



# STATE OF IOWA

**KIM REYNOLDS**  
GOVERNOR

**ADAM GREGG**  
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IOWA DEPARTMENT OF HOMELAND SECURITY  
AND EMERGENCY MANAGEMENT  
JOHN BENSON, HOMELAND SECURITY ADVISOR  
AND EMERGENCY MANAGEMENT DIRECTOR

## NOTICE OF NONDISCRIMINATION

The Iowa Department of Homeland Security and Emergency Management complies with Federal civil rights laws and is committed to providing its programs 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 Educations 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.

### To File a Complaint

If you think that the department has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, or age, you can file a complaint in person or by mail, fax or email with: Mela Nisic, 7900 Hickman Road, Suite 500, Windsor Heights, IA 50324. Fax: 515-725-3260, Phone: 515-725-3231, [mela.nisic@iowa.gov](mailto:mela.nisic@iowa.gov).

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

**E-mail:** [CRCLCompliance@hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov) (fastest method to submit your complaint)

**Fax:** 202-401-4708

#### U.S. Mail:

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 **Phone:** 202-401-1474  
Toll-Free: 1-866-644-8360

For additional information: [www.dhs.gov/crcl](http://www.dhs.gov/crcl)

### Information and Services for Persons with Disabilities and Persons with Limited English Proficiency

The Iowa Department of Homeland Security and Emergency Management

- Provides free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.
- Provides free language services, such as qualified foreign language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

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Windsor Heights, IA 50324, 515-725-3231,  
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