



POLICY AND NOTICE OF NONDISCRIMINATION

Marion County Fire District No.1 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 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.

It is against the law for Marion County Fire District No.1 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 Marion County Fire District No.1 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:

Fire Chief Kyle McMann

300 Cordon Rd NE, Salem OR 97317

kylem@mcfcd1.com 503-588-6526, fax 503-809-8113

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

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

Marion County Fire District No.1

*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:

Battalion Chief Mark Bjorklund

300 Cordon Rd NE, Salem OR 97317

markb@mcfcd1.com 503-588-6518, fax 503-809-8113

Note: MCFD1 maintains separate non-discrimination and anti-harassment policies applicable to its employees, interns, volunteers and public officials who perform services on behalf of the MCFD1. Such individuals should refer to the Equal Employment Opportunity Policies in the Personnel Policy Manual and must use the Reporting Procedures found there, and not the complaint procedures found in this notice. Employees who believe they need reasonable accommodations in the workplace should contact Human Resources.