

## Enclosure to May 18, 2018, Letter to USEPA

### **Nondiscrimination Web Page/Brochure Content**

*(To include a link on MDEQ homepage)*

#### **MDEQ Nondiscrimination Notice (also translated into Spanish and Arabic)**

It is the policy of the MDEQ not to discriminate on the basis of race, sex, religion, age, national origin, color, marital status, disability, political beliefs, height, weight, genetic information, or sexual orientation in the administration of any of its programs or activities, as required by applicable laws and regulations.

The MDEQ is responsible for coordination of compliance efforts and receipt of inquiries concerning nondiscrimination requirements implemented by 40 CFR Part 7 (Nondiscrimination in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency), including Title VI of the Civil Rights Act of 1964, as amended, and Section 13 of the Federal Water Pollution Control Act Amendments of 1972.

If you have any questions about this notice or any of the MDEQ's nondiscrimination programs, policies, or procedures or if you believe that you have been discriminated against with respect to an MDEQ program or activity, you may contact:

Nondiscrimination Compliance Coordinator  
Michigan Department of Environmental Quality  
P.O. Box 30473  
Lansing, Michigan 48909-7973  
Email: [DEQ-NondiscriminationCC@michigan.gov](mailto:DEQ-NondiscriminationCC@michigan.gov)  
Telephone: 517-249-0906

#### **How to File a Complaint of Discrimination**

All complaints should be submitted by mail (or e-mail) in writing or using the Grievance Submittal Form ([provide a link](#)) and sent to:

Nondiscrimination Compliance Coordinator  
Michigan Department of Environmental Quality  
P.O. Box 30473  
Lansing, Michigan 48909-7973  
Email: [DEQ-NondiscriminationCC@michigan.gov](mailto:DEQ-NondiscriminationCC@michigan.gov)

#### **What must a complaint include?\***

- **The complaint must be in writing**, clearly identify who the sender is, include his or her signature, and must provide the MDEQ with the sender's contact information. We suggest including address, telephone number, and e-mail address.

- **The complaint must be filed within 180 calendar days** of the date of the last act of alleged discrimination.
- **The complaint must specify the state and/or federal statutes or regulations that the MDEQ violated.** Describe with as much detail the actions or inactions by the MDEQ that resulted in discrimination, as well as the parties harmed or potentially harmed by the alleged discrimination.

\*For additional information regarding the MDEQ's grievance procedure, please see Policy and Procedure Number 09-024, Nondiscrimination in DEQ Programs ([provide a link](#)).

The MDEQ explicitly prohibits retaliation against any individual because that individual has filed a complaint or has testified, assisted, or participated in any way in an investigation, proceeding, or hearing of any kind or has opposed any practice made unlawful under state or federal statutes or regulations. Any concern regarding retaliation should be reported to the Nondiscrimination Compliance Coordinator.