

# City of Gresham's Nondiscrimination Notice

The City of Gresham strives to treat everyone fairly, regardless of race, color, national origin, religion, sex (including pregnancy), sexual orientation, gender identity, marital status, age, disability, genetic information, familial status, or any other basis prohibited by federal, state, or local law.

This is in line with important laws, such as the Civil Rights Act of 1964 and Title II of the Americans with Disabilities Act (ADA), as well as other key laws and regulations, including the Civil Rights Restoration Act of 1987. These laws help ensure everyone is treated fairly and has equal rights and access to City programs and activities.

According to Title VI of the Civil Rights Act of 1964, no one in the United States can be excluded, denied benefits, or treated unfairly in any program or activity of the City because of their race, color, or national origin. Title II of the ADA prohibits unfair treatment of qualified individuals with disabilities. To make sure everyone can participate, the City will help by providing translations, making reasonable changes to its policies and procedures, and offering assistive tools or formats for individuals with disabilities.

If you need help with translations, assistive tools, or formats, or more information, please call **503-618-3214** or email **[Translations@GreshamOregon.gov](mailto:Translations@GreshamOregon.gov)**. If you use a TTY, you can call the Oregon Relay Service at 711. You may also visit **[GreshamOregon.gov/City-Codes-and-Policies](http://GreshamOregon.gov/City-Codes-and-Policies)** for more details.

## **Title II of the Americans with Disabilities**

If someone feels they have been treated unfairly under Title II of the ADA, they may submit a complaint. This complaint must be filed in writing within 60 days of the incident. For more information on filing a complaint, requesting assistance, or accessing the necessary form, please visit the ADA Title II Information and Complaint Form webpage.

## **Title VI of the Civil Rights Act (1964)**

For questions about unfair treatment under the Civil Rights Act of 1964 or the City's Title VI Plan, please don't hesitate to contact Denise Johnson, the Title VI Coordinator, at **503-681-2398**. If you use a TTY, you can call the Oregon Relay Service at 711 or email Denise Johnson at **[Denise.Johnson@GreshamOregon.gov](mailto:Denise.Johnson@GreshamOregon.gov)**.

Formal complaints under Title VI must be in writing and filed within 180 days of the incident. You can find more information about filing a Title VI complaint, requesting assistance, and the complaint form on the Civil Rights Act Title VI Program webpage.