



# BRIGHTON AREA FIRE AUTHORITY

615 W. Grand River Ave.  
Brighton, MI 48116  
o: 810-229-6640 f: 810-229-1619

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## POLICY AND NOTICE OF NON-DISCRIMINATION

Brighton Area Fire Authority complies with all Federal and State 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.

It is against the law for Brighton Area Fire Authority to retaliate against anyone who takes action to oppose discrimination, files a complaint or participates in the investigation of a complaint in accordance with the above authorities.

### To File a Complaint

If you think that Brighton Area Fire Authority 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, fax or email with: Brighton Area Fire Authority's Fire Chief Michael O'Brian at 810-229-6640 or via email at [mobrian@brightonareafire.com](mailto:mobrian@brightonareafire.com). To review community complaint procedure go to [brightonareafire.com](http://brightonareafire.com)

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

#### **U.S. Mail:**

U.S. 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

For additional information: [www.dhs.gov/crcl](http://www.dhs.gov/crcl) Phone: 202-401-1474 Toll-Free: 1-866-644-8360



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

Brighton Area Fire Authority:

- Provides free 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 language interpreters, electronic translation applications and information written in other languages, to ensure meaningful access to BAFA's programs and activities for persons with limited English proficiency.

### **If you need these services, please contact:**

Brighton Area Fire Authority's Fire Chief Michael O'Brian at 810-229-6640 or via email at [mobrian@brightonareafire.com](mailto:mobrian@brightonareafire.com).