

## **VIRGINIA FIRE CHIEFS' ASSOCIATION POLICY AND NOTICE OF NONDISCRIMINATION**

The Virginia Fire Chiefs Association, Inc. (VFCA) 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 Limited English Proficiency).
- 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 Virginia Fire Chiefs Association, Inc. 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 Virginia Fire Chiefs Association, Inc. 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 by email with: R. Christian Eudailey at [ceudailey@vfca.us](mailto:ceudailey@vfca.us).

You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL) via E-mail: [CRCLCompliance@hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov) (fastest method to submit your complaint); Fax: 202-401-4708; or 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 Limited English Proficiency**

The VFCA will make every reasonable attempt to provide free aids and services to communicate effectively with persons with disabilities and provide free language services (verbal and written), to ensure meaningful access to programs and activities for persons with limited English proficiency.

**March 17, 2023: NJC/RCE**