



**STATE OF WISCONSIN**  
*DEPARTMENT OF MILITARY AFFAIRS*  
  
**DIVISION OF EMERGENCY MANAGEMENT**

Greg Engle  
Administrator

Tony Evers  
Governor

## **POLICY AND NOTICE OF NONDISCRIMINATION**

Department of Military Affairs, Division of Emergency Management 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 Division of Wisconsin Emergency Management 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 Division of Wisconsin Emergency Management 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 DMA Equity and Inclusion Officer.

**E-mail:** [DMAStateComplaints@widma.gov](mailto:DMAStateComplaints@widma.gov) (fastest method to submit your complaint)

**Fax:** (608) 242-3168

**U.S. Mail:**

Department of Military Affairs  
State Human Resources Equity & Inclusion Officer  
2400 Wright St  
Madison, WI 53708

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

Wisconsin Emergency Management

- Provides aids and services, such as qualified sign language interpreters and written information in other formats (telephone interpretation, braille transcription, etc.), to communicate effectively with persons with disabilities
- Provides 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 [dmawempio@widma.gov](mailto:dmawempio@widma.gov) for referral to the WEM Grants Section for assistance**