

Murrells Inlet-Garden City Fire District

PO Box 648, 3641 Hwy. 17 Bus.
Murrells Inlet, SC 29576
PH (843) 651-5143
FAX (843) 651-1101

Gene Connell, Chairman
J.R. Haney, Fire Chief

POLICY AND NOTICE OF NONDISCRIMINATION

POLICY

It is the policy of the Murrells Inlet – Garden City Fire District to be committed to the principles of equal opportunity employment and have equal access to services and/or assistance.

Accordingly, the District shall ensure that all current and potential employees, candidates, officials, volunteers, patrons, residents, visitors, patients, clients, and contractors are treated equally regardless of genetic information, race, color, national origin, age, disability, gender, religion, creed, sexual orientation, political affiliation, belief, or veteran status.

SCOPE

This Policy is not intended to replace, but rather supplement existing District policies, responsibilities, practices, and procedures regarding employment and volunteer opportunities.

RESPONSIBILITIES

It is the responsibility of all District officials, employees, volunteers, and visitors to follow this Policy.

It is the responsibility of the Fire Chief to ensure the District follows this Policy regarding its response to incidents and other requests for assistance, including translation or interpretation assistance and compliance data.

It is the responsibility of the Deputy Fire Chief to ensure the District follows this policy in regard to District facilities and grounds and District contracts and vendor agreements; communications and notices; programs, events, and activities; translation or interpretation assistance; and compliance data.

It is the responsibility of the Fire Chief to be the District's Title IX coordinator as defined by Title IX of the Education Amendments Act of 1972.

It is the responsibility of the Fire Chief and Deputy Fire Chief to accept complaints regarding violations of this Policy and communicating those complaints to the District's Board of Directors. It is the responsibility of the Board of Directors to receive, investigate, and appropriately act upon complaints regarding violations of this Policy.

PRACTICES

Contracts and Vendor Agreements

All District contracts and vendor agreements shall contain non-discrimination clauses to assure compliance with *Title IX of the Education Amendments Act of 1972*, Title VI of the Civil Rights Act of 1964, as amended; *Section 504 of the Rehabilitation Act of 1973*, as amended; the Americans with Disabilities Act of 1990 (ADA), as amended; the *Age Discrimination Act of 1975*, as amended; the *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*.

NOTICE

Sufficient notice of this Policy shall be publicly posted and communicated, including the District's website, so that eligible individuals are notified, aware of, and have a full and fair opportunity and access to receive District services and participate in District programs, events, and activities.

The District shall provide translation or interpretation assistance when encountering limited English proficient (LEP) individuals.

Compliance Data

Sufficient attempts are made to collect and maintain compliance data and, upon request, provide such data for the purpose of determining compliance with applicable laws and regulations.

Complaints

It is against the law for Murrells Inlet – Garden City Fire District 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. If you think that Murrells Inlet – Garden City Fire District 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 or by mail or fax. You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):

Murrells Inlet – Garden City Fire District
Attn Fire Chief
PO Box 648
Murrells Inlet, SC 29576

US Department of Homeland Security
Office for Civil Rights and Civil Liberties
Compliance Branch, Mail Stop #0190
2707 Martin Luther King Jr Ave, SE
Washington, DC 20528

FAX: (843)651-1101

FAX: (202)401-4708

Murrells Inlet – Garden City Fire District 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 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.