



## TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 POLICY STATEMENT

### I. POLICY OF NONDISCRIMINATION

The Nevada Division of Environmental Protection (Division) is committed to ensuring that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program, activity, or service that it provides on the basis of race, color, national origin; on the basis of sex or a disability; or on the basis of age, in violation of Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title 40 Code of Federal Regulations Part 7, Title IX of the Education Amendments of 1972, and Section 13 of the Federal Water Pollution Control Act Amendments of 1972. The Division will not tolerate intimidation, threats, coercion, or discrimination against any individual or group. This policy establishes a framework for taking reasonable measures to ensure Nevada citizens and Tribal members have access to all services and programs provided by or actions taken by the Division. This policy also establishes procedures whereby the Division will receive and investigate allegations of discrimination.

### II. LEGAL REQUIREMENTS

Title VI assures that “[n]o person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination under any program or activity receiving federal assistance.” Title VI has been broadened and supplemented by the following federal statutes, regulations, and executive orders:

- Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in any education or training program receiving federal financial assistance, with a limited number of defined exceptions.
- Section 504 of the Rehabilitation Act of 1973, which forbids discrimination on the basis of an individual’s disability by all federal agencies and in all federally funded activities.
- The Age Discrimination Act of 1975, as amended, which prohibits discrimination in federally supported activities on the basis of age.
- Executive Order 13166, *Improving Access to Services with Persons with Limited English Proficiency (2000)*, which requires that persons with limited English proficiency (LEP) have meaningful access to federally conducted and federally funded programs and activities, including services and benefits.

### III. DIVISION NONDISCRIMINATION PROGRAM

a. **Overview, Goals, and Principles.** The Division is required to comply with Title VI as a recipient of federal assistance from the U.S. Environmental Protection Agency and other federal agencies. The Division will not exclude an individual from participation in, or the enjoyment of, any advantage or privilege provided by its programs, activities, and services based on an unlawful

discriminatory reason. Individuals may not be subjected to criteria or methods of administration which cause adverse impact based on an unlawful discriminatory basis, and the Division will not tolerate intimidation, threats, coercion, or discrimination against any individual or group.

To ensure its programs, activities, and services are responsive to the needs and priorities of Nevada's diverse population, it is essential to have a process in place that effectively engages the public, fully integrates their feedback, and results in decisions that are protective of human health and the environment. The objective of the Division's Nondiscrimination Program is to ensure all people have a meaningful role in processes associated with and access to the Division's programs, activities, and services.

b. **Elements of the Program.**

1) **Grievance Procedures.** The Division's grievance procedures provide a process for filing a complaint concerning discrimination, investigating the complaint, communicating with complainant about the complaint, deciding the merits of a complaint, and, if applicable, providing a remedy. The Division's grievance procedures and complaint Forms are posted on the Division's website.

2) **Language Access Plan.** The Language Access Plan (LAP) provides a process for identifying individuals in need of language or auditory services and providing services that ensure the Division's communications and materials pertinent to or in support of a program, activity, or service are reasonably accessible. The LAP is posted on the Division's website.

3) **Public Participation Plan.** The Division's Public Participation Plan (PPP) strives to provide for meaningful public involvement in all of its programs, activities, and services no matter the location of the program in the State of Nevada or the community potentially impacted. The PPP is posted on the Division's website.

4) **Notice of Nondiscrimination.** The Division's Notice of Nondiscrimination is provided in both English and Spanish and offers contact information for the Title VI Coordinator. The Notice is prominently and permanently posted in the Division's main offices in Carson City and Las Vegas and on the Division's website.

#### **IV. TITLE VI COORDINATOR**

a. **Role.** The Division's Title VI Coordinator facilitates compliance with federal nondiscrimination statutes by:

- Ensuring information regarding the Division's Nondiscrimination Program is available both internally and externally;
- Maintaining public notices of nondiscrimination and procedures for receipt and processing of complaints;
- Processing and investigating complaints in accordance with the Division's grievance procedures to assure prompt and fair resolution;
- Providing written updates to complainants of the progress and disposition of their complaints;

- Tracking and conducting semiannual reviews of all complaints and their disposition filed under federal non-discrimination laws including any patterns or systemic problems;
- Maintaining the Division's compliance records; and
- Periodically reviewing the efficacy of the Division's Title VI Program.

The Division's Title VI Coordinator also supports implementation of the Division's LAP by:

- Identifying the primary channels of contact for individuals with LEP or disabilities (whether telephonic, in person, written correspondence, web-based, etc.);
- Reviewing information reported by staff about identification of and services provided to individuals with LEP or disability;
- Reviewing the Division's programs, activities, and services for language accessibility;
- Assessing implementation of the LAP and providing recommendations, if any, to improve the Division's efforts to provide meaningful access to its programs, activities, and services to individuals with LEP or disability; and
- Reviewing annual cost of translation and interpretation services and ensuring that funds are available to provide services.

b. **Staff Training.** The Division's Title VI Coordinator will train the Division's staff on this Policy, the grievance procedures, the LAP, and the PPP at least annually. Training may include but is not limited to:

- Explaining the Division's requirements under Title VI;
- Describing the grievance procedures;
- Handling actual or potential discrimination complaints;
- Identifying language need(s) for an individual with LEP or disability and providing language resources, including translation; in-person interpretation; telephonic interpretation services; and/or other language, visual, or auditory services;
- Providing notice of language assistance in Vital Documents; and
- Implementing the goals of the PPP.

c. **Contact Information.** All communication, submittals, or requests for services under this policy should be directed or sent to the attention of:

NDEP Title VI Coordinator  
 901 South Stewart Street, Suite 4001  
 Carson City, Nevada 89701  
 Title\_VI\_Coodinator@ndep.nv.gov  
 775-687-9301

## V. ATTACHMENTS

ATTACHMENT A: Title VI of the Civil Rights Act of 1964, Division Grievance Procedures

ATTACHMENT B: Title VI of the Civil Rights Act of 1964, Division Language Access Plan

ATTACHMENT C: Title VI of the Civil Rights Act of 1964, Division Public Participation Plan

ATTACHMENT D: Title VI of the Civil Rights Act of 1964, Notice of Nondiscrimination

**VI. VERSION**

**2024**

**VII. APPROVED**

Jennifer Carr, Division Administrator

Frederick Perdomo, Division Deputy Administrator/Title VI Coordinator

Attachment A  
Title VI of the Civil Rights Act of 1964  
Division Grievance Procedures



**TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**  
**DIVISION GRIEVANCE PROCEDURES**

**I. PURPOSE**

The Nevada Division of Environmental Protection (Division) is required to comply with Title VI of the Civil Rights Act of 1964 as a recipient of federal assistance from the U.S. Environmental Protection Agency and other federal agencies. This Grievance Procedure is intended to satisfy Title VI requirements by ensuring that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any Division program, activity, or service, or is subjected to intimidation, threats, coercion, or discrimination for exercising their rights under federal or State law. This policy establishes procedures for receiving, investigating, and responding to allegations of discrimination.

**II. APPLICABILITY**

The policies, procedures, and responsibilities of this Grievance Procedure apply to all Division programs, activities, and services.

**III. GRIEVANCE PROCEDURES AND COMPLAINT PROCESSING**

a. If a person believes they have suffered from prohibited discrimination under a Division program, activity, or service they may contact the Division's Title VI Coordinator (Coordinator) to seek informal resolution. The Coordinator may schedule an interview with the complainant.

b. If a complaint about a Division program, activity, or service cannot be resolved informally, the complainant may file a formal complaint with the Coordinator. A written complaint must be filed within 180 days after the alleged discriminatory action, event, or occurrence unless the Division waives the time limit for good cause. Complaints must include the complainant's or their representative's name and contact information; a description of the nature of the complaint, the date(s) of the alleged discriminatory action, event, or occurrence; the requested remedy; and complainant's or representative's signature. Complaint forms are available in English and Spanish.

c. The Division will notify the complainant of the Division's receipt of the complaint within five business days.

d. The Coordinator will maintain a complaint log containing the name and address of the complainant or their representative, date(s) of the alleged prohibited discrimination, nature of the complaint, date of submission of the complaint, date of the Coordinator's request for additional information necessary to evaluate the complaint and date of its receipt, results of the investigation, and disposition of the complaint.

e. The Coordinator will investigate the complaint. As part of the investigation, the Coordinator may request that the complainant provide additional documentation and information supporting the complaint. The complainant must respond to the Coordinator's request within 30 days

after it is sent to the physical or email address provided on the complaint, or the case may be closed.

f. The Coordinator will make a report and recommendation to the Administrator of the Division of a proposed disposition to the complaint, which will be based on a preponderance of the evidence, and, if applicable, remedy within 90 days after the complaint is filed with the Division. The Coordinator may consult with the Attorney General's Office on the report and recommendation.

g. The Administrator shall have 30 days to either accept and adopt the Coordinator's Report and Recommendation or issue a separate decision.

h. A copy of the Administrator's decision shall be sent to the complainant within 10 days after it is made.

i. The complainant may voluntarily withdraw the complaint at any time prior to final disposition of the complaint.

#### **IV. OTHER REQUIREMENTS**

a. **Recordkeeping.** Records including investigative files shall be kept for a minimum of three years after disposition of the complaint.

b. **Policy Owner.** The Coordinator will keep and maintain this Policy. The grievance procedures will be revised as necessary to ensure prompt and fair resolution of discrimination complaints.

c. **Communication and Training.** The Coordinator will develop, conduct, and annually review training needs.

d. **Compliance and Audit Plan.** The Coordinator will review the complaint files, data, and grievance procedures semiannually.

#### **V. ACCOMPANYING DOCUMENTS**

a. **Complaint Form (English)**

b. **Complaint Form (Spanish)**



**TITLE VI COMPLAINT FORM**

**Name:** Click or tap here to enter text.

**Address:** Click or tap here to enter text.

**City:** Click or tap here to enter text. **State:** Click or tap here to enter text. **Zip:** Click or tap here to enter text.

**Phone number:** Click or tap here to enter text.

**Email Address:** Click or tap here to enter text.

**Name of Person Alleging Discrimination:** *(if someone other than complainant)* Click or tap here to enter text.

**Relationship to Complainant:** Click or tap here to enter text.

**Basis of Alleged Discrimination.** (Check all the apply)

Race  Color  Sex  Age  Disability  National Origin  English Proficiency

**Date(s) of Alleged Discriminatory Action:** Click or tap here to enter text.

Describe alleged discriminatory conduct and requested remedy. *(Attach documents, if needed)*

**Prior Complaints.** Has the complainant filed a complaint involving the same or similar facts or circumstances with a federal, state, or local agency or in federal or state court? Yes  No

If you marked "yes," please attach the filed complaint and, if applicable, any resolution to the complaint by agreement, decision, or otherwise.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Submit by Mail or Email to:  
Nevada Division of Environmental Protection  
Attn: Title VI Coordinator  
901 South Stewart Street, Suite 4001  
Carson City, Nevada 89701  
Title\_VI\_Coordinator@ndep.nv.gov



ATTACHMENT B  
Title VI of the Civil Rights Act of 1964  
Division Language Access Plan



**TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**  
**DIVISION LANGUAGE ACCESS PLAN**

**I. PURPOSE**

The Nevada Division of Environmental Protection (Division) is required to comply with Title VI of the Civil Rights Act of 1964 as a recipient of federal assistance from the U.S. Environmental Protection Agency and other federal agencies. The purpose of this Language Access Plan (LAP) is to ensure that the Division takes reasonable steps to provide individuals with limited English proficiency (LEP) or disability meaningful and timely access to its programs, activities, and services, and ensure the Division's communication with individuals with LEP or disabilities is not impaired as a result of their LEP or disability.

The LAP is intended only to improve access to the Division's programs, activities, and services, and does not create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the State of Nevada, its agencies, its officers or employees, or any person. Because this document is intended for internal management purposes only, it should not be cited in any judicial or administrative proceedings. Administration of the program discussed in this LAP is within the sole discretion of the Division.

**II. APPLICABILITY**

The policies, procedures, and responsibilities of this LAP apply to all Division staff, including those working on their behalf, such as contractors and grantees.

**III. DEFINITIONS**

a. "Bilingual Staff Member" means an agency staff member who has demonstrated proficiency in both English and at least one other language. A bilingual staff member may speak or write directly to an individual with LEP in a language other than English.

b. "Contractor" means any entity that performs work or provides services on behalf of the Division under a contractual agreement with reimbursement. ("Contract means a mutually binding legal relationship obligating the seller to furnish the supplies or services (including construction) and the buyer to pay for them.)

c. "Effective Communication" means communication sufficient to provide the individual with LEP or disability with substantially the same level of access to services and information received by individuals with no LEP or disability.

d. "Interpretation" means the act of listening to a communication in one language (source language) and orally converting it to another language (target language) while retaining the same meaning.

e. “Interpreter” means an individual who is certified to interpret effectively, accurately, and impartially either for individuals with LEP or disability.

f. “Limited English Proficient (LEP) Individuals” means individuals who do not speak English as their primary language and who have a limited ability to read, write, speak, or understand English. LEP individuals may be competent in English for certain types of communication (e.g., speaking or understanding), but still be LEP for other types of communication (e.g., reading or writing).

g. “Meaningful Access” means language assistance that results in accurate, timely, and effective communication to the LEP individual or individual with disability. For individuals with LEP or disability, meaningful access denotes reasonable efforts to provide language assistance services to ensure that these individuals have substantially equal access to the Division’s programs, activities, and services.

h. “Primary Language” means the language in which an individual most effectively communicates.

i. “Translation” means the replacement of written text from one language (source language) into an equivalent written text in another language (target language).

j. “Vital Document” means paper or electronic material that is critical for access to the Division’s programs, activities, and services or contains information about procedures or processes required by law. Classification of a document as “vital” depends on the importance of the program, information, encounter, activity, or service involved and the consequence to the individual with LEP or disability if the information in question is not provided accurately or in a timely manner.

#### **IV. DIVISION LANGUAGE ACCESS PROCEDURES**

a. **The Division’s Interaction with Individuals with LEP or Disabilities.** Because of the Division’s varied activities, its specific programs, activities, and services and the State’s diverse population distribution, the type and frequency of contact and interaction with the public varies significantly. To the extent that the Division makes programs, activities, and services available to the public, the Division will take reasonable steps to ensure meaningful access is available to individuals with LEP or disability.

b. **Identification and Assessment of Individuals with LEP.**

1) **Profile of Individuals with LEP:** Individuals with LEP that the Division could encounter include communities, individuals, businesses, and tribal governments. The majority of these individuals speak Spanish; however, the Division may at times have interactions with individuals who speak other languages. According to the American Community Survey, the top three languages other than English spoken at home by individuals aged five years or older in this State are Spanish, Tagalog, and Chinese. The Division will review this list each time the list is updated.

2) **Point of First Contact – Identification of LEP Individuals:** At the first point of contact with an individual with LEP, the Division will make an initial assessment of the need for language assistance services and arrange for such services if they are needed to effectively communicate with the individual. To identify the individual’s primary language, staff may rely on self-identification by the individual with LEP. Staff may also use a bi-lingual staff member, and the Division

will research telephonic interpretation services to assist with identifying an individual's primary language. If relatives, friends, acquaintances, neighbors, or children are present with the individual, staff may rely on these individuals to conduct a first inquiry as to the primary language of the individual. However, staff generally should not rely on these individuals to provide interpretation services because this could result in a breach of confidentiality, a conflict of interest, or an inadequate interpretation.

Prior to a site visit, staff should evaluate whether they will interact with individuals with LEP and prepare accordingly. If staff encounter individuals who need interpretation services and who were not identified prior to the site visit, staff will ask the individuals to identify their language by using an "I Speak" card or other effective resources and will arrange for interpretation services either while on site or within a reasonable time thereafter.

3) **Documentation of Services.** Staff must report interactions with individuals with LEP to the Coordinator who will document the date or dates of the interaction, method used to identify the individual with LEP, the language spoken by the individual with LEP, the services provided to that individual, and the Division's cost for such services.

c. **Language Access Procedures.** The Division will obtain or utilizing existing language services contracts that will provide document translation, in-person interpretation, telephonic interpretation, and other language assistance services, including braille, closed captioning, and alternate formats.

The Division's staff will take reasonable steps to respond in a timely and effective manner to individuals with LEP or disability who need assistance or information. To ensure that language assistance services are accurate, meaningful, and effective, the Division will, on a case-by-case basis, determine which services should be provided. For individuals with LEP, the Division will make reasonable efforts to ensure that:

1) Individuals with LEP who call or visit the Division's offices receive prompt interpretation or translation from a staff member who has been identified as having the ability to provide language assistance in the language of the customer or through telephonic interpretation service.

2) If the Division's staff encounter an individual with LEP during a site visit, staff will arrange for a contracted interpreter or an available bilingual staff member to provide an explanation of the Division's activities either during the site visit, if feasible, or within a reasonable time thereafter.

3) Individuals with LEP who are unable to access documents written in English will receive a translation or oral interpretation, depending on the Division's determination of the importance of the document and the needs of the individual.

d. **Oral Language Services (Interpreters)**

1) The Division will not require individuals with LEP to provide their own language assistance services when communicating with the Division. The Division will make oral interpretation services available free of charge to the individual with LEP. However, individuals with LEP who wish to select their own interpreters will bear the responsibility for those costs.

2) Depending on the type of language assistance services needed, bilingual staff may be used for this purpose. When the services of bilingual Division staff are not available or appropriate and there is a need for an outside interpreter, the Division may seek interpretation assistance from contracted interpreters.

3) The Division will obtain or utilizing existing language services contracts that will provide translation, in-person interpretation, and telephonic interpretation agency-wide.

4) Except as otherwise provided in this LAP, the Division should not rely on untrained individuals or volunteer family members, neighbors, friends, acquaintances, and children of the individual with LEP to provide interpretation services.

e. **Written Language Services (Translation)**

1) Vital Documents: Classification of a document as “vital” depends upon the importance of the program, information, encounter, service, or activity involved, and the consequence to the individual with LEP if the information in question is not provided accurately or in a timely manner. The determination of what documents are considered “vital” is left to the discretion of the Division. Documents that could be classified as “vital” generally fall into two broad categories: (1) specific written communication regarding a matter between an individual and the Division; and (2) documents primarily geared towards the general public or a broad audience.

The greater the consequences to the individual with LEP the more likely language services are needed. The Division will determine whether denial or delay of access to the program, activity, or service could have serious or even life-threatening implications for the individual with LEP. Compulsory communications regarding a program, activity, or service may serve as strong evidence that the communication is vital.

It may sometimes be difficult to draw a distinction between vital and non-vital documents, particularly when considering outreach or other documents designed to raise awareness of rights or services. Though meaningful access to a program, activity, or service requires an awareness of its existence, the Division recognizes that it would be nearly impossible, from a practical and cost-based perspective, to translate every piece of outreach material into every language. Title VI does not require this of recipients of federal financial assistance.

With respect to specific written communications regarding a matter between an individual and the Division, the purpose of translating such written communication is to provide the individual with LEP meaningful access to communication that is critical to understanding the matter at hand.

Written communications with an individual that are considered vital documents include, but are not limited to the following:

- Written notices of rights, denial, loss, or decreases in benefits or services;
- Notice of disciplinary action, environmental hazards, or cease and desist orders;
- Notice advising individuals with LEP of free language assistance;
- Settlement of environmental complaints;
- Notices of permit actions;

- Notices, letters, or forms pertaining to administrative complaints (including online electronic complaints); and
- Final Division decisions or letters of determination on specific matters in which LEP individuals or communities are involved.

With respect to documents intended for public outreach or a broad audience, the Division should ensure that the documents it considers “vital” are translated where a significant percentage of the population eligible to be served, or likely to be directly affected, by the Division’s programs, activities, or services, is LEP. The Division should consider prominent languages spoken by the individuals with LEP in the State as a guide for prioritizing languages for translation of vital documents.

Some examples of documents intended for public outreach, or a broad audience may include, but are not limited to the following:

- Brochures;
- Fact Sheets;
- Question and Answer Documents;
- Press Releases;
- Environmental Reports;
- Fish Consumption Advisories;
- Settlement Agreements (in specific instances in which individuals with LEP are involved or may be affected);
- Final Agency Decisions (in specific instances in which individuals with LEP are involved or may be affected); and
- Information pertaining to natural disasters and emergency response efforts.

2) For “vital” documents accepting public comment, the Division will determine whether to include a statement in the prominent languages spoken by LEP individuals in the State based on demographics or subject matter targeted to specific audiences that language assistance services are available.

3) If language services are requested or indicated, the Division will determine whether a complete translation is necessary, or whether translation of vital information contained within the document provides adequate notice of the document’s content. Under some circumstances, the documents may not need to be translated in their entirety. At a minimum, the Division will need to provide an accurate oral interpretation by a qualified interpreter of the important information in the English version until a written translation can be provided.

4) For those languages that are less prevalent, or for individuals with LEP who are not proficient in their primary language, the Division will take reasonable steps to advise these individuals, in a language they understand, and orally, as appropriate, how they may receive assistance accessing “vital” documents.

5) The Division's staff should consider careful coordination and communication with their counterparts in other state agencies and local and county governments, as appropriate. This includes but is not limited to sharing translated documents, engaging subject matter experts, responding to the public, and/or identifying critical materials, circumstances, and events that may require support.

f. **Other Language Services.** Division staff will use the same procedures for identifying individuals with disability who are in need of language, visual, or auditory services. These services will be provided free of charge and on an individualized basis. For vital documents, the Division will determine whether services will be provided for all of or the vital information in the document.

g. **Notification of the Availability of Language Assistance Services.** The Division will include the notice below in Spanish in the English version of the Division's vital documents intended for public outreach or a broad audience (e.g., brochures, factsheets)

h. **Notice to Limited English Proficient Individuals.** The following notice will be provided in vital documents in Spanish and, if appropriate, other languages: If you have difficulty understanding English, you may request language assistance services for Division information that is available to the public. These language assistance services are available free of charge. If you need more information about interpretation or translation services, please call the Division at 775-687-4670 or email at [Title\\_VI\\_Coodinator@ndep.nv.gov](mailto:Title_VI_Coodinator@ndep.nv.gov). Alternatively, you may write to:

Nevada Division of Environmental Protection  
901 South Stewart Street, Suite 4001  
Carson City, Nevada 89701  
Attn: Title VI Coordinator

ATTACHMENT C  
Title VI of the Civil Rights Act of 1964  
Public Participation Plan





**TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**  
**DIVISION PUBLIC PARTICIPATION PLAN**

**I. PUBLIC PARTICIPATION**

The Nevada Division of Environmental Protection (Division) strives to provide for meaningful public involvement in all of its programs, activities, and services no matter the location of the program in the State of Nevada or the community potentially impacted. The Division considers early and ongoing public involvement critical to its decision-making process because it brings forth diverse opinions and values and offers opportunities to collaborate with stakeholders. In addition to satisfying its statutory and regulatory public participation requirements, the Division will make reasonable efforts to meaningfully involve all communities in its programs, activities, and services. This Public Participation Plan provides a summary of the goals and outreach methods the Division will use as part of the Public Participation Plan.

The Division's public participation requirements and goals are as follows:

- a. The Division will seek public input and will consider the views of the public in making decisions as required by the statutes and regulations it administers and implements.
- b. The Division will ensure fair treatment of all Nevada citizens by providing, where appropriate or required, meaningful public participation in its programs, activities, and services.
- c. The Division will ensure that the decision-making processes are accessible to all interested and impacted communities and groups, including those that are financially limited or potentially vulnerable.
- d. The Division will make reasonable efforts to identify and seek the input of all interested stakeholders.
- e. The Division will respond in a reasonable and timely manner to requests for public records under Nevada's Public Records Law (NRS Chapter 239).
- f. The Division will offer and provide language translation and accessibility services in accordance with its Language Access Plan (LAP).
- g. The Division will make reasonable efforts to engage overburdened populations facing disparate impacts in the public participation process.

The following are various methods Division staff may use to support meaningful public participation:

- a. The Division will continue to notify the public of its programs, activities, and services through notices sent by mail and email, posted on the Division's website, or provided through other appropriate and effective communication or media services.

b. The Division may hold public meetings and hearings if a project has a significant impact on a community. The Division will make reasonable efforts to host these public meetings and hearings at a time and location convenient for the affected communities.

c. The Division will make reasonable efforts to hold public meetings and hearings at a location accessible by public transportation, if feasible, and to provide a virtual option for remote attendance and participation.

d. The Division will hold public meetings and hearings at locations accessible for individuals with disability.

e. The Division will offer and upon request provide accommodations for individuals who require American Sign Language services in accordance with the procedures in the Division's LAP.

f. The Division will offer and upon request provide translation services at public meetings in accordance with the procedures in the Division's LAP.

g. The Division will monitor past and present concerns within communities affected by Division programs, activities, and services.

## **II. DISSEMINATION OF INFORMATION**

The Division will post documents regarding projects which may significantly affect communities on the Division website and other prominent locations. Upon request or based on the demographic analysis of any area potentially impacted by a project, vital documents will be available or provided in other languages or forms to accommodate individuals with LEP or disability.

ATTACHMENT D  
Nevada Division of Environmental Protection  
Notice of Nondiscrimination



## **NOTICE OF NONDISCRIMINATION**

The Nevada Division of Environmental Protection does not discriminate on the basis of race, color, national origin, disability, age, or sex in the administration of its programs or activities, as required by applicable laws and regulations.

The Division's Title VI Coordinator is responsible for coordination of compliance efforts and receipt of inquiries concerning non-discrimination requirements implemented by 40 C.F.R. Part 7 (Non-discrimination in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency and other federal agencies), including Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, and Section 13 of the Federal Water Pollution Control Act Amendments of 1972.

If you have any questions about this notice or any of the Division's non-discrimination programs, policies, or procedures, you may contact:

**Title VI Coordinator**

901 South Stewart Street, Suite 4001  
Carson City, Nevada 89701  
Title\_VI\_Coordinator@ndep.nv.gov  
775-687-9301

If you believe that you have been discriminated against with respect to a Division program, activity, or service you may contact the Title VI Coordinator identified above or visit the Division's website at [www.ndep.nv.gov](http://www.ndep.nv.gov) to learn how and where to file a complaint of discrimination.