



## **CITY OF SPRINGFIELD'S NONDISCRIMINATION NOTICE**

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The City of Springfield operates without regard to race, color, national origin, religion, sex, sexual orientation, gender identity, marital status, age, or disability in accordance with the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Executive Order 12898 on Environmental Justice and related statutes and regulations, including Title VI of the Civil Rights Act and Title II of the Americans with Disabilities Act.

Title VI of the Civil rights Act requires that no person in the United States shall be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any City program, program or activity on the grounds of race, color, or national origin. To help ensure access to City programs, services, and activities, the City will provide translations, will reasonably modify policies and procedures, and will provide auxiliary aids or alternative formats to persons with disabilities.

For accommodations, translations, or additional information, contact the ADA Coordinator Tom Mugleston at 541-726-3724 or [tmugleston@springfield-or.gov](mailto:tmugleston@springfield-or.gov), City TTY users dial Oregon Relay Services at 711, or obtain additional information at <http://www.springfield-or.gov/accessibility-statement-w3c/>.

Any person who believes they have been aggrieved by an unlawful discriminatory practice may file a complaint with the ADA Coordinator. Complaints must be in writing. ADA complaints must be filed within sixty (60) days of the date of the alleged discriminatory occurrence and Title VI complaints must be files within one hundred eighty (180) days following the date of the alleged discriminatory occurrence.