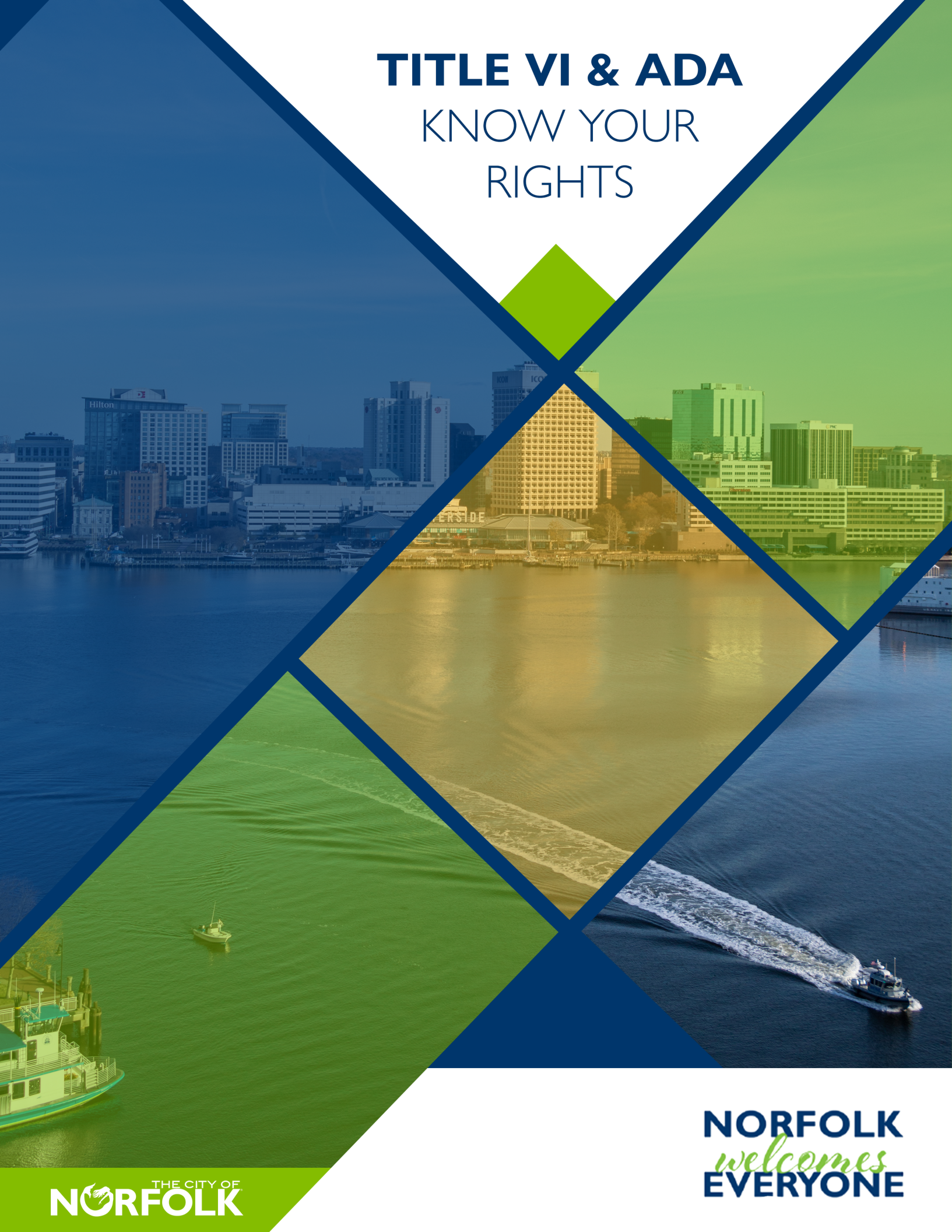


TITLE VI & ADA

KNOW YOUR RIGHTS





Complaints of possible violations can be filed with the Norfolk Office of Diversity, Equity and Inclusion. Please submit your complaint in writing to:

Office of Diversity, Equity and Inclusion
ATTN: Civil Rights/ADA Coordinator

810 Union Street Suite 1101
Norfolk, VA 23510

Complaints may also be filed with the federal agency providing funding for the program or activity, or with the:

**Federal Coordination and
Compliance Section
Civil Rights Division
U.S. Department of Justice**

950 Pennsylvania Ave., N.W.
Washington, D.C. 20530
Phone: 1-888-848-5306
Email: FCS.CRT@usdoj.gov

**COMPLAINTS MUST BE SUBMITTED WITHIN 180 DAYS
OF THE ALLEGED DISCRIMINATORY ACT**

Copies of the complaint form are available on the first floor of City Hall: 810 Union Street, Norfolk VA 23510. For more information, please contact 757-664-6510 or DEI@norfolk.gov.

The City of Norfolk operates and provides its services, programs and activities in a nondiscriminatory manner with respect to race, color, national origin, religion, familial status, age, sex, sexual orientation, gender identity, gender expression, disability, and/or any other characteristic protected by applicable law.

No person shall be excluded from participation in, or denied the benefits of, or subjected to discrimination on the basis of a characteristic protected by applicable law, in accordance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990 (ADA), the Age Discrimination Act of 1975, applicable and related civil rights regulations implemented by various federal agencies, state law to the extent applicable and the Norfolk City Code.

The City makes every effort to prevent discrimination in its services, programs and activities. The City will investigate civil rights complaints and take any appropriate responsive actions. The City will take reasonable and appropriate steps to provide access to services, programs and activities for persons with disabilities. The City will also take reasonable steps to provide meaningful access to services, programs and activities for persons with limited English proficiency.

If English is not your primary language and you need an interpreter, or you need documents translated to your primary language to better understand City programs, please contact 757-664-6510 or DEI@norfolk.gov.