

KNOW YOUR FEDERAL CIVIL RIGHTS

This institution is a recipient of Federal financial assistance from the U.S. Nuclear Regulatory Commission (NRC)

NRC regulatory oversight

NRC prohibits discrimination in all NRC conducted and Federal financially assisted programs on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, or status as a parent. (Not all prohibited bases apply to all programs, e.g., Executive Order 13160 applies to religion, sexual orientation, and status as a parent.)

Recipient obligations

This institution is required to operate its programs and activities in accordance with applicable Federal Civil Rights statutes (e.g., Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments Act of 1972, Section 504 of The Rehabilitation Act of 1973, the Age Discrimination Act of 1975).

General prohibitions

There are many forms of illegal discrimination on one or more of the basis cited above that can limit the opportunity of individuals to gain equal access to services and programs. Among other things, in operating a federally assisted program, a recipient cannot, on any of these bases either directly or through contractual means:

- Deny program services, aids, or benefits.
- Provide a different service, aid, or benefit, or provide them in a manner different than they are provided to others.
- Segregate or separately treat individuals in any matter related to the receipt of any service, aid, or benefit.

Limited English Proficiency (LEP) requirements

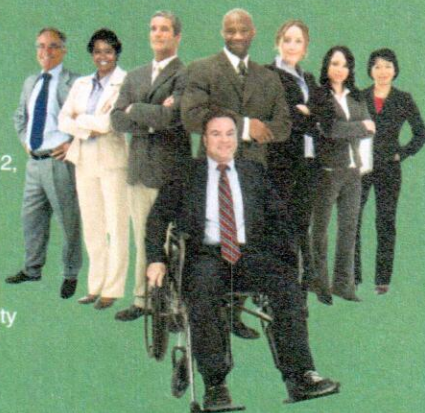
Recipients of federal financial assistance are required to take reasonable steps to ensure meaningful access to their programs and activities by LEP persons. Recipients must assess the following four factors to determine the extent of their obligation: (1) The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee; (2) the frequency with which LEP individuals come in contact with the program; (3) the nature and importance of the program, activity, or service provided by the program to people's lives; and (4) the resources available to the grantee/recipient and costs. Recipients must apply the four factors to the various kinds of contacts that they have with the public to assess language needs and decide what reasonable steps they should take to ensure meaningful access for LEP persons. Examples of reasonable steps are translations of written materials and oral interpretation services.

For more information, or to file a complaint

You may contact the institution's designated Equal Opportunity Coordinator(s)

_____ at _____

_____ at _____



You may also contact

U.S. Nuclear Regulatory Commission
Office of Small Business and Civil Rights,
Outreach and Compliance Coordination Program
Mailstop O-3H8
Rockville, Maryland 20895
Email: OCCPrograms.Resource@nrc.gov
Telephone: (301) 415-4085 (voice)
TDD: (301) 415-5244

You may also contact

U.S. Department of Justice, Civil Rights Division
Coordination and Review Section-NEB
950 Pennsylvania Avenue, NW,
Washington, DC 20530
Telephone: (888) 848-5306 (voice)
TDD: (202) 307-2678

How to file a discrimination complaint

Each Federal agency that provides Federal financial assistance is responsible for investigating complaints of discrimination covered under their regulations. If you believe that you or others have been discriminated against, you may file a complaint with the NRC against the program you believe is discriminating against you. A signed, written complaint should be filed with the NRC, generally within 180 days of the date of the alleged discrimination. It should describe:

- Your name, address, and telephone number.
- Your complaint must be signed.
- If you are filing on behalf of another person, include your name, address, telephone number, and your relation to that person (e.g., friend attorney, parent, etc.).
- The name and address of the agency, institution, or department you believe discriminated against you.
- How, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination against you, if you know them.
- The names of any persons, if known, that the investigating agency could contact for additional information to support or clarify your allegations.

Prohibition against retaliation for asserting your rights or filing a complaint.

Recipients are prohibited from retaliating against you or any person because he/she opposed an unlawful policy or practice, or made charges, testified, or participated in any Complaint action under applicable Federal Civil Rights statutes. If you believe that you have been retaliated against, you should immediately contact the NRC to investigate your complaint.

NRC is an Equal Opportunity provider and employer. EQUAL OPPORTUNITY IS JUSTICE FOR ALL