint Forms may be obtained from FDEM by contacting:

### Information and Services for Persons with Disabilities and Persons with Limited English Proficiency

Florida Division of Emergency Management:

- Provides free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.
- Provides free language services, such as qualified foreign language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

If you need these services, please contact:

Nondiscrimination Program Coordinator  
Florida Division of Emergency Management  
2555 Shumard Oak Boulevard  
Tallahassee, FL 32399  
850-815-4181  
[nondiscriminationprogram@em.myflorida.com](mailto:nondiscriminationprogram@em.myflorida.com)