



OFFICE OF WATER RESOURCES

POLICY AND NOTICE OF NON-DISCRIMINATION

The Alabama Department of Economic and Community Affairs (ADECA) 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, as amended, and 42 U.S.C. § 2000d*, which prohibits discrimination based on **race, color, or national origin** (including **language**).
- *Section 504 of the Rehabilitation Act of 1973 as amended, and 29 U.S.C. § 794*, which prohibits discrimination based on **disability** in both employment and in the delivery of services or benefits of federally-assisted programs.
- *Title IX of the Education Amendments of 1972 as amended, and 20 U.S.C. § 1681*, which prohibits discrimination based on **sex** in education programs or activities both in employment and in the delivery of services or benefits of federally-assisted programs.
- *The Age Discrimination Act of 1975 as amended, and 42 U.S.C. § 6102*, which prohibits discrimination based on **age** in federally assisted programs based on age in the delivery of services or benefits.
- *The U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on **religion** in social services programs and in the delivery of services or benefits of federally-assisted programs.
- *Executive Order 13559, amending Executive Order 13279*, which prohibits discrimination based on **religion** in social service programs and in the delivery of services or benefits of federally-assisted programs.
- *Title II of the Americans with Disabilities Act of 1990 as amended, and 42 U.S.C. § 12132*, which prohibits discrimination based on **disability** in both employment and the delivery of services or benefits of federally-assisted programs.

It is against the law for ADECA 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 ADECA 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:

Casie Pritchard
Phone: (334) 242-5499
Toll free: 1-877-ALA WATER (1-877-252-9283)
Email: casie.pritchard@adeca.alabama.gov

INFORMATION AND SERVICES FOR PEOPLE WITH DISABILITIES AND PERSONS WITH LIMITED ENGLISH PROFICIENCY

ADECA 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.

ADECA 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.

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