

NOTICE OF NONDISCRIMINATION

THE BRUSSELS UNION GARDNER FIRE DEPARTMENT, INC. 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 the Brussels Union Gardner Fire Department, Inc. to retaliate against anyone who takes action to oppose discrimination, files for a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

If you believe that the Brussels Union Gardner Fire Department, Inc. has failed to provide these services or discriminated in another way based on race, color, national origin, including language, including LEP, Limited English Proficiency, disability, sex, age, or religion, you can file a complaint in person or by mail or email with:

Fire Chief Curt Vandertie
Brussels Union Gardner Fire Department

By mail: P.O. Box 6, Brussels, WI 54204
By email: clvandertie@yahoo.com

A copy of the Discrimination Complaints Process is posted on our website along with this Notice of Nondiscrimination. See <http://bugfiredepartment.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), by email, CRCLCompliance@hq.dhs.gov; by fax, 202-401-4708, by 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

INFORMATION AND SERVICES FOR PERSONS WITH DISABILITIES AND PERSONS WITH LIMITED ENGLISH SPEAKING PROFICIENCY.

The Brussels Union Gardner Fire Department, Inc.,

- Provides free aids and services to people with disabilities to communicate effectively with us, including sign language interpreting service and or written information in other formats, (print and verbal).
- Provides free language services to people whose primary language is not English, such as language interpreting service.

IF YOU NEED ANY OF THESE SERVICES, PLEASE NOTIFY FIRE CHIEF VANDERTIE.