

## **Policy and Notice of Nondiscrimination**

The City of Stillwater respects and actively seeks to welcome and protect all those who reside, visit, or do business in our community. The City is committed to supporting an environment of inclusion by ensuring all citizens are fairly and equally treated and have equal opportunities and access to city employment, city services and city facilities.

The City of Stillwater complies with Federal civil rights laws and is committed to providing its program 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 City of Stillwater 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 City of Stillwater 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, by mail or email with:

**Kimberly Meek, City Manager**  
**723 S. Lewis St. / PO Box 1449**  
**Stillwater, OK 74076-1449**  
**(405) 533-8429**  
**[kimberly.meek@stillwaterok.gov](mailto:kimberly.meek@stillwaterok.gov)**

Please provide the nature of your complaint, your name, phone number and/or email address and allow 2 to 3 days for a response to your complaint. If you have a disability or Limited English Proficiency, please make your complaint in person at the Municipal Building on 723 S. Lewis Street. If an interpreter is needed, one will be provided for you.

You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):

**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**  
**[CRCLCompliance @hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov) (fastest method)**  
**Fax: 202.401.4708 Web: [www.dhs.gov/crcl](http://www.dhs.gov/crcl) Phone: 202.401.1474 or Toll Free: 1.866.644.8360**