

Nondiscrimination and Civil Rights Notice

Southern Alabama AHEC (SAAHEC)

Nondiscrimination Notice

Southern Alabama AHEC (SAAHEC) does not discriminate on the basis of race, color, national origin, sex, age, or disability in the programs and activities it operates, in accordance with 40 C.F.R. Parts 5 and 7 and applicable federal law.

This notice is available in alternative formats, including large print, audio recording, and other reasonable accommodations for individuals with impaired vision or hearing, upon request.

Civil Rights Coordinator

SAAHEC has designated the following individual to coordinate its compliance with 40 C.F.R. Parts 5 and 7:

Shernita Taylor
Personnel Committee Chair, SAAHEC Board of Directors
100 Austal Way, Mobile, AL 36602
Email: shernita.taylor@austalusa.com
Phone: (251) 445-8538 (office) / (251) 243-1312 (cell)

Language Access for Individuals with Limited English Proficiency

SAAHEC is committed to providing meaningful access to its programs and services for individuals with limited English proficiency (LEP), in accordance with Title VI of the Civil Rights Act of 1964, 40 C.F.R. Part 7, and *Lau v. Nichols*, 414 U.S. 563 (1974).

SAAHEC provides free language assistance to LEP individuals, including translated program materials and, where feasible, bilingual staff or contracted partners who can communicate directly with the individual in their preferred language. Language assistance is prioritized based on the languages most commonly encountered across SAAHEC's service area, which currently includes Vietnamese.

How to File a Civil Rights Complaint

Program participants and members of the public who believe SAAHEC has violated its nondiscrimination obligations under 40 C.F.R. Parts 5 and 7 may file a complaint directly with SAAHEC's Civil Rights Coordinator, listed above. The Civil Rights Coordinator will review the complaint and, as needed, engage SAAHEC's Personnel Committee to investigate and resolve the matter.

Designated Compliance Coordinator (40 C.F.R. Parts 5 and 7)

SAAHEC has designated the following employee to coordinate its overall compliance with 40 C.F.R. Parts 5 and 7:

Vanessa Hall
Executive Director
312 N. Miranda Ave, Georgiana, AL 36033
Email: vhall@saahec.org
Phone: 334-362-4098

Questions

For questions about this notice or SAAHEC's civil rights obligations, contact SAAHEC's Civil Rights Coordinator or Designated Compliance Coordinator, listed above.