



Nevada Division of
WATER RESOURCES

STATE OF NEVADA
Department of Conservation and Natural Resources
Joe Lombardo, Governor
James A. Settelmeyer, Director
Adam Sullivan, P.E., State Engineer

CIVIL RIGHTS NONDISCRIMINATION POLICY FOR NEVADA DIVISION OF WATER RESOURCES (NDWR) FEDERALLY FUNDED PROGRAMS

PURPOSE

To build on the existing NDWR nondiscrimination policy (REV 8-9-2021) establishing uniform direction and guidelines for addressing alleged violations regarding Civil Rights Act of 1964- Title VI. The NDWR federally funded grant projects must also address violations of the following additional civil rights laws and policies:

- Title VI of the Civil Rights Act of 1964
- Section 504 of the Rehabilitation Act of 1973
- Title IX of the Education Amendments Act of 1972
- Age Discrimination Act of 1975
- U.S. Department of Homeland Security regulation 6 C.F.R. Part 19

GENERAL POLICY

It is the policy of the NDWR federal grantees to comply with the aforementioned civil rights laws and policies ensuring that members of the public are treated without regard to their race, color, religion, gender, gender identity or expression, sexual orientation, disability, age or national origin.

Any complaint of alleged discrimination or harassment by the NDWR federal grantees, their supervisors or employees, or any person or organization acting on behalf of the NDWR federal grantee's projects should be reported immediately either to the **State of Nevada Equal Rights Commission (NERC)** under the Public Accommodations section or the **United States Equal Employment Opportunity Commission (EEOC)**. This information and a link to the NERC website containing the instructions and forms required to file a complaint are also provided on the NDWR website at water.nv.gov.

HOW TO FILE

To file a claim with the **NERC**, contact the nearest office listed below:

Reno Office

2450 Wrondel Way, Suite C
Reno, NV 89509-1700
Phone: (775) 688-1288
Fax: (775) 688-1292
TDD: (775) 688-1288

Las Vegas Office

1455 E. Tropicana Ave, Suite 500
Las Vegas, NV 89119-6522
Phone: (702) 486-7161
Fax: (702) 486-7054
TDD: (702) 486-7164

To file a claim with the **EEOC**, contact your local EEOC office below. More information about filing a claim with the EEOC can be found at <http://www.eeoc.gov/facts/howtofil.html>.

It is against the law for NDWR federal grantees 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.

Approved by Adam Sullivan, P.E., State Engineer

1/13/2023

Date