



## POLICY AND NOTICE OF NONDISCRIMINATION

The City of Defiance 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* prohibits discrimination based on **race, color, or national origin** (including **language**).
- *Section 504 of the Rehabilitation Act of 1973* prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972* prohibits discrimination based on sex in education programs or activities.
- *The Age Discrimination Act of 1975* prohibits discrimination based on **age**.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19* prohibits discrimination based on **religion** in social service programs.

It is against the law for the City of Defiance to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

### To File a Complaint:

If you think that the City of Defiance has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, age, or religion, you can file a complaint in person or by mail, fax or email with: Lanie Lambert, Human Resources Director, (419) 784-2101, [llambert@cityofdefiance.com](mailto:llambert@cityofdefiance.com).

**You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):**

**E-mail:** [CRCLCompliance@hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov)  
(fastest method to submit your complaint)

**Fax:** 202-401-4708

**U.S. Mail:**

U.S. Department of Homeland Security  
Office for Civil Rights and Civil Liberties  
Compliance Branch, Mail Stop #0190  
2707 Martin Luther King, Jr. Ave., SE  
Washington, D.C. 20528

**For additional information:**

[www.dhs.gov/crcl](http://www.dhs.gov/crcl)

Phone: 202-401-1474 Toll-Free: 1-866-644-8360

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

**The City of Defiance provides the following:**

- 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.
- 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:**

Lanie Lambert  
(419) 784-2101  
[llambert@cityofdefiance.com](mailto:llambert@cityofdefiance.com)

**Adopted by the Board of Control:**

Mike Mayor, Mayor

Ryan Mack, City Administrator

Sean O'Donnell, Law Director

Kim Sprague, Finance Director