



Assurances of Nondiscrimination

The Alabama Department of Human Resources (“the Department”) only contracts with or makes referrals to agencies, organizations, institutions, or contractors (“Providers”) that do not discriminate on the basis of race, color, national origin, disability, age, sex (including gender identity and sexual orientation), political beliefs or religion in the provision of services and that do not retaliate for engaging in a prior civil rights activity.

The Department informs its service Providers about federal and state civil rights requirements and determines their compliance prior to payment or referral.

The Department takes appropriate actions to eliminate discrimination by its Providers. When necessary, the department will replace Providers that discriminate with Providers that comply with federal and state civil rights laws.



USDA Nondiscrimination Statement

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating based on race, color, national origin, sex, (including gender identity and sexual orientation), religious creed, disability, age, political beliefs, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons, with disabilities who require alternative means of communications for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.) should contact the agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <http://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (833)-620-1071, or by writing a letter addressed to USDA. The letter addressed to USDA. The letter must contain the complainant’s name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to:

- (1) mail: Food and Nutrition Service, USDA
1320 Braddock Place, Room 334
Alexandria, VA 22314; or
- (2) fax: (833) 256-1665; or (202) 690-7442; or
- (3) email: program.intake@usda.gov.

This institution is an equal opportunity provider.



Human Resources & Civil Rights



All programs of the Alabama Department of Human Resources are administered in accordance with the 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), as amended by the ADA Amendments Act of 2008, and all other federal and state civil rights laws.

The Civil Rights Act of 1964

Title VI of the Civil Rights Act of 1964 prohibits the Department and its service Providers, either directly or indirectly, from discriminating on the basis of race, color or national origin in our programs, services or activities.

The Department and its Providers must provide free language assistance services when necessary to ensure meaningful access to programs, activities and services for persons with limited English proficiency. Doing so will avoid unlawful discrimination based on national origin.

The Department and its service providers must not discriminate against persons on the basis of sex within any education program or activity (**Title IX of the Education Act of 1972**), on the basis or age (**Age Discrimination Act of 1975**), and, for food assistance, on the basis of religion or political beliefs (**Food and Nutrition Act of 2008**, as amended).

FREE COMMUNICATION ASSISTANCE

If you have difficulty communicating with us because you do not speak English or have a disability, we can provide free language assistance or other aids and services to assist you. These services are available upon request by telephone or in person at your county office.

<https://dhr.alabama.gov/county-office-contact/>

Section 504 of The Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990 (ADA) and the ADA Amendments Act of 2008

Section 504 and the ADA prohibit the Department and its service Providers from discriminating, either directly or indirectly, against qualified persons with disabilities in our programs, activities and services.

If you have a physical or mental disability that substantially limits one or more major life activities, please tell us. The Department and its service Providers must make reasonable modifications in our policies, practices or procedures when necessary to ensure you are afforded an equal opportunity to participate in the most integrated setting.

The Department and its service Providers also must provide appropriate auxiliary aids and services when necessary to ensure equally effective communication with persons with communication disabilities. If you have vision, hearing or speech disabilities and need assistance communicating with us, please let us know.

The Department and its service Providers are not required to make a reasonable modification or to provide the requested auxiliary aid or service if doing so would result in an undue burden or fundamental alteration in the nature of our services, program, or activity. Still, we will provide services to the maximum extent possible.

Right to File A Discrimination Complaint

If you believe the Alabama Department of Human Resources or any of its service Providers have discriminated against anyone based on race, color, national origin, sex, age, disability religion or political beliefs or have retaliated against anyone for engaging in a protective Civil Rights activity, you may file a complaint with the Department or appropriate federal agency.

The Department

The Alabama Department of Human Resources Office of Civil Rights, Gordon Persons Building 50 N. Ripley Street, Montgomery, Al. 36130-4000, (334)242-1550, oeecr@dhr.alabama.gov. You can file a grievance in person, by mail, or email.

U.S. Department of Agriculture

Please read the USDA Nondiscrimination Statement on the back of this brochure.

U.S. Department of Health and Human Services

Contact the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, 1-800-868-1019, 800-537-7697 (TDD). Complaint form are available at <http://www.hhs.gov/ocr/office/file/index.html>

We recommend filing written complaints, but we accept verbal complaints. File within 180 days after the adverse action occurred. Only the Secretary of each Federal agency can waive this timeframe for good cause. Your identity will not be disclosed without your consent and except as necessary to carry out the complaint procedure.

