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Town of Bradley  
Policy and Notice of Nondiscrimination

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## POLICY AND NOTICE OF NONDISCRIMINATION

The Town of Bradley 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 Town of Bradley 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 Town of Bradley 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:

Town Manager Melissa Doane  
PO Box 517 Bradley ME 04411  
207-827-7725 207-827-7072-Fax  
mldoane@towofbradley.net

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](mailto: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](http://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

The Town of Bradley

- 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:

Town Manager Melissa Doane  
PO Box 517 Bradley ME 04411  
Bradley ME 04411  
207-827-7725  
207-827-7072-Fax  
mldoane@towofbradley.net

### Policy on File:

This policy is presented at the Bradley Municipal Building in the Record of Policy file and the Town of Bradley website Record of Policy at [www.townofbradley.net/documents/town-of-bradley-record-of-policy-and-miscellaneous/](http://www.townofbradley.net/documents/town-of-bradley-record-of-policy-and-miscellaneous/)