



# NOTICE OF NONDISCRIMINATION

Arkansas Division of Emergency Management (ADEM) 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

If you think Arkansas Division of Emergency Management has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, or age, you can file a complaint in person or by mail, fax or email with: Bethany Simon

**Email:** [Bethany.simon@adem.arkansas.gov](mailto:Bethany.simon@adem.arkansas.gov)

**Fax:** 501-683-7894

### U.S. Mail:

Arkansas Division of Emergency Management  
Building 9501  
Camp Joseph T. Robinson  
North Little Rock, AR 72199

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)

**Fax:** 202-401-4708

### U.S. Mail:

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](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

Arkansas 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:**

Bethany Simon

[Bethany.simon@adem.arkansas.gov](mailto:Bethany.simon@adem.arkansas.gov)