



## **U.S. COMMISSION ON CIVIL RIGHTS**

The U.S. Commission on Civil Rights is an independent, bipartisan agency established by Congress in 1957. It is directed to:

- Investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices.
- Study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice.
- Appraise federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice.
- Serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin.
- Submit reports, findings, and recommendations to the President and Congress.
- Issue public service announcements to discourage discrimination or denial of equal protection of the laws.

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# **Getting Uncle Sam to Enforce Your Civil Rights**

United States Commission on Civil Rights  
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## Letter from the Staff Director

Dear Reader,

*Getting Uncle Sam to Enforce Your Civil Rights* is a comprehensive resource for the American public that explains where and how an aggrieved individual can file a discrimination claim. The U.S. Commission on Civil Rights publishes this guide to aid the public in accessing entities responsible for civil rights enforcement. The Commission lacks enforcement powers to apply remedies in individual cases; however, it refers many of the complaints it receives to the appropriate federal, state, or local government agencies, or private organizations that are authorized to help.

This publication is one of many that the Commission issues as part of its duty to serve as a national clearinghouse for information about discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin. The Commission and its State Advisory Committees have produced and disseminated hundreds of reports, studies, and public service announcements on national, regional, and local civil rights matters. These include the Commission's *Civil Rights Journal*, published periodically, which contains articles on topical civil rights issues.

Copies of Commission publications, as well as a "Catalog of Publications," are available free to the public, by request to the Publications Office, U.S. Commission on Civil Rights, 1331 Pennsylvania Avenue, NW, Suite 1150, Washington, DC 20425. This is also the location of the Commission's Robert S. Rankin Civil Rights Memorial Library, which is open to the public during business hours on weekdays (by appointment only). In addition, many of the Commission's more recent publications, including this one, can be accessed on its website at [www.usccr.gov](http://www.usccr.gov). The Commission periodically updates the online version of this publication.

The Commission's reports and studies result from the agency's mandate to appraise federal civil rights laws and policies, investigate complaints of voting rights violations, and study and collect information relating to discrimination or a denial of equal protection of the laws. Fact-finding for carrying out these functions includes the holding of hearings, briefings, presentations, and forums in Washington and other locations around the country, to gather evidence and information for findings and reports. These Commission activities examine important civil rights issues of both national and local impact and are open to the public.

To obtain a referral, individuals may call the Commission's toll-free complaint line, or any of the Commission's six regional offices in Washington, DC; Atlanta; Chicago; Kansas City; Denver; and Los Angeles (see pages 3 and 95 of this publication). The Commission's regional offices coordinate local operations and assist the Commission's

51 State Advisory Committees (one for each state and the District of Columbia) in their activities. Advisory Committees are composed of volunteer citizens familiar with local and state civil rights issues who assist the Commission with fact-finding, investigation, and information dissemination.

The Commission is proud to issue this publication as a public service, and hopes that in so doing, all Americans will find it a useful and convenient resource for protecting and securing their civil rights.

Sincerely,

A handwritten signature in cursive script that reads "Marlene Sallo". The signature is written in black ink and has a long, sweeping horizontal line extending to the right from the end of the name.

MARLENE SALLO  
Staff Director

## **Acknowledgments**

This publication was produced by the Office of Civil Rights Evaluation. Principal research and editing were performed by Latrice D. Foshee, Teresa Brooks and Margaret Butler.





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# 1. INTRODUCTION

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There are many federal laws against discrimination. They were passed to protect people who, because of their race, color, religion, sex, national origin, age, or disability, are denied their rights.

Discrimination might occur when an individual attempts to vote; rent or buy a home; use a public facility; obtain a job, an education, or a bank loan; or do many other things.

Discrimination is illegal when an individual is denied an opportunity or a service based on:

- race, which is generally understood to be membership in a racial group. Depending on which law is involved, membership in an ethnic group can also constitute race;
- color, which refers to a person's actual skin shade, and may constitute a separate discrimination factor regardless of the person's race;
- sex, which refers to gender;
- religion, which refers to a person's religious beliefs and practices, or lack thereof, or a person's membership in a religious group;
- national origin, which refers to an individual's country of origin, the origin of an individual's ancestors, or the physical, cultural, or linguistic characteristics of a particular nationality. This includes characteristics such as last name, accent, and cultural heritage;
- age, which refers to persons aged 40 or over; or
- disability, which refers to physical or mental impairments that substantially limit one or more major life activities of an individual.

If you believe that you have been discriminated against and want to file a complaint with the federal government, this publication is intended to help you.

This publication will help you review your rights and guide you through the initial steps of filing a discrimination complaint; it will not inform you of all the steps involved in successfully pursuing the complaint after you have filed it. If you desire a detailed description of the overall process beyond the initial steps, further information can be obtained by contacting the federal, state, and local officials or one or more of the organizations listed in this publication.

How do you prepare a complaint? Where do you send it?

Before you file a discrimination complaint, you should seek more information from:

- trained legal counsel;
- federal, state, and local officials; and/or
- public service organizations referenced in this publication.

States, counties, and municipalities also have laws against discrimination, which sometimes provide different protection or relief. If they have laws that apply to your complaint, you may file with them instead of, or in addition to, filing with the federal government. The federal government has arrangements with some state and local governments to refer certain kinds of complaints to these localities for processing.

Among the federal laws that require people to be treated equally are the Equal Pay Act of 1963, the Civil Rights Acts of 1964 and 1991, the Voting Rights Act of 1965, Executive Order 11,246 (1965), as amended by Executive Order 11,375 (1967), the Age Discrimination in Employment Act of 1967, the Fair Housing Act of 1968, Title IX of the Education Amendments of 1972, the Rehabilitation Act of 1973, the Equal Credit Opportunity Act of 1974, the Equal Educational Opportunity Act of 1974, the Age Discrimination Act of 1975, the Individuals with Disabilities Education Act of 1975, the Community Reinvestment Act of 1977, the Immigration Reform and Control Act of 1986, the Civil Rights Restoration Act of 1987, Fair Housing Amendments Act of 1988, the Americans with Disabilities Act of 1990, Voting Rights Language Assistance Act of 1992, and the Family and Medical Leave Act of 1993.

Many federal agencies are responsible for enforcing these laws and the regulations to implement them. Some agencies require individuals to complete a complaint form before they act against an individual or organization that violates people's rights. Because laws and regulations frequently require that complaints be filed within certain time limits, **it is important to file immediately after the discriminatory act occurs.** While this publication provides telephone numbers, complainants are strongly encouraged to submit a written complaint, attaching copies of all pertinent information. At some point in the process, the agency most probably will require written documentation.

The U.S. Commission on Civil Rights (USCCR) has no power to enforce laws and, hence, cannot resolve individual complaints of discrimination. However, after reading this publication, if you are still uncertain what agency you should contact to file a complaint of discrimination, you may contact the Commission at the following address and we can assist you by referring your matter to the appropriate civil rights enforcement agency:

**U.S. Commission on Civil Rights  
Office of Civil Rights Evaluation  
COMPLAINTS REFERRAL  
1331 Pennsylvania Avenue, NW, Suite 1150  
Washington, DC 20425  
(202) 376-8513  
(800) 552-6843  
TTY Relay: 711  
Fax: (202) 376-7754  
[www.referrals@usccr.gov](mailto:www.referrals@usccr.gov)**

You may also contact the appropriate **USCCR** regional office. See page 95.

## 2. HOW TO FILE A COMPLAINT

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Your complaint should be in writing, preferably typed or printed neatly, dated, signed, and should include the following information:

- your name;
- your address, and your home and work telephone numbers;
- the name(s) and address(es) of the person(s) and/or establishment you believe to have discriminated against you;
- a description of the act(s) of discrimination. This should include the date and place of the action(s), and what you believe to be the basis for discrimination (race, sex, etc.); and
- the name(s), address(es), and telephone number(s) of any person(s) with information concerning your complaint.

When your complaint is investigated, you may be asked to provide **copies** of receipts, contracts, or other records supporting your claim of discrimination. Any materials that you would want returned *should not* be sent with your *initial complaint*.

Generally, most government agencies require that complaints be postmarked within **180 days** of the discriminatory action. You should, however, inquire about specific deadlines that may apply to your case. Depending on your type of case or your status, you may be required to file your complaint earlier.

### **3. WHEN AND WHERE TO FILE A COMPLAINT**

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Some agencies handle complaints only at their Washington, DC, headquarters; others process them through regional or local offices. Some handle them at both places. For more details, take note of any special instructions regarding the filing of complaints at the specific agencies listed throughout this publication.

#### **Credit**

Federal laws such as the Equal Credit Opportunity Act of 1974 and the Fair Housing Act of 1968, as amended, prohibit discrimination in providing credit or credit-related services. Both laws prohibit discrimination in residential real estate transactions, and the Equal Credit Opportunity Act also prohibits discrimination in consumer and business or commercial loans. In all credit transactions, you are protected from discrimination that occurs on the basis of your race, color, religion, sex, marital status, age (provided the applicant has the capacity to contract), national origin, or receipt of public assistance, or because you have exercised a right under the Consumer Credit Protection Act. In credit transactions related to housing, you are also protected from discrimination because of family status or disability. According to these laws, when you apply for credit a creditor may not:

- discourage you from applying;
- ask you to reveal your gender, race, national origin, or religion. A creditor may ask you to voluntarily disclose this information if you are applying for a home loan. A creditor may also ask about your residence or immigration status;
- ask whether you are divorced or widowed;
- ask what is your marital status if you are applying for individual, unsecured credit, unless you live in a community property state;
- ask you for information about your husband or wife. A creditor may ask about your spouse, or former spouse, if: your spouse is applying with you; your spouse will be allowed to use the account; you are relying on your spouse's income or on alimony or child support income from a former spouse; or if you reside in a community property state;
- ask about your plans for having or rearing children; or
- ask if you receive alimony, child support, or separate maintenance payments.

When deciding whether to give you credit, a creditor may not:

- consider your gender, marital status, race, color, national origin, or religion;

- consider the race of the people who live in the neighborhood where you want to buy, or improve, a house with borrowed money; or
- consider your age, unless you are too young to sign a binding contract, generally under 18 years of age, or if the information is to be used to see whether your income will be reduced with retirement.

When evaluating your income, a creditor may not:

- refuse to consider public assistance income, alimony, child support, or separate maintenance payments if that income is received consistently;
- discount income because of your gender or marital status or on any basis for which discrimination is prohibited;
- discount or refuse to consider income derived from pension, annuity, or retirement benefits programs; or
- discount or refuse to consider income derived from part-time employment, but you may have to show that this income can be expected to continue.

You also have the right to:

- have the credit in your birth name, your first name, and your spouse's last name, or your first name and combined last names;
- obtain credit without a cosigner, if you meet the creditor's standards;
- have a cosigner other than your husband or wife, if one is necessary;
- keep your own account after you change your name, marital status, reach a certain age, or retire, unless the creditor has evidence that you are unable or unwilling to pay;
- know within 30 days of filing your application whether it has been accepted or rejected;
- know specifically why an application was rejected, since indefinite and vague reasons are illegal;
- learn the specific reasons why you were offered less favorable terms than those for which you applied; and
- receive copies of appraisal reports for credit that is to be secured by a dwelling.

If you think you have been discriminated against by a creditor:

- in being discouraged from applying for credit or a loan,
- in being given unfair terms for credit or a loan, or



- in being denied credit or a loan,

write to the agency in charge of enforcing the equal credit practices of that lender.

A creditor must give you the name and address of the appropriate enforcement agency when it turns down the terms you request or denies you credit. If a lender does not offer you this information or refuses to give it to you, write to the appropriate agency in the list that follows. These agencies may not resolve individual complaints, but they will use consumer comments to decide which companies to investigate.

You should also complain if you think a lender is “redlining”—refusing to make loans, or setting different conditions for loans, on property in a community because of the area’s racial, religious, or ethnic population. When certain financial institutions try to get approval from their regulatory agency to:

- obtain federal deposit insurance,
- establish a facility authorized to receive deposits, or relocate an existing office,
- merge or consolidate with, or acquire another institution,
- acquire deposits from another institution, or
- form a bank or savings association holding company,

individuals and community groups have an opportunity to comment on whether the institution is redlining as an objection to its approval for the proposed transaction. You can request the regulatory agency to place you on its mailing list so you are aware of the comment period for:

- a nationally chartered bank (National or N.A. will be part of the name) or a federally insured savings association or federally chartered savings bank. Write to one of the district offices of the **Comptroller of the Currency** listed on page 53. For publications or additional information contact:

**Comptroller of the Currency**  
**Customer Assistance Group**  
**1301 McKinney Street, Suite 3450**  
**Houston, TX 77010**  
**(800) 613-6743**  
**TTY: (713) 336-4301**  
**[www.occ.treas.gov](http://www.occ.treas.gov)**

- a bank holding company or state-chartered bank that is a member of the **Federal Reserve System**. Write to one of the Federal Reserve Banks listed on page 73 or contact:

**Board of Governors of the Federal Reserve System**  
**Division of Consumer and Community Affairs**  
20th and C Streets, NW  
Mail Stop 801  
Washington, DC 20551-0001  
(202) 452-3693  
Fax: (202) 728-5850  
[www.federalreserve.gov](http://www.federalreserve.gov)

or

**Board of Governors of the Federal Reserve System**  
**Publications Services**  
20th and C Streets, NW  
Mail Stop 127  
Washington, DC 20551-0001  
(202) 452-3245

- a state-chartered bank insured by the **Federal Deposit Insurance Corporation** (it will display the FDIC symbol) and not a member of the Federal Reserve System. Write to one of the regional offices on page 71 or to:

**Federal Deposit Insurance Corporation**  
**Consumer Affairs**  
550 17th Street, NW, Suite 5112  
Washington, DC 20429  
(877) 275-3342  
TDD: (800) 925-4618  
[www.fdic.gov](http://www.fdic.gov)

Although federal credit unions are not subject to the Community Reinvestment Act, they must comply with fair lending laws and the nondiscrimination rules issued by their regulators. Forward any complaint to one of the regional offices of the **National Credit Union Administration** listed on page 77 or to:

**National Credit Union Administration**  
**1775 Duke Street, Suite 4206**  
**Alexandria, VA 22314-3437**  
**(703) 519-4600**  
**TTY: (703) 518-6332**  
**Fax: (703) 518-6429**  
**[www.ncua.gov](http://www.ncua.gov)**

Complaints against a state-chartered credit union should be forwarded to the state office that oversees credit unions or to the **Federal Trade Commission** listed on page 10.

Complaints against an institution of the **U.S. Cooperative Farm Credit System**, such as farm credit banks, federal land bank associations, production credit associations, agricultural credit banks, federal land credit associations, and agricultural credit associations should be forwarded to:

**Farm Credit Administration**  
**Office of Congressional and Public Affairs**  
**1501 Farm Credit Drive**  
**McLean, VA 22102-5090**  
**V/TTY: (703) 883-4056**  
**Fax: (703) 790-3260**  
**[www.fca.gov](http://www.fca.gov)**

Complaints of discrimination in benefits or services provided by recipients of **Small Business Administration (SBA)** financial assistance or SBA program offices should be forwarded to:

**U.S. Small Business Administration**  
**Equal Employment Opportunity and Civil Rights Compliance**  
**409 Third Street, SW, Suite 6400**  
**Washington, DC 20416**  
**(202) 205-6750**  
**TTY: (202) 205-7150**  
**Fax: (202) 205-7580**  
**[www.sba.gov](http://www.sba.gov)**

If you think you have been discriminated against in violation of the Fair Housing Act, contact one of the HUD enforcement centers listed on page 59 or:

**U.S. Department of Housing and Urban Development  
Fair Housing and Equal Opportunity  
Office of Investigations  
451 Seventh Street, SW, Room 5204  
Washington, DC 20410-2000  
(202) 619-8041  
(202) 708-0836  
Hot line: (800) 669-9777  
Fax: (202) 708-1425  
[www.hud.gov](http://www.hud.gov)**

Financial institutions have an obligation to meet the credit needs of your community, even though it may be characterized by low- or moderate-income residents. The Department of Justice handles discrimination complaints filed against all kinds of creditors. It may sue lenders who show a pattern or practice of equal credit opportunity violations, or file suit in cases referred to it by the agencies that initially investigate complaints. To contact the **Department of Justice**, call or write to:

**U.S. Department of Justice  
Civil Rights Division  
Housing and Civil Enforcement Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-4713  
Fax: (202) 514-1116  
[www.usdoj.gov](http://www.usdoj.gov)**

For more information on discrimination in credit-lending and credit-related services, including information about bringing suit under the Equal Credit Opportunity Act, call the **Federal Trade Commission** or write to:

**Federal Trade Commission  
Complaints  
600 Pennsylvania Avenue, NW  
Washington, DC 20580  
(202) 326-2222  
Hot line: (877) 382-4357  
[www.ftccomplaintassistant.gov](http://www.ftccomplaintassistant.gov)**

## Education

According to federal laws that prohibit discrimination because of race, color, national origin, sex, age, or disability in programs that receive federal financial assistance, any program or activity that receives funds from the Department of Education must operate in a nondiscriminatory manner.

Any educational or other institution or facility that receives federal financial assistance may not discriminate on the basis of race, color, national origin, sex, disability, or age so as to:

- deny you or your child aid, a service, or a benefit afforded others;
- provide you or your child an inferior service;
- segregate you or your child on the basis of race, color, or national origin;
- segregate you or your child on the basis of sex, other than for contact sports or varsity athletic competition, or segregate you or your child on the basis of disability where such segregation is not educationally necessary;
- deny admission to schools or postsecondary institutions on the basis of race, color, national origin, or age, or generally, on the basis of sex except with regard to admission to religious undergraduate institutions;
- engage in conduct that has the effect of denying you or your child aid, a service, or a benefit, or otherwise discriminating against you or your child;
- deny or restrict you or your child's access to elementary, secondary, or vocational education because you are, or your child is, limited-English proficient;
- or otherwise treat you or your child adversely on the basis of race, color, national origin, gender, disability, or age.

Schools may not discriminate against students because of pregnancy, parenthood, or marital status. Such discrimination includes barring a student from classes or extracurricular activities or expulsion.

In sports, schools must provide equivalent treatment, services, and benefits to students of both sexes.

Civil rights laws protecting individuals from discrimination in programs (all activities of an institution) that receive federal funds extend to all state educational agencies, elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, state vocational rehabilitation agencies, libraries, and museums that receive federal financial assistance.

These programs may include, but are not limited to, admissions, recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing, and employment.

Federal antidiscrimination laws apply to the entire program even if the federal assistance affects only a small portion of the program.

In addition, Executive Order 13160 prohibits discrimination based on race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent in federally-conducted education and training programs.

If you think you or your child has been discriminated against by a public school, college, or university, or a private school, college, or university that receives federal financial assistance, you may file a formal complaint against the institution receiving federal funds with the appropriate regional office of the **Office for Civil Rights (OCR) of the U.S. Department of Education** listed on page 54 or with:

**U.S. Department of Education  
Office for Civil Rights  
Lyndon Baines Johnson Building  
400 Maryland Avenue, SW  
Washington, DC 20202  
(800) 421-3481  
TDD: (800) 877-8339  
Fax: (202) 453-6012  
www.ed.gov**

The person or organization filing the complaint need not be a victim of the alleged discrimination, but may complain on behalf of another person or group.

The complaint must be filed within **180 calendar days** of the date of the alleged discrimination. However, if you already filed under the educational institution's grievance procedures, you will be allowed 60 days from the last act of the institution grievance process. Your formal complaint should include the information outlined in Chapter 2 and also state whether you think a whole group of students or teachers is being discriminated against.

Certain complaints should also be sent to the U.S. Attorney General, who may bring suit after receiving a written and signed complaint from:

- a parent (or group of parents), stating that his or her child is one of a group being discriminated against by a school board; or

- an individual, or his or her parent, stating that he or she has been denied admission to, or dismissed from, a public college, university, or postsecondary vocational or technical school because of race, color, religion, gender, or national origin.

These complaints should be sent to:

**U.S. Department of Justice  
Civil Rights Division  
Educational Opportunities Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-4092  
Fax: (202) 514-8337  
www.usdoj.gov**

If you think you or your child has been discriminated against on the basis of race, color, or national or ethnic origin by a **nonprofit private school** that is exempt from federal income tax, you should contact **IRS** at the following address. IRS can revoke the tax exemption of a private school that has a racially discriminatory policy, which includes discrimination on the bases of color and national or ethnic origin.

**Internal Revenue Service  
Director, Exempt Organizations Division  
1111 Constitution Avenue, NW, 3rd Floor  
Washington, DC 20224  
(877) 829-5500  
www.irs.gov**

If you think your child has been discriminated against because of race, color, or national origin by a vocational, technical, elementary, or secondary school that is privately owned, operated for profit, and not run by a hospital, you should write to:

**U.S. Department of Veterans Affairs  
Office of Resolution Management  
810 Vermont Avenue, NW  
Washington, DC 20420  
(202) 501-2800  
(888) 737-3361  
Fax: (202) 501-2674  
www.va.gov**

The **Department of Veterans Affairs** can act if it pays benefits for any veteran enrolled at the school or otherwise assists that school, even if the person discriminated against is not a veteran.

In addition, federal laws require that public schools provide a free and appropriate public education to children with disabilities. If you believe that your local school system has failed to identify your child's disability, incorrectly identified your child as an individual with a disability, failed to provide an appropriate educational program for your child, failed to carry out the program established for your child, or has unnecessarily separated your child from other children for all or part of the school day, your child may have rights under one or more of the federal laws that govern the education of children with disabilities.

School systems must have formal procedures for identifying, evaluating, and establishing educational programs for children with disabilities. They must also offer a hearing when the parent and school officials disagree whether the program established for a child is appropriate.

Also, if you believe that your child's civil rights were violated because of a failure to follow proper procedures for identifying, evaluating, or placing a student with a disability, or because of a failure to carry out the provisions of your child's educational plan, or were otherwise violated because of discrimination based on disability, you may file a complaint by writing to the **Department of Education, Office for Civil Rights** listed on page 12.

For more information on the Individuals with Disabilities Education Act, write to:

**U.S. Department of Education  
Assistant Secretary for the Office of Special Education  
and Rehabilitative Services  
Mary E. Switzer Building  
330 C Street, SW  
Washington, DC 20202-2500  
(800) 872-5327  
TTY: (800) 877-0996  
www.ed.gov**

## **Employment**

Various federal laws protect you from discrimination in employment on the basis of race, color, sex, religion, national origin, age, or disability. Discrimination by employers with 15 or more employees is prohibited in all aspects of the hiring and employment process: job application, hiring, firing, promoting, training, wage earning, or any other terms, privileges, or conditions of employment provided or imposed by the employer.

If you believe that you have been discriminated against on any of these bases, you should contact the **Equal Employment Opportunity Commission (EEOC)** at:



**Equal Employment Opportunity Commission**  
**131 M Street, NE**  
**Washington, DC 20507**  
**To file charges or reach a field office: (800) 669-4000**  
**Information and publication center: (800) 669-3362**  
**(202) 663-4900**  
**TTY: (202) 663-4494**  
**TTY: (800) 800-3302**  
**[www.eeoc.gov](http://www.eeoc.gov)**

## **RACE AND COLOR**

You cannot be denied equal employment opportunity because of your racial group or skin shade, or because you associate with members of some racial group.

## **NATIONAL ORIGIN**

You cannot be denied equal employment opportunity because of your birthplace, ancestry, or culture, or because you have some intimate association with members of a specific ethnic group, such as by marriage or a shared place of worship.

Likewise, you cannot be denied equal employment opportunity because of your accent or manner of speaking. If an employer believes that an English-proficiency rule is critical for business purposes, he or she must inform you of the rule and the consequences of its violation before applying the rule to you.

## **RELIGION**

You cannot be denied equal employment opportunity because of your religious practices or beliefs. Religious practices include the exercise of moral and ethical beliefs held with the strength of religious beliefs. If you think your employer has a work requirement (such as a dress code or a work schedule that conflicts with your Sabbath observance) that interferes with your religious practices or beliefs, you must inform them of what reasonable accommodations can be provided to suit your needs. The employer is obligated to try to accommodate your religious practices, unless doing so would create an undue hardship on the operation of the business.

## **SEX**

You cannot be denied equal employment opportunity because of your gender.

## **EQUAL PAY**

It is illegal for an employer to pay you wages at a rate less than the rate of wages paid to employees of the opposite sex for equal work on jobs that require equal skill, effort, and responsibility and are performed under similar working conditions, unless a pay differential is warranted by a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or is based on a factor other than gender.

## **PREGNANCY**

You cannot be denied equal employment opportunity because of pregnancy, childbirth, or related medical conditions. Any health insurance provided by an employer must cover expenses for pregnancy-related conditions on the same basis as costs for other medical conditions. Leave for child care should be granted on the same basis as leave granted to employees for other nonmedical reasons, such as non-job-related travel or education, and should be available to both men and women.

## **HARASSMENT**

Hostile or abusive verbal or physical conduct based on race, color, sex, religion, national origin, age, or disability is unlawful if it is sufficiently severe or pervasive to create an intimidating, hostile, or offensive working environment.

## **DISABILITY**

If you have a disability, the Americans with Disabilities Act (ADA) protects you from employment discrimination. The ADA prohibits employers with 15 or more employees from:

- discriminating against you on the basis of physical or mental disability;
- asking you to take medical exams before making a conditional job offer;
- asking you questions about your disability before making a conditional job offer;
- denying you health or other fringe benefits that are provided to other employees; and
- placing you in a job situation that limits your opportunities or status.

If you are able to perform the essential functions of the job with or without reasonable accommodation, the employer has to provide you with reasonable accommodations for your disability, as long as such accommodations do not impose an undue hardship on the operations of the enterprise. An employer may not ask interview questions about your disabilities; inquiries should be about your skills related to the job.

For more information on workplace discrimination against people with disabilities, contact the **Equal Employment Opportunity Commission** listed on page 15.

You may also write to:

**U.S. Department of Labor  
Office of Disability Employment Policy  
200 Constitution Avenue, NW  
Washington, DC 20210  
(866) 633-7365  
TTY: (877) 889-5627  
[www.dol.gov/dol/odep/welcome.html](http://www.dol.gov/dol/odep/welcome.html)**

or

A service of the Office of Disability Employment Policy:

**Job Accommodation Network  
West Virginia University  
P.O. Box 6080  
Morgantown, WV 26506  
Voice/TTY: (800) 526-7234  
Fax: (304) 293-5407  
BBS: (800) 342-5526  
Regional Disability and Business Accommodation Centers  
Voice/TTY: (800) 949-4232  
[www.jan.wvu.edu](http://www.jan.wvu.edu)**

## **AGE**

If you are 40 years of age or older, it is illegal for an employer with 20 or more employees to:

- discriminate against you in your compensation or terms, conditions, or privileges of employment based on your age;
- classify or segregate you, or limit your activities so you are deprived of job opportunities or adversely affected in employment status;
- discriminate against you in the operation of a seniority system; and
- with certain narrow exceptions, discriminate against you with respect to employee benefit plans, fringe benefits, or pension benefits.

It is also illegal for an employer to indicate an age preference or limitation in notices or advertisements for employment, unless age is a genuine job qualification.

Classifications and preferences based on age have been allowed only in narrow circumstances, generally in jobs involving public safety. To justify unequal treatment, the employer must show that age is a genuine qualification of the job and that there is no other course of action that would achieve the goals of the company with a less discriminatory impact.

For more information on age discrimination in the workplace, contact the **Equal Employment Opportunity Commission** on page 15.

## **FAMILY AND MEDICAL LEAVE**

Under the Family and Medical Leave Act (FMLA), you are entitled to a maximum of 12 weeks of unpaid leave during a 12-month period if you work for an employer who has had at least 50 employees during the current or preceding year, you have worked for the employer for at least 12 months, and you have worked at least 1,250 hours in the 12-month period before the leave starts. You must also work at a particular work site where there are at least 50 employees within a 75-mile radius. During the leave, the employer must continue to provide group health benefits on the same basis that such benefits are provided when you are at work. The employer must also restore you to the same or an equivalent position when you are ready to return to work. Leave may be taken for the birth and care of a new child, for placement for adoption or foster care of a child with you, to care for your spouse, child, or a parent who has a serious health condition, or if you must be absent due to your serious health condition. You may elect or the employer may require you to use accrued paid leave during such periods. FMLA leave may also run concurrently with workers' compensation leave or leave covered by short- or long-term disability policies. Employers may not refuse leave, interfere with use of leave, or in any way discriminate against someone who has used leave. **The FMLA protects men and women equally and is enforced by the U.S. Department of Labor.** The federal law does not supersede more generous provisions included in state laws, collective bargaining agreements, or employers' policies. Any less generous provision in such laws, agreements, or policies are, however, superseded by FMLA provisions.

If you feel that your rights under family or medical leave have been violated, you may file a complaint with the local office of the **Wage and Hour Division of the Department of Labor** or you may initiate private action. The address and telephone number of local offices can be found in telephone directories for large cities under **U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division**. If you cannot locate this information, contact the regional office of the Wage and Hour Division listed on page 64 or headquarters listed below.

If you file a complaint with the Wage and Hour Division, the Division will attempt to resolve your complaint administratively by contacting your employer on your behalf. If these efforts fail, the Division may attempt to litigate on your behalf, depending on the

facts and circumstances. If you elect private legal action, the Division will not participate. To file a complaint or for more information on FMLA, contact:

**U.S. Department of Labor  
Employment Standards Administration  
Wage and Hour Division  
Francis Perkins Building  
200 Constitution Avenue, NW  
Washington, DC 20210  
1-866-4-USA-DOL  
TTY: (877) 889-5629  
[www.dol.gov](http://www.dol.gov)**

## **IMMIGRATION STATUS**

If you are an employee hired after November 6, 1986, your employer must be able to prove that you are legally authorized to work in the United States and will ask you to present documentation showing that you have work authorization. However, an employer cannot single you out to require employment verification because you are of a particular national origin group or you appear not to be a citizen. Neither can an employer require that you be a U.S. citizen, or generally give those who are U.S. citizens a preference in hiring or employment opportunities, unless there are legal or contractual requirements that mandate he or she do so. It is illegal for an employer to discriminate against legal aliens merely because they look like noncitizens or in fact are not citizens or because they have a particular type of work authorization.

Under immigration law, individuals who charge discrimination on the basis of national origin against employers with 4 to 14 employees or on the basis of citizenship status against employers with fewer employees should file a complaint within 180 days of the date of the alleged unfair immigration-related employment practice with the **Office of Special Counsel for Immigration Related Unfair Employment Practices** in the Department of Justice.

For more information about immigrants' employment rights, contact:

**U.S. Department of Justice  
Office of Special Counsel  
for Immigration Related Unfair Employment Practices  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 616-5594  
Employer hot line: (800) 255-8155  
Employee hot line: (800) 255-7688  
Fax: (202) 616-5509  
[www.usdoj.gov/crt/osc](http://www.usdoj.gov/crt/osc)**

The **Equal Employment Opportunity Commission (EEOC)** is the agency of the federal government with the mission of protecting you from job discrimination. If you think you have been discriminated against because of race, color, sex, religion, national origin, age, or disability:

- by an **employer** in being hired or tested for a job, in being promoted or fired, in work opportunities or conditions, in pay or benefits, or in apprenticeship or training programs;
- by a **labor union** in its apprenticeship or training programs, hiring hall procedures, or membership requirements; or
- by an **employment agency**, including state employment services, in its job testing, referrals, or fees;

write or phone the nearest office of **EEOC** listed on page 66. The office will give you instructions and forms for filing a charge.

Charges must be filed within 180 or 300 days of the discriminatory act. In states or localities without an antidiscrimination law, charges must be filed with EEOC within 180 days of the discriminatory act. In states or localities where there is an antidiscrimination law and an agency authorized to grant or seek relief, charges must be filed with EEOC within 300 days of the discriminatory act. The local EEOC office can tell you what procedures and time limits apply to your charge.

Although EEOC prefers that its forms be used, it will accept a complaint filed in the form of a letter containing your name and address and that of the employer, union, or employment office you think has discriminated. You must date the letter and briefly explain what the discriminatory act was and when it occurred.

Contact one of the district offices of EEOC listed on page 66 or EEOC headquarters:

**Equal Employment Opportunity Commission**  
**131 M Street, NE**  
**Washington, DC 20507**  
**To file charges or reach a field office: (800) 669-4000**  
**Information and publication center: (800) 669-3362**  
**(202) 663-4900**  
**TTY: (202) 663-4494**  
**TTY: (800) 669-6820**  
**[www.eeoc.gov](http://www.eeoc.gov)**

If EEOC does not act within 180 days of the filing of your complaint, you may request a right-to-sue letter from EEOC and file a private lawsuit in federal district court. You have only 90 days to file a lawsuit after you receive a right-to-sue letter. If the discrimination complaint deals with equal pay, you do not have to file a charge with EEOC before filing a lawsuit. The Department of Justice (DOJ) is responsible for employment discrimination litigation involving state and local governments. The EEOC will refer requests for right-to-sue letters involving public employers to DOJ, which will issue the letter.

A presidential order (Executive Order 11,246) also forbids employment discrimination on the basis of race, color, national origin, sex, or religion by companies that hold contracts or subcontracts with the federal government and by firms working on construction projects that receive federal funds. In addition, the Rehabilitation Act of 1973, as amended, forbids employment discrimination on the basis of disability by companies that hold contracts or subcontracts with the federal government. Employers holding contracts or subcontracts with the federal government are also barred from discriminating against qualified disabled veterans and veterans of the Vietnam era. If you think an employer who has discriminated against you holds a contract with a federal agency, contact the **Office of Federal Contract Compliance Programs (OFCCP), Department of Labor**, listed below, or one of the OFCCP regional offices listed on page 62.

**U.S. Department of Labor**  
**Employment Standards Administration**  
**Office of Federal Contract Compliance Programs**  
**200 Constitution Avenue, NW, Room C3310**  
**Washington, DC 20210**  
**1-866-4-USA-DOL**  
**Fax: (877) 889-5627**  
**[www.dol.gov](http://www.dol.gov)**

Complaints must be filed within 180 days of the date of the alleged discrimination, unless an OFCCP director extends it for a good reason. If you are disabled or a Vietnam-era veteran, you must file within 300 days, unless filing is extended for good cause. If your

complaint is an individual complaint of discrimination against an employer, it will most likely be referred to EEOC. If it is one of systemic discrimination or if there are several complaints, or if many other persons are also affected by a pattern and practice of discrimination, the Labor Department will generally take the lead in processing the complaint.

OFCCP also has an ombudsperson who receives and investigates complaints made by individuals alleging abuse by OFCCP staff in processing discrimination complaints or conducting compliance reviews. The ombudsperson can be reached by telephone on **(303) 844-1210** or by fax at **(303) 844-1213**.

If you are a federal employee, or an applicant for federal employment, and think you have been discriminated against, contact the equal employment director of the agency involved within 45 days of the alleged discrimination. That person will provide information about filing a complaint. If the agency rules against you, you should ask the equal employment director what appeal rights you have and what the time limits are for filing an appeal.

If your complaint concerns an action that may be appealed to the **Merit Systems Protection Board (MSPB)**, such as being fired, you must include the discrimination issues as part of your appeal to MSPB, which must be filed within 30 calendar days of the effective date of the action, or within 30 calendar days after the date of receipt of the agency's decision whichever is later, or you must raise these issues separately in your agency's EEO administrative process. The EEO administrative process differs when a personnel action can be appealed to MSPB and when it cannot; therefore, you must request your EEO counselor to provide you with information about the differences. The MSPB complaint forms can be obtained from your agency, the regional office of the Merit Systems Protection Board listed on page 75, or the Office of the Clerk of MSPB by writing to:

**U.S. Merit Systems Protection Board**  
**Clerk of the Board**  
**1615 M Street, NW**  
**Washington, DC 20419**  
**(202) 653-7200**  
**(800) 209-8960**  
**TTY: (202) 653-8896**  
**Fax: (202) 653-7130**  
**[www.mspb.gov](http://www.mspb.gov)**

If you are a federal employee entitled to use a negotiated grievance procedure that covers the alleged discrimination, you may elect to file a grievance pursuant to the negotiated



procedure in your collective bargaining agreement or to file an EEO complaint, but not both.

It is a prohibited personnel practice to discriminate against a federal employee or an applicant for federal employment on the basis of race, color, national origin, religion, sex, age, disability, marital status, or political affiliation. Though the **Office of Special Counsel** generally defers to an agency's EEO program, you may file a discrimination complaint with:

**U.S. Office of Special Counsel  
Complaints Examining Unit  
1730 M Street, NW, Suite 218  
Washington, DC 20036-4505  
Public Information: (202) 653-7984  
(202) 254-3670  
(800) 872-9855  
TTY: (800) 877-8339  
[www.osc.gov](http://www.osc.gov)**

If you are an employee of a **state or local government**, an employment discrimination complaint on the basis of race, color, national origin, religion, sex, disability, or age may be filed with EEOC. EEOC may defer resolution of your complaint to the state or local fair employment practices agency depending on the terms of a particular work-sharing agreement. The **Employment Litigation Section of the Civil Rights Division of the Department of Justice** sues state and local government employers who discriminate in employment on the grounds of race, national origin, sex, or religion. EEOC will refer such cases and disability cases in which it appears that discrimination has occurred to the Department of Justice for litigation consideration, if conciliation has failed. If you think you have been discriminated against by a state or local government and wish to file a charge, write to the **Equal Employment Opportunity Commission** (listed on page 15).

EEOC may sue the state or local government in cases involving age discrimination and sex-based pay discrimination.

If you think you have been discriminated against by a state employment service (although its actions are also covered by EEOC), unemployment benefits office, or by Comprehensive Employment and Training Act (CETA) job-training or public service employment programs, write to the appropriate regional office of the **Department of Labor**. For addresses, see page 62. If you think you have been discriminated against by an apprenticeship program registered with the Department of Labor or a state apprenticeship agency, write to:

**U.S. Department of Labor  
Employment and Training Administration  
Bureau of Apprenticeship and Training  
200 Constitution Avenue, NW, Room N-4649  
Washington, DC 20210  
(202) 693-2796  
Fax: (202) 693-3799  
www.doleta.gov**

If you think you have been discriminated against by a job-training center that receives federal assistance, write to the appropriate federal agency. For example, the Department of Veterans Affairs can act if it pays benefits for any veteran enrolled at the school, or otherwise assists the school, even if the person discriminated against is not a veteran.

If you think you have been discriminated against by a criminal justice agency that is receiving federal funds from the **Office of Justice Programs**, you may write to:

**U.S. Department of Justice  
Office of Justice Programs  
Office for Civil Rights  
810 7<sup>th</sup> Street, NW  
Washington, DC 20531  
(202) 307-0690  
TTY: (202) 307-2027  
Fax: (202) 616-9865**

Complaints of employment discrimination on the basis of disability by law enforcement agencies that receive Department of Justice funds may also be sent to:

**U.S. Department of Justice  
Civil Rights Division  
Disability Rights Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 307-0663  
(800) 514-0301  
TTY: (800) 514-0383  
Fax: (202) 307-1197  
www.usdoj.gov/crt/ada**

Numerous other federal agencies, such as the Department of Agriculture, the Federal Communications Commission, the Treasury Department, the Securities and Exchange Commission, and the Environmental Protection Agency, enforce statutes that contain prohibitions against discrimination by particular groups of employers. In almost all cases,

EEOC also has jurisdiction. An individual's rights and remedies may differ from agency to agency. It may be to your advantage to contact all involved agencies you think may enforce laws covering your situation so that you can make an informed decision as to the most appropriate agency with which to file a complaint.

EEOC is responsible for coordinating federal enforcement of laws against employment discrimination. In addition, its Office of Equal Employment Opportunity works with all federal agencies in developing more effective procedures and uniform standards for handling complaints and ensuring compliance with employment discrimination laws. If you believe a complaint filed with another agency has not been properly handled, you should write to:

**Equal Employment Opportunity Commission**  
**Office of Equal Employment Opportunity**  
**131 M Street, NE**  
**Washington, DC 20507**  
**(202) 663-4900**  
**Fax: (202) 663-7003**  
**[www.eeoc.gov](http://www.eeoc.gov)**

Information on all EEOC-enforced laws may be obtained by calling **toll-free 1-800-669-EEOC**. EEOC's **toll-free TTY number is (800) 800-3302**. For other information, call the Office of Equal Opportunity at **(202) 663-4395 (voice)** or **(202) 663-4399 (TTY)** or write to:

**Equal Employment Opportunity Commission**  
**Office of Communications and Legislative Affairs**  
**131 M Street, NE**  
**Washington, DC 20507**  
**(202) 663-4900**  
**TTY: (202) 663-4494**  
**Fax: (202) 663-4912**  
**[www.eeoc.gov](http://www.eeoc.gov)**

## **Federally Assisted Programs**

Discrimination on the basis of race, color, national origin, age, or disability in federally assisted programs is prohibited. This prohibition applies to recipients of federal assistance and subrecipients. Discrimination on the basis of sex or religion is also prohibited in some federally assisted programs. Discrimination on the basis of sex is prohibited in all federally-assisted education programs.

In addition, recipients of federal funds are required to provide linguistic accessibility to individuals with limited English proficiency (LEP), such as translation services and written notice informing them of their rights.

Laws barring discrimination because of race, color, national origin, or disability in federally assisted programs cover benefits and services provided by the program. As a result, recipients of federal assistance may not discriminate to:

- deny an individual service, aid, or benefits;
- provide only inferior or discriminatory service, aid, or benefits;
- subject an individual to segregation or different treatment in relation to aid, service, or benefits;
- restrict or discourage individuals in their access to and usage of facilities;
- treat an individual differently in regard to eligibility for programs or services;
- use criteria that would impair accomplishment of the program's objectives or that would subject individuals to discrimination; or
- deny an individual access to any program or activity that is conducted in a facility constructed wholly or partly with federal funds.

Laws barring discrimination in federally assisted programs usually do not cover employment by the program, unless: (1) a main purpose of the operation is to provide employment; (2) discrimination in employment could cause discrimination in benefits or services; or (3) an allegation of disability discrimination is made.

In the event that employment is covered, you should file such a complaint with the federal agency funding the program. Also, job discrimination is covered by other laws, and complaints should also be filed as described in the employment section of this publication. See page 14.

Laws barring discrimination in federally assisted programs are normally enforced by the agency that provides the assistance. If a recipient of federal funds is found to be discriminating and refuses to come into compliance with the law, the federal agency may terminate the funding to that recipient or refer the case to the Department of Justice for possible litigation.

Complaints alleging discrimination in federally assisted programs should generally be filed with the appropriate federal agency within 180 days of the alleged discriminatory act. However, some agencies allow more time to file a complaint, while others allow as few as 90 days. You should check with the appropriate agency as quickly as possible if you believe you have been discriminated against. If you do not know which federal agency funds the program, but you believe it probably receives federal assistance, you

may file with the **Coordination and Compliance Section of the Department of Justice** (see page 35). That office will refer your complaint to the appropriate federal agency.

Information on where to file complaints about federally-assisted education, employment, housing, and law enforcement programs is contained in other sections of chapter 3. Programs in agriculture, health and welfare, recreation, transportation, environmental control, and other fields are covered in this section.

## **DEPARTMENT OF AGRICULTURE**

The Department of Agriculture handles complaints alleging discrimination in **agricultural and rural programs**. Some complaints that should be filed with the Department of Agriculture are:

- discrimination in **Extension Programs**, such as in 4-H club participation;
- discrimination in the **Supplemental Nutrition (Food Stamp) Program**, such as discrimination in distribution of food stamp benefits;
- discrimination in the **Rural Rental Housing Program**, such as biased eviction from a rural rental housing (apartment-style) complex because of lease violations; and
- discrimination in **Rural Utility Programs**, such as in providing telephone, electric, or waste water facilities.

All of these programs are covered by laws or regulations prohibiting discrimination based on race, national origin, color, age, or disability. Housing programs are also covered by laws or regulations that prohibit discrimination based on marital/family status and religion.

If you believe you have been discriminated against by one of the above programs or by any other program that receives assistance from the Department of Agriculture, send your complaint to:

**U.S. Department of Agriculture  
Director, Office of Adjudication and Compliance  
1400 Independence Avenue, SW  
Washington, DC 20250-9410  
(202) 260-1026  
TDD: (202) 720-2600  
Fax: (202) 690-9410  
[www.usda.gov/cr](http://www.usda.gov/cr)**

## **DEPARTMENT OF ENERGY**

To conserve needed energy and aid those persons least able to afford higher utility costs, the **Department of Energy's** weatherization assistance program makes funds available to states, local governments, community action agencies, and, in certain instances, Native American tribal organizations to insulate the dwellings of low-income persons, especially the elderly and disabled. All low-income households are eligible to receive this assistance, which includes the making of furnace efficiency modifications and the installation of weatherization materials such as ceiling insulation, caulking, weather stripping, and storm windows.

If you think you have been discriminated against by a state or local government or by a community action agency in trying to get assistance under the weatherization program, write to:

**U.S. Department of Energy  
Office of Civil Rights  
1000 Independence Avenue, SW, Room 5B168  
Washington, DC 20585  
(202) 586-2218  
Fax: (202) 586-3075  
www.doe.gov**

## **ENVIRONMENTAL PROTECTION AGENCY**

The **Environmental Protection Agency** provides financial assistance to state and local governments, tribal governments, and local education programs (this means any educational program or activity, not only those conducted by a formal educational institution) that deal, among others, with:

- pollution control and prevention;
- the development of municipal wastewater treatment facilities;
- the removal of asbestos from schools; or
- hazardous waste site identification, health risk assessment, and cleanup.

Allegations that residents of predominantly minority and low-income communities bear a disproportionate share of environmentally related health risks are investigated by the agency's external compliance program, which is managed in collaboration with the agency's **Office of Environmental Justice**.

If you think that you have been discriminated against in programs funded by the EPA write to:

**U.S. Environmental Protection Agency**  
**Office of Civil Rights**  
**1200 Pennsylvania Avenue, NW, Room 1201A**  
**Washington, DC 20460**  
**(202) 564-7272**  
**Fax: (202) 501-1836**  
**[www.epa.gov](http://www.epa.gov)**

## **DEPARTMENT OF HEALTH AND HUMAN SERVICES**

Many institutions and people receive funding from the **Department of Health and Human Services (HHS)**. Among them are:

- hospitals;
- nursing homes and extended care facilities;
- family health centers and clinics;
- alcohol and drug treatment centers;
- community mental health centers;
- physicians and other health professionals in private practice with patients assisted by Medicaid;
- state agencies responsible for administering health care;
- state and local public assistance agencies;
- day care centers;
- adoption agencies;
- foster care homes;
- senior citizen centers; and
- nutrition programs.

If you think you have been discriminated against by an entity that receives funds from **HHS**, send the complaint to a Regional Manager of the Office for Civil Rights listed on page 57 or to:

**U.S. Department of Health and Human Services**  
**Director, Office for Civil Rights**  
**200 Independence Avenue, SW, Room 509F**  
**Washington, DC 20201**  
**(202) 619-0403**  
**(800) 368-1019**  
**TTY toll-free: (800) 537-7697**  
**Fax: (202) 205-8935**  
**[www.hhs.gov/ocr](http://www.hhs.gov/ocr)**

## **DEPARTMENT OF THE INTERIOR**

The **Department of the Interior** provides funding for natural resource, recreation, and wildlife programs. Through its **National Park Service**, the Department provides funds to:

- states for park acquisition and outdoor public recreation projects;
- states to expand the National Register of Historic Places and for the identification, evaluation, and protection of historic properties;
- the National Trust for Historic Preservation for its activities; and
- eligible cities and counties for the rehabilitation of recreation areas and facilities, demonstration of innovative approaches to park management and recreation opportunities, and for recreation planning.

If you think that you have, or your community has been discriminated against in the receipt of any of these National Park Service funds, contact:

**U.S. Department of the Interior**  
**National Park Service**  
**Office of Equal Opportunity**  
**1201 I Street, NW**  
**Washington, DC 20005**  
**(202) 354-1852**  
**Fax: (202) 321-1449**  
**[www.doi.gov](http://www.doi.gov)**



The **Fish and Wildlife Service** provides federal financial assistance for:

- projects aimed at restoring and managing the sport fish population or improving sport fishing; and
- state fish and wildlife agencies to restore or manage wildlife populations and for hunter-safety programs.

If you think you have, or your community has been discriminated against in Fish and Wildlife Service programs, write to:

**U.S. Department of the Interior**  
**Fish and Wildlife Programs**  
**Federally Assisted and Conducted Programs**  
**Webb Building**  
**4040 North Fairfax Drive, Room 300**  
**Arlington, VA 22203**  
**(703) 358-2558**  
**TTY: (703) 358-2549**  
**Fax: (703) 358-1837**

Complaints regarding all other programs funded by the Department of the Interior should be sent to:

**U.S. Department of the Interior**  
**Office of Civil Rights**  
**Interior Building**  
**1849 C Street, NW, Room MS5214**  
**Washington, DC 20240**  
**(202) 208-5693**  
**TTY: (202) 208-5998**  
**Fax: (202) 208-6112**

## **DEPARTMENT OF TRANSPORTATION**

Programs funded by the **Department of Transportation (DOT)** are prohibited from discriminating on the bases of race, color, national origin, sex, disability, age, and low-income status. If you believe that an entity which receives funds from DOT, or an entity involved in transportation under the Americans with Disabilities Act, is discriminating in providing or denying a service, write to:

**U.S. Department of Transportation  
Departmental Office of Civil Rights  
1200 New Jersey Avenue, SE  
Room W35-208  
Washington, DC 20590  
(202) 366-4648  
TTY: (800) 676-3779  
Fax: (202) 366-7717  
[www.dot.gov/ost/docr](http://www.dot.gov/ost/docr)**

You may also write to the appropriate operating administration's Office of Civil Rights listed below.

For highways, curb cuts, parking for people with disabilities, write to:

**Federal Highway Administration  
Office of Civil Rights  
1200 New Jersey Avenue, SE  
Room E81-314  
Washington, DC 20590  
(202) 366-0693  
TTY: (202) 366-5132  
Fax: (202) 366-1599  
[www.dot.gov](http://www.dot.gov)**

For railroads and AMTRAK, write to:

**Federal Railroad Administration  
Office of Civil Rights, ROA-10  
1200 New Jersey Avenue, SE  
Washington, DC 20590  
(202) 493-6012  
TTY: (202) 493-6488  
Fax: (202) 493-6481**

For public surface transportation such as buses, paratransit vehicles, and subways, write to:

**Federal Transit Administration  
Office of Civil Rights  
1200 New Jersey Avenue, SE, Stop3/E54-427  
Washington, DC 20590  
(202) 366-4018  
TDD: (202) 366-0153  
TTY: (800) 877-8339  
Fax: 202-366-3475  
[www.fta.dot.gov/index.html](http://www.fta.dot.gov/index.html)**

For airline disputes, write to:

**Aviation Consumer Protection Division  
Office of Aviation Enforcement Proceedings, C-75  
1200 New Jersey Avenue, SW  
Washington, DC 20590  
(202) 366-2220  
TTY: (202) 366-0511  
[www.airconsumer.ost.dot.gov](http://www.airconsumer.ost.dot.gov)**

For businesses serving the public on airport property, write to:

**Federal Aviation Administration  
Assistant Administrator for Civil Rights, ACR-1  
800 Independence Avenue, SW, Room 1030  
Washington, DC 20591  
(202) 267-3254  
Fax: (202) 267-5565  
[www.dot.gov](http://www.dot.gov)**

For driver's licensing and motor vehicle bureaus, write to:

**National Highway Traffic Safety Administration  
Office of Civil Rights, NOA-20  
1200 New Jersey Avenue, SE, Room W43-324  
Washington, DC 20590  
(202) 366-6795  
TTY: (800) 877-0996  
Fax: (202) 366-3475  
[www.dot.gov](http://www.dot.gov)**

For ports, ships, and their certification and licensing, write to:

**U.S. Coast Guard  
Office of Civil Rights, G-H  
2100 Second Street, SW, Room 2400  
Washington, DC 20593  
(202) 372-4500  
www.uscg.mil**

If you think you have been discriminated against by a program operated under a community development grant, write to the appropriate area office of the **Department of Housing and Urban Development** listed in your telephone book. You may also call one of the telephone numbers listed on page 10.

If you think you have been discriminated against by the **National Guard**, the **Civilian Health and Medical Programs of the Uniformed Services (CHAMPUS)**, or by another defense program, such as a program of the **U.S. Army Corps of Engineers** or of the **Defense Civil Preparedness Agency**, write to:

**U.S. Department of Defense  
Assistant Secretary of Defense, Diversity Management and Equal Opportunity  
4800 Mark Center Drive  
Alexandria, VA 22311  
(571) 372-0864  
Fax: (571) 372-0826  
www.dtic.mil**

If you think you have been discriminated against by any program funded or assisted by the **Department of Commerce**, write to:

**U.S. Department of Commerce  
Office of Civil Rights  
Herbert C. Hoover Building  
14th Street and Constitution Avenue, NW, Room 6012  
Washington, DC 20230  
(202) 482-5691  
TTY: (202) 482-5691  
TTY: (800) 877-8339  
Fax: (202) 482-5375  
www.osec.doc.gov/ocr**

If you think you have been discriminated against by a company that receives or dispenses **Small Business Administration** funds, write to:

**U.S. Small Business Administration  
Equal Employment Opportunity and Civil Rights Compliance  
409 Third Street, SW, Suite 4600  
Washington, DC 20416  
(202) 205-6750  
Fax: (202) 205-7580  
www.sba.gov**

Direct discrimination by a federal agency in awarding grants to community organizations, governments, or others is not necessarily barred by federal statutes. However, it is prohibited by the U.S. Constitution. Complaints should be filed with the agency responsible for the discriminatory act; if that agency does not act, you may have to file a lawsuit to protect your rights.

The Federal Coordination and Compliance Section (formerly known as the Coordination and Review Section) of the Civil Rights Division of the Department of Justice serves as the coordinator of enforcement by federal agencies of all statutes that prohibit discrimination in programs that receive federal financial assistance. If you think you have been discriminated against by an agency that receives federal assistance and you don't know which agency to contact, write to the Coordination and Review Section at the address below:

**U.S. Department of Justice  
Civil Rights Division  
Federal Coordination and Compliance Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 307-2222  
TTY: (202) 307-2678  
Fax: (202) 307-0595  
www.usdoj.gov/crt/cor/index.htm**

## **Hate Crimes/Campus Anti-Semitism**

Hate crimes are criminal offenses committed against persons, property, or society motivated by prejudice or bias against an individual's or group's race, religion, disability, sexual orientation or national origin.

For instance, serious incidents of campus anti-Semitism have occurred on campuses around the nation, including threats of violence that may be conveyed through swastikas painted on walls, destruction of property, and physical and verbal assaults. Federal law prohibits the use of force or threat of force to interfere with a person engaging in various

federally-protected activities, including attending a public college or university, on the basis of race, color, religion, or national origin.

If you think you have been the victim of a hate crime, contact:

**U.S. Department of Justice  
Civil Rights Division  
Criminal Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-3204  
Fax: (202) 514-8336**

You may also report such crimes to your area Federal Bureau of Investigation (FBI).

## **Housing**

Discrimination in the sale or rental of housing on the basis of race, color, national origin, religion, sex, disability, or family status (having children) is illegal. On such a basis, it is illegal to:

- refuse to rent or sell housing;
- refuse to negotiate for housing;
- make housing unavailable;
- deny housing;
- set different terms, conditions, or privileges for the sale or rental of a dwelling, or provide different services or facilities in connection with the sale or rental;
- falsely deny that housing is available for inspection, sale, or rental;
- engage in blockbusting practices by persuading owners to sell or rent by telling them that minorities are moving into a neighborhood;
- deny anyone access to or membership in a facility or service related to the sale or rental of housing, such as membership in multiple listing services or real estate brokers' organizations;
- make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisement indicating any preference, limitation, or discrimination with respect to the sale or rental of a dwelling;
- discriminate in the making or purchasing of loans or providing other financial services for a dwelling, including making available property insurance;

- discriminate in the appraising of residential property; or
- refuse to permit reasonable alterations to make a dwelling accessible for disabled tenants, or to provide reasonable accommodations for equal opportunity to enjoy the dwelling.

If you think you have been discriminated against:

- in trying to buy or rent a house or apartment,
- in getting a housing loan (see also the section on Credit),
- in seeking real estate broker services, or

if you wish to complain about advertisements that say housing is available only to persons of a certain race, color, national origin, sex, or religion, you may file a complaint with the nearest **Fair Housing Enforcement Center of the Department of Housing and Urban Development (HUD)** listed on page 59, or with:

**U.S. Department of Housing and Urban Development  
Office of Fair Housing and Equal Opportunity  
451 Seventh Street, SW, Room 5204  
Washington, DC 20410-2000  
(202) 619-8041  
Hot line: (800) 669-9777, (202) 708-0836  
TTY: (800) 927-9275  
Fax: (202) 708-1425  
[www.hud.gov](http://www.hud.gov)**

For more information about how to file a complaint or to obtain forms, call the Fair Housing Clearinghouse at **(800) 343-3442**.

You may file a lawsuit, at your expense, in federal district court or state court. You may bring suit even after filing a complaint, if you have not signed a conciliation agreement and an administrative law judge has not started a hearing. You must file suit within two (2) years of the alleged discriminatory action.

Finally, you may file a complaint with the U.S. Department of Justice, which may step in if a pattern or practice of discrimination appears to exist, or if the denial of rights to a group of persons raises an important public issue. Send the complaint to:

**U.S. Department of Justice  
Civil Rights Division  
Housing and Civil Enforcement Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-4713  
Fax: (202) 514-1116  
www.usdoj.gov**

If you think you have been discriminated against in seeking **real estate broker services**, where such services include credit referral, you should also send a complaint to:

**Federal Trade Commission  
Bureau of Consumer Protection  
FTC Building  
600 Pennsylvania Avenue, NW  
Washington, DC 20580  
(202) 326-2222  
TTY: (202) 326-2050  
Fax: (202) 326-2050  
www.ftc.gov**

Neither HUD nor the Justice Department has authority to act in some instances of discrimination, such as those that occur in the sale or rental of a single-family home by a private individual who owns three or fewer such units and does not advertise or use a broker, or in the rental of a room or apartment in a dwelling containing four or fewer units, if the owner lives in one of them.

## **Law Enforcement**

Federal criminal civil rights law prohibits law enforcement agents from conspiring to interfere with federally protected rights, depriving rights under “Color of Law,” or using or conspiring to use force, or threat of force, to interfere with the free exercise of your civil rights.



To report criminal activities that constitute violations of civil rights, contact:

**U.S. Department of Justice  
Civil Rights Division  
Criminal Section, PHB  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-3204  
Fax: (202) 514-8336  
[www.usdoj.gov](http://www.usdoj.gov)**

If you have a complaint of police brutality or abuse of your rights by the police or other public officials, contact the nearest office of the **Federal Bureau of Investigation (FBI)**, listed in the front of your telephone directory under “police,” or write to the **Department of Justice** at the address above.

An individual who believes that a law enforcement agency receiving Department of Justice assistance, such as a police or sheriff’s department, jail, state police, or corrections system, is discriminating on the basis of race, color, national origin, religion, sex, or age may file a complaint with:

**U.S. Department of Justice  
Civil Rights Division  
Federal Coordination and Compliance Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 307-2222  
TTY: (88) 848-5306  
Fax: (202) 307-0595  
[www.usdoj.gov/crt/cor/index.htm](http://www.usdoj.gov/crt/cor/index.htm)**

or

**U.S. Department of Justice  
Office of Justice Programs  
Office for Civil Rights  
810 Seventh Street, NW, Room 8124  
Washington, DC 20531  
(202) 307-0690  
TTY: (202) 307-2027  
Fax: (202) 616-9865  
[www.ojp.usdoj.gov/ocr](http://www.ojp.usdoj.gov/ocr)**

Complaints of discrimination on the basis of disability by law enforcement agencies may also be sent to:

**U.S. Department of Justice  
Civil Rights Division  
Disability Rights Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 307-2227  
(800) 514-0301  
TTY: (800) 514-0383  
Fax: (202) 307-1198**

## **PRISONERS**

The constitutional rights of inmates are very limited. Prisoners' rights that are protected are:

- a right to be free from cruel and unusual punishment, which is usually construed to mean the infliction of unnecessary and unrestricted pain; and
- a right to exercise religious beliefs. Prisoners must be allowed the opportunity to pray and to meet with other inmates to worship within a group. Even individuals in disciplinary detention are entitled to pray and read religious texts.

Also, the Equal Protection Clause of the 14th Amendment to the Constitution requires that the conditions of women's prisons be equal to the conditions under which male prisoners are held, and vice versa.

If you are confined to a **Federal Bureau of Prisons** institution and believe you have been discriminated against by the institution, you should file a formal written complaint at the institution within **20 calendar days** of the incident. Extensions of time will be granted where there is a valid reason for the delay. You should follow the internal grievance procedure unless you think that your complaint is such that you might be adversely affected if the nature of the complaint became known within the institution, in which case you may file the complaint with the appropriate Regional Director of the Bureau of Prisons (for addresses, see page 52). Your complaint should include an explanation of why you have chosen to file with the Regional Director. If the complaint alleges that your health or welfare is immediately threatened, the warden must respond through the regional office within 48 hours of receiving the complaint.

If you are confined to a **non-federal institution** and want to file a complaint about conditions or practices of the institution, follow the internal grievance procedure of the institution. In some prison systems, it is necessary to file an institutional grievance before filing suit in federal court.

Under the Civil Rights of Institutionalized Persons Act, the Attorney General is authorized to file suit on behalf of inmates at a given institution to redress systematic deprivations of inmates' constitutional rights. To file a complaint with the Attorney General, write to:

**U.S. Department of Justice  
Civil Rights Division  
Special Litigation Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-6255  
(877) 218-5228  
Fax: (202) 514-0212  
[www.usdoj.gov/crt/split/index.html](http://www.usdoj.gov/crt/split/index.html)**

Under the Americans with Disabilities Act (ADA), prisoners with disabilities, particularly prisoners with HIV, may have a right to participate in various services, programs, and activities. Complaints of discrimination under the ADA should be filed with the **Department of Justice** (for address, see page 24) within **180 days** of the alleged discriminatory act.

## **Public Accommodations and Facilities**

Federal law prohibits privately owned facilities that offer food, lodging, gasoline or entertainment to the public from discriminating on the basis of race, color, religion, or national origin. If you think that you have been discriminated against in using such a facility, you may file a complaint with the Civil Rights Division of the Department of Justice, or with the United States attorney in your area. You may also file suit in the U.S. district court.

In addition, the Americans with Disabilities Act prohibits discrimination on the basis of disability in a wide range of places of public accommodation, including facilities that offer lodging, food, entertainment, sales or rental services, health care and other professional services, or recreation. If you feel that a place of public accommodation has discriminated against you on the basis of your disability, you should follow the procedures addressed on page 4.

There are also state laws that broadly prohibit discrimination on the bases of race, color, religion, national origin, and disability in places of public accommodation. To determine whether your state has such a law, you should contact your state or local human rights agency, or your state attorney general's office.

Public facilities such as courthouses, jails, hospitals, parks, and other facilities owned and operated by state and local government entities cannot discriminate in their services because of race, color, religion, national origin, or disability. If you think a public facility has discriminated against you because of race, color, religion, or national origin, you may file suit in the U.S. district court or file a complaint with the nearest U.S. Attorney's Office (see page80).

People with disabilities cannot be discriminated against or excluded from services, programs, or activities offered by state or local governments. All public transportation systems must be accessible to people with disabilities, regardless of whether the system receives federal financial assistance.

State and local governments must eliminate any eligibility criteria for participation in programs, activities, and services that screen out or tend to screen out persons with disabilities, unless the government can establish that the requirements are necessary for the provision of the service, program, or activity. In addition, public facilities must ensure that individuals with disabilities are not excluded from services, programs, or activities because buildings are inaccessible.

State and local agencies that provide emergency telephone services must provide "direct access" to individuals who rely on TTY or computer modems for telephone communication. Companies offering telephone services to the general public must offer telephone relay services to individuals who use TTYs or similar devices.

Intrastate complaints should be filed with that state. Interstate complaints should be filed with the Federal Communications Commission.

Discrimination complaints about public facilities (other than Architectural Barriers Act complaints) should be sent to:

- the federal agency that provides funding to the facility subject to the complaint;
- the federal agency designated to investigate complaints; or
- the Department of Justice.

Complaints may always be filed with the Civil Rights Division of the Department of Justice, which will refer your complaint to the appropriate agency.

Complaints regarding new construction of, or alterations to buildings or facilities funded by the federal government and subject to the Architectural Barriers Act of 1968 should be sent to:

**Architectural and Transportation Barriers Compliance Board**  
**Office of Compliance and Enforcement**  
**1331 F Street, NW, Suite 1000**  
**Washington, DC 20004-1111**  
**(202) 272-0800**  
**(800) 872-2253**  
**TTY: (202) 272-0082**  
**TTY: (800) 993-2822**  
**Fax: (202) 272-0081**  
**[www.access-board.gov](http://www.access-board.gov)**

The **Disability Rights Section** of the Civil Rights Division of the U.S. Department of Justice handles complaints of discrimination based on disability in places of public accommodation, including all hotels, restaurants, retail stores, theaters, health care facilities, convention centers, parks, and places of recreation. To file a complaint of discrimination based on disability, call **(800) 514-0301** and send your complaint to:

**U.S. Department of Justice**  
**Civil Rights Division**  
**Disability Rights Section**  
**950 Pennsylvania Avenue, NW**  
**Washington, DC 20530**  
**(202) 307-2227**  
**TTY: (800) 514-0383**  
**Fax: (202) 307-1198**  
**[www.usdoj.gov](http://www.usdoj.gov)**

If the Disability Rights Section of the Civil Rights Division believes that there is a pattern or practice of discrimination, or the complaint raises an issue of general public importance, it may attempt to negotiate a settlement of the matter, or bring an action in U.S. district court. Any such action would be taken on behalf of the United States. You also have the option of filing your own lawsuit in U.S. district court.

## **Voting**

Federal laws prohibit discrimination in voting practices on the basis of race, color, previous condition of servitude, sex, disability, being a member of a language minority, or age if you are 18 years of age or older. The prohibition because of race or color is directed against the United States, state and local governments, and private organizations

such as political parties. Your right to vote in general interest elections cannot be restricted by classifications on grounds other than residence, age, and citizenship, unless the classification serves a compelling state interest. General interest elections involve the voting on important governmental functions, such as imposition of property or sales taxes, maintenance of streets, operation of schools (including school board elections), and providing of sanitation, health, or welfare services.

The imposition by a state or voting district of a voting qualification, a prerequisite for registration or voting, or some other standard, practice, or procedure based on race, color, or membership in a language minority group that results in a denial of your right to vote or to participate in the processes leading to a nomination or election is forbidden by federal laws. It is also forbidden to have as a prerequisite for voting that you demonstrate the ability to read, write, understand, or interpret any matter, demonstrate any educational achievement or knowledge of any particular subject, or possess good moral character. If you cannot read or write, voting officials are required to permit you to receive assistance from a person of your choice so that you can vote.

States may require you to provide some information, including identification information such as race, in order to determine your eligibility to vote and prevent voter fraud. A state may take away your right to vote if you are a convicted felon, but only as long as the purpose of the rule is not to disenfranchise you as a member of a minority group.

The federal government requires that a voter registration application be provided simultaneously with an application for, or renewal of, a driver's license or other personal identification document issued by a state motor vehicle authority. States are also required to provide registration materials by mail and in all public libraries, public schools, unemployment offices, Armed Forces recruitment offices, state offices that provide public assistance, and state-funded programs primarily engaged in providing services to those with disabilities.

A federal write-in absentee ballot is provided to overseas citizens who do not receive a regular ballot from a state or territory if the request was received at least 30 days before the election.

If you are a member of a language minority and unable to participate effectively in English language elections, your state or voting district must provide you with registration and voting notices, forms, instructions, assistance, and other materials and information relating to the electoral process, including ballots, in English and in your language if your county has been determined to satisfy criteria contained in the minority language provisions of the Voting Rights Act.

As a safeguard against discrimination, jurisdictions covered under the special provisions of the Voting Rights Act must seek approval from either the Attorney General or the U.S.

District Court for the District of Columbia before making changes in voting practices or procedures. Also, the Attorney General is authorized to request that federal observers be sent to such jurisdictions to monitor polling place activities on Election Day.

If you think you were discriminated against when you tried to vote or register to vote, immediately complain to local voting officials, and contact the nearest **United States Attorney's Office** (see page80) or write to the **Voting Section of the Civil Rights Division of the Department of Justice** at the address below. You should also complain if you were discriminated against in campaigning for office, or when you took part in a political meeting, signed up other voters, or served as an election official or poll watcher, or if you think a change in local voting laws has a discriminatory purpose or effect.

The Voting Section also safeguards the right to vote of the disabled and illiterate persons, overseas citizens, persons who change their residence shortly before a presidential election, and persons 18 or older discriminated against because of their age. The U.S. Attorney General may bring a civil action in federal district court to enforce your right to vote. As a private individual, you may also bring a civil action to remedy discriminatory behavior.

To file a voting complaint with the **Department of Justice**, write to:

**U.S. Department of Justice  
Civil Rights Division  
Voting Rights Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-4609  
Fax: (202) 307-3961  
TTY: (202) 514-0716  
[www.usdoj.gov/crt/crt-home.html](http://www.usdoj.gov/crt/crt-home.html)**



## 4. SPECIAL CIRCUMSTANCES

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### **Immigration-Related Employment Discrimination**

The Constitution protects, to some extent, people in the United States who are not citizens from arbitrary denial of rights.

Discrimination in employment, education, and social services are some areas of concern to noncitizens.

If you are discriminated against in employment based on citizenship or immigration status, you may file a complaint at the **Office of Special Counsel for Immigration Related Unfair Employment Practices** of the Department of Justice within 180 days of the discriminatory action if you are a:

- legal permanent resident who filed for citizenship within six (6) months of becoming eligible;
- legal temporary resident;
- refugee; or
- asylee.

You are also protected against national origin discrimination, a refusal to accept proper identity papers or a work authorization or both, or unlawful retaliation, as in hiring, recruitment, referral for a fee, or discharge.

Citizenship discrimination covers employers with four or more employees. If you are discriminated against based on nationality (place of birth, appearance, accent, or language), you should send a complaint to:

**U.S. Department of Justice  
Civil Rights Division  
Office of Special Counsel for  
Immigration Related Unfair Employment Practices  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 616-5594  
TTY: (800) 255-8155  
Employer hot line: (800) 255-8155  
Employee hot line: (800) 255-7688  
Fax: (202) 616-5509  
[www.usdoj.gov/crt/osc](http://www.usdoj.gov/crt/osc)**

The Office of Special Counsel handles cases of discrimination based on citizenship by employers with four or more employees, and national origin discrimination committed by employers with four to 14 employees. Citizenship discrimination complaints may also be sent to a district office of the **Equal Employment Opportunity Commission** listed on page 66. Lack of citizenship discrimination is not always a basis for a complaint of illegal discrimination (see page 19), since the hiring of illegal aliens is prohibited.

Recent changes in welfare and immigration laws have shifted the administration of need-based social programs and Medicaid to the states. These changes now allow states to withhold assistance from persons who are not citizens, subject to certain exemptions for refugees or asylees who have resided in the U.S. for five (5) years or less; aliens serving or who have served in the military (and their spouses and dependent children); and permanent legal residents who have worked lawfully in the U.S. for at least 10 years. In addition, the new laws make permanent legal residents ineligible to receive food stamps or SSI assistance, unless they have lawfully worked in the U.S. for at least 10 years.

To find out what benefits you may be eligible to receive, contact your state's Department of Human Services or the proper office of the **U.S. Department of Health and Human Services** listed on page 57.

Regardless of citizenship status, if you believe you or your child has been discriminated against by a public elementary or secondary school, you should contact the U.S. Department of Education listed on page 12.

## **Institutionalized Persons**

The Department of Justice protects your rights if you are an individual confined in certain institutions owned or operated by or on behalf of a state or local government. These institutions include facilities for the mentally ill and developmentally disabled, nursing homes for the elderly, prisons and jails, and detention halls for juveniles.

If you have a complaint, send it to:

**U.S. Department of Justice  
Civil Rights Division  
Special Litigation Section  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-6255  
(877) 218-5228  
Fax: (202) 514-6273**

If you are an individual confined to an institution owned or operated by the federal government and have a complaint concerning staff misconduct, contact:

**Federal Bureau of Prisons  
Office of Internal Affairs  
320 First Street, NW, Room 600  
Washington, DC 20534  
(202) 307-3286**

## **Military Personnel**

If you are in the **U.S. Navy** and have a discrimination complaint about an aspect of military life, it should be handled through the chain of command.

If you are in the **U.S. Army** or **Marine Corps**, discrimination complaints are handled through the chain of command and inspector general channels.

If you are in the **U.S. Air Force**, a discrimination complaint should first be taken up with your supervisor or commander. If it is not resolved to your satisfaction, you should contact the equal opportunity and treatment officer or the noncommissioned officer at your wing or base social actions office.

If you are in **any branch of the armed services** and are discriminated against in **off-base housing**, contact your post or base housing referral office. If the discriminatory act took place in the United States, you should also file a complaint with the Department of Housing and Urban Development (see page 36).

## **Native Americans**

Through the Indian Civil Rights Act of 1968 (ICRA), Congress statutorily imposed on tribal governments provisions similar to those found in the Bill of Rights. Commonly known as the Indian Bill of Rights, the ICRA provides protections similar, but not identical, to those provided by the U.S. Constitution.

Tribal forums are available to enforce rights created by the ICRA. Federal courts do not oversee tribal compliance with the ICRA, except in cases of habeas corpus.

The American Indian Religious Freedom Act declares that a lack of clear and adequate legal protection for the religious use of peyote by Indians might serve to stigmatize Indian tribes and cultures and increase the risk that they would be exposed to discriminatory treatment. On that basis, the act preserves Indians' rights to the sacramental use of peyote.

Likewise, a 1994 presidential memorandum recognizes the sacred place of eagle feathers in Native American culture and religious practices and provides easier access to scarce eagle carcasses and parts.

Civil rights laws passed by Congress protect all citizens, including Native Americans and non-Native Americans. Therefore, any Native American can bring a discrimination complaint if he or she suffers discrimination by the federal, state, or local governments, or individuals on account of race, color, creed, religion, sex, or national origin with respect to housing, employment, commercial transactions, or access to public accommodations.

If you think you have been discriminated against because you are a Native American, you should file a complaint with the appropriate agency listed in chapter 3 of this booklet. In addition, you should write to:

**U.S. Department of Justice  
Assistant Attorney General for Civil Rights  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
(202) 514-2151  
Fax: (202) 514-0293  
TTY: (202) 514-0216  
[www.usdoj.gov/crt](http://www.usdoj.gov/crt)**

For further information on Department of Justice and federal government activities affecting Native Americans contact:

**U.S. Department of Justice  
Office of Tribal Justice  
950 Pennsylvania Avenue, NW, Room 5634  
Washington, DC 20530  
(202) 514-8812  
Fax: (202) 514-9078  
[www.usdoj.gov/otj](http://www.usdoj.gov/otj)**

## 5. MORE HELP

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### Discrimination Law Guides

A Compilation of Civil Rights Laws may be obtained free from:

**U.S. Commission on Civil Rights  
Publications Office  
1331 Pennsylvania Avenue, NW, Suite 1150  
Washington, DC 20425  
(202) 376-8110  
(202) 376-8128  
TTY Relay: 711  
E-mail: [publications@usccr.gov](mailto:publications@usccr.gov)**

To obtain a comprehensive guide to the legal rights of prisoners, request *The Rights of Prisoners*, an American Civil Liberties Union handbook, by writing to:

**American Civil Liberties Union  
National Prisoners Oversight Project  
915 15th Street, NW, 7th Floor  
Washington, DC 20005  
(202) 393-4930**

### Legal Action

It may be necessary to bring a lawsuit to enforce your rights. However, if an administrative procedure has been set up to deal with a particular problem, such as employment discrimination, courts may require you to exhaust that process before a suit can be filed.

For legal assistance, you may contact your local legal aid society.

## **6. AGENCY REGIONAL, DISTRICT, OR LOCAL OFFICES**

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### **BUREAU OF PRISONS REGIONAL OFFICES**

**Address Complaints to: Regional Director**

#### **MID-ATLANTIC REGION**

**Areas Covered: Delaware, District of Columbia, Indiana, Kentucky, Maryland, Michigan, North Carolina, Ohio, South Carolina, Virginia, and West Virginia**

302 Sentinel Drive, Suite 200  
Annapolis Junction, MD 20701  
(301) 317-3100  
Fax: (301) 312-3115

#### **NORTH CENTRAL REGION**

**Areas Covered: Colorado, Illinois, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, and Wisconsin**

Gateway Complex, Inc.  
400 State Avenues, Suite 800  
Kansas City, KS 66101  
(913) 621-3939  
Fax: (913) 551-1125

#### **NORTHEAST REGION**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont**

U.S. Customs House  
Second and Chestnut Streets, 7th Floor  
Philadelphia, PA 19106  
(215) 521-7301  
Fax: (215) 521-7476

#### **SOUTH CENTRAL REGION**

**Areas Covered: Arkansas, Louisiana, New Mexico, Oklahoma, and Texas**

4211 Cedar Springs Road, Suite 300  
Dallas, TX 75219  
(972) 730-8600  
Fax: (972) 730-8809

**SOUTHEAST REGION**

**Areas Covered: Alabama, Florida, Georgia, Mississippi, Puerto Rico, South Carolina, and Virgin Islands**

3800 Camp Creek Parkway, SW, Building 2000  
Atlanta, GA 30331  
(678) 686-1200  
Fax: (678) 686-1229

**WESTERN REGION**

**Areas Covered: Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, and Wyoming**

7338 Shoreline Drive  
Stockton, CA 95219  
(209) 956-9700  
Fax: (925) 803-4802

**COMPTROLLER OF THE CURRENCY DISTRICT OFFICES**

**Address Complaints to: Compliance Manager**

**CENTRAL DISTRICT**

**Areas Covered: Illinois, Indiana, northeast and southeast Iowa, central Kentucky, Michigan, Minnesota, eastern Missouri, Ohio, and Wisconsin**

One Financial Plaza  
440 South LaSalle Street, Suite 2700  
Chicago, IL 60605  
(312) 360-8800  
TTY: (312) 360-8827

**NORTHEASTERN DISTRICT**

**Areas Covered: Connecticut, Delaware, District of Columbia, northeast Kentucky, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, Vermont, Virgin Islands, Virginia, and West Virginia**

340 Madison Avenue, 5<sup>th</sup> Floor  
New York, NY 10173  
(212) 790-4000  
TDD: (212) 790-4084

**SOUTHERN DISTRICT**

**Areas Covered: Alabama, Arkansas, Florida, Georgia, southern Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, Texas, and West Virginia (southern)**

500 N. Akard Street, Suite 1600

Dallas, TX 75201

(214) 720-0656

TDD: (214) 720-7086

**WESTERN DISTRICT**

**Areas Covered: Alaska, Arizona, California, Colorado, Guam, Hawaii, Idaho, central and western Iowa, Kansas, western Missouri, Montana, Nebraska, Nevada, New Mexico, Oregon, South Dakota, Utah, Washington, and Wyoming**

1225 17th Street, Suite 300

Denver, CO 80202

(720) 475-7600

TDD: (720) 475-7697

**DEPARTMENT OF EDUCATION — OCR ENFORCEMENT OFFICES**

**Address Complaints to: Office for Civil Rights**

**ENFORCEMENT DIVISION A**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont**

5 Post Office Square, 8<sup>th</sup> Floor

Boston, MA 02109

(617) 289-0111

TDD: (877) 521-2172

Fax: (617) 289-0150

**Areas Covered: New Jersey, New York, Puerto Rico, and Virgin Islands**

32 Old Slip, 26<sup>th</sup> Floor

New York, NY 10005

(646) 428-3900

TDD: (877) 521-2172

Fax: (646) 428-3843



**Areas Covered: Delaware, Maryland, Pennsylvania, West Virginia, and Kentucky**

Wanawater Building  
100 Pennsylvania Square East, Suite 515  
Philadelphia, PA 19107  
(215) 656-8541  
TDD: (877) 521-2172  
Fax: (215) 656-8605

**ENFORCEMENT DIVISION B**

**Areas Covered: Alabama, Florida, Georgia, and Tennessee**

61 Forsyth Street, SW, Suite 19T10  
Atlanta, GA 30303  
(404) 974-9406  
TDD: (877) 521-2172  
Fax: (404) 974-9471

**Areas Covered: Arkansas, Louisiana, Mississippi, New Mexico, Oklahoma, and Texas**

1999 Bryan Street, Suite 1620  
Dallas, TX 75201  
(214) 661-9600  
TDD: (877) 521-2172  
Fax: (214) 661-9587

**ENFORCEMENT DIVISION C**

**Areas Covered: Illinois, Indiana, Iowa, Minnesota, North Dakota, and Wisconsin**

Citi Group Center  
500 Madison Street, Suite 1475  
Chicago, IL 60661  
(312) 730-1560  
TDD: (877) 521-2172  
Fax: (312) 730-1576

**Areas Covered: Michigan and Ohio (elementary and secondary schools only)**

Bank One Center  
600 Superior Avenue East, Suite 750  
Cleveland, OH 44114  
(216) 522-4970  
TDD: (877) 521-2172  
Fax: (216) 522-2573

**Areas Covered: District of Columbia, South Carolina, North Carolina, and Virginia**

400 Maryland Avenue, SW  
Washington, DC 20202-1475  
(202) 453-6020  
TDD: (877) 521-2172  
Fax: (202) 453-6021

**Areas Covered: Iowa, Kansas, Missouri, Nebraska, and South Dakota**

8930 Ward Parkway, Suite 2037  
Kansas City, MO 64114  
(816) 268-0550  
TDD: (877) 521-2172  
Fax: (816) 823-1404

**ENFORCEMENT DIVISION D**

**Areas Covered: Arizona, Colorado, New Mexico, Utah, and Wyoming**

Cesar E. Chavez Memorial Building  
1244 Speer Boulevard, Suite 310  
Denver, CO 80204-3582  
(303) 844-5695  
TDD: (877) 521-2172  
Fax: (303) 844-4303

**Area Covered: California**

50 Beale Street, Suite 7200  
San Francisco, CA 94105  
(415) 486-5555  
TDD: (877) 521-2172  
Fax: (415) 486-5570

**Areas Covered: Alaska, Hawaii, Idaho, Montana, Nevada, Oregon, Washington, American Samoa, and Guam**

Jackson Federal Building  
915 Second Avenue, Room 3310  
Seattle, WA 98174-1099  
(206) 607-1600  
TDD: (206) 607-1647  
Fax: (206) 607-1601

**DEPARTMENT OF HEALTH AND HUMAN SERVICES  
REGIONAL OFFICES**

**Address Complaints to: Office for Civil Rights**

**REGION I**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island,  
and Vermont**

Government Center

John F. Kennedy Federal Building, Room 1875

Boston, MA 02203

(617) 565-1340

TDD: (617) 565-1343

Fax: (617) 565-3809

**REGION II**

**Areas Covered: New Jersey, New York, Puerto Rico, and Virgin Islands**

Jacob Javits Federal Building

26 Federal Plaza, Suite 3312

New York, NY 10278

(212) 264-3313

TDD: (212) 264-2355

Fax: (212) 264-3039

**REGION III**

**Areas Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia,  
and West Virginia**

Public Ledger Building

150 South Independence Mall West, Suite 372

Philadelphia, PA 19106

(215) 861-4441

Hotline: (800) 368-1019

TDD: (215) 861-4440

Fax: (215) 861-4431

**REGION IV**

**Areas Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee**

Atlanta Federal Center  
61 Forsyth Street, SW, Suite 16T70  
Atlanta, GA 3030316T70  
(404) 562-7886  
TDD: (404) 562-7884  
Fax: (404) 562-7881

**REGION V**

**Areas Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin**

233 North Michigan Avenue, Suite 240  
Chicago, IL 60601  
(312) 886-2359  
TDD: (312) 353-5693  
Fax: (312) 886-1807

**REGION VI**

**Areas Covered: Arkansas, Louisiana, New Mexico, Oklahoma, and Texas**

1301 Young Street, Suite 1169  
Dallas, TX 75202  
(214) 767-4056  
TDD: (214) 767-8940  
Fax: (214) 767-0432

**REGION VII**

**Areas Covered: Iowa, Kansas, Missouri, and Nebraska**

Bolling Federal Building  
601 East 12th Street, Room 353  
Kansas City, MO 64106  
(816) 426-7277  
TDD: (816) 426-7065  
Fax: (816) 426-3686

**REGION VIII**

**Areas Covered: Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming**

999 18<sup>th</sup> Street, Suite 417  
Denver, CO 80202  
(303) 844-2024  
TDD: (303) 844-3439  
Fax: (303) 844-2025

**REGION IX**

**Areas Covered: American Samoa, Arizona, California, Guam, Hawaii, and Nevada**

Federal Office Building  
90 7<sup>th</sup> Street, Suite 4-100  
San Francisco, CA 94103  
(415) 437-8310  
TDD: (415) 437-8311  
Fax: (415) 437-8329

**REGION X**

**Areas Covered: Alaska, Idaho, Oregon, and Washington**

Blanchard Plaza Building  
2201 Sixth Avenue  
Seattle, WA 98121  
(206) 615-2290  
TDD: (206) 615-2296  
Fax: (206) 615-2297

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
REGIONAL OFFICES FOR FAIR HOUSING AND EQUAL  
OPPORTUNITY**

**Address Complaints to: Director**

**REGION I – BOSTON, MA**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island,  
and Vermont**

Fair Housing and Equal Opportunity  
U.S. Department of Housing and Urban Development  
Thomas P. O'Neill, Jr. Federal Building  
10 Causeway Street, Room 321  
Boston, MA 02222  
(617) 994-8300  
(800) 827-5005  
TTY: (617) 565-5453

**REGION II - NEW YORK, NY**

**Areas Covered: New York and New Jersey**

Fair Housing and Equal Opportunity  
U.S. Department of Housing and Urban Development  
Jacob K. Javits Federal Building  
26 Federal Plaza, Room 3532  
New York, NY 10278-0068  
(212) 542-7519  
(800) 496-4294  
TTY: (212) 264-0927

**REGION III – PHILADELPHIA, PA**

**Areas Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia,  
and West Virginia**

Fair Housing and Equal Opportunity  
U.S. Department of Housing and Urban Development  
The Wanamaker Building  
100 Penn Square East, 12<sup>th</sup> Floor  
Philadelphia, PA 19107  
(215) 861-7646  
(888) 799-2085  
TTY: (215) 656-3450

**REGION IV – ATLANTA, GA**

**Areas Covered: Alabama, Caribbean, Florida, Georgia, Kentucky, Mississippi,  
North Carolina, South Carolina, Tennessee, and Puerto Rico**

Fair Housing and Equal Opportunity  
U.S. Department of Housing and Urban Development  
Five Points Plaza  
40 Marietta Street, 16<sup>th</sup> Floor  
Atlanta, GA 30303  
(404) 331-5140  
(800) 440-8091  
TTY: (404) 730-2654

**REGION V – CHICAGO, IL**

**Areas Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin**

Fair Housing and Equal Opportunity

U.S. Department of Housing and Urban Development

Ralph H. Metcalfe Federal Building

77 West Jackson Boulevard

Chicago, IL 60604

(312) 353-7776 ext. 2453

(800) 765-9372

TTY: (312) 353-7143

**REGION VI - FORT WORTH, TX**

**Areas Covered: Arkansas, Louisiana, New Mexico, Oklahoma, and Texas**

Fair Housing and Equal Opportunity

U.S. Department of Housing and Urban Development

801 Cherry Street, Suite 2500

Fort Worth, TX 76102

(817) 978-5900

(800) 669-9777

TTY: (817) 978-5595

**REGION VII - KANSAS CITY, KS**

**Areas Covered: Iowa, Kansas, Missouri, and Nebraska**

Fair Housing Enforcement Center

U.S. Department of Housing and Urban Development

Gateway Tower II

400 State Avenue, Room 200

Kansas City, KS 66101

(913) 551-6958

(800) 743-5323

TTY: (913) 551-6972

**REGION VIII, DENVER, CO**

**Areas Covered: Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming**

Fair Housing and Equal Opportunity

U.S. Department of Housing and Urban Development

1670 Broadway

Denver, CO 80202

(303) 672-5437

(800) 877-7353

TTY: (303) 672-5248

**REGION IX - SAN FRANCISCO, CA**

**Areas Covered: Arizona, American Samoa, California, Hawaii, and Nevada**

Fair Housing and Equal Opportunity

U.S. Department of Housing and Urban Development

600 Harrison Street, 3<sup>rd</sup> Floor

San Francisco, CA 94107

(415) 489-6524

(800) 347-3739

TTY: (415) 436-6594

**REGION X - SEATTLE REGIONAL OFFICE**

**Areas Covered: Alaska, Idaho, Oregon, and Washington**

Fair Housing and Equal Opportunity

U.S. Department of Housing and Urban Development

909 First Avenue, Suite 205

Seattle, WA 98104

(206) 220-5170

(800) 877-0246

TTY: (206) 220-5185

**DEPARTMENT OF LABOR REGIONAL OFFICES**

**OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS  
(OFCCP), EMPLOYMENT STANDARDS ADMINISTRATION**

**Address Complaints concerning federal contractors to: Regional Director,  
OFCCP/ESA**

**MID-ATLANTIC REGION**

**Areas Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia,  
and West Virginia**

Curtis Center

170 South Independence Mall West, Suite 200 East

Philadelphia, PA 19106

(215) 861-5765

Fax: (215) 861-5769



**MIDWEST REGION**

**Areas Covered: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, and Wisconsin**

Kluczynski Federal Building  
230 South Dearborn Street, Room 570  
Chicago, IL 60604  
(312) 596-7010  
Fax: (312) 596-7044

**NORTHEAST REGION**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New Jersey, New York, Puerto Rico, and Virgin Islands**

201 Varick Street, Room 750  
New York, NY 10014  
(646) 264-3170  
Fax: (646) 264-3009

**PACIFIC REGION**

**Areas Covered: Alaska, Arizona, California, Guam, Hawaii, Idaho, Nevada, Oregon, and Washington**

90 7<sup>th</sup> Street, Suite 18-300  
San Francisco, CA 94103  
(415) 625-7800  
Fax: (415) 625-7799

**SOUTHEAST REGION**

**Areas Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee**

Atlanta Federal Center  
61 Forsyth Street, SW, Room 7B75  
Atlanta, GA 30303  
(404) 893-4545  
Fax: (404) 893-4546

**SOUTHWEST/ROCKY MOUNTAIN REGION**

**Areas Covered: Arkansas, Colorado, Louisiana, Montana, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, and Wyoming**

Federal Building  
525 South Griffin Street, Room 840  
Dallas, TX 75202-5007  
(972) 850-2550  
Fax: (972) 850-2552

**Address Complaints concerning family and medical leave to: Regional Administrator, Wage and Hour Division/ESA**

**MIDWEST REGION**

**Areas Covered: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, and Wisconsin**

230 South Dearborn Street, Room 530

Chicago, IL 60604

(312) 596-7180

Fax: (312) 596-7205

**NORTHEAST REGION**

**Areas Covered: Connecticut, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Vermont, and Virgin Islands**

The Curtis Center, Suite 850

170 South Independence Mall West

Philadelphia, PA 19100

(215) 861-5800

Fax: (215) 861-5840

**SOUTHEAST REGION**

**Areas Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee**

61 Forsyth Street, SW, Room 7M40

Atlanta, GA 30303

(404) 893-4525

Fax: (404) 893-4524

**SOUTHWEST REGION**

**Areas Covered: Arkansas, Colorado, Louisiana, Montana, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, and Wyoming**

525 South Griffin Street, Room 800

Dallas, TX 75202

(972) 850-2627

Fax: (972) 850-2601

**WESTERN REGION**

**Areas Covered: Alaska, Arizona, California, Guam, Hawaii, Idaho, Nevada, Oregon, and Washington**

90 7<sup>th</sup> Street, Suite 13-100  
San Francisco, CA 94103  
(415) 625-7700  
Fax: (415) 625-7699

**Address Complaints concerning state employment services, unemployment benefits office, and training programs to: Regional Administrator, Employment and Training Administration**

**REGION I**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York Rhode Island, Puerto Rico, Vermont, and Virgin Islands**

J.F.K. Federal Building, Room E-350  
Boston, MA 02203  
(617) 788-0170  
Fax: (617) 788-0101

**REGION II**

**Areas Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia**

The Curtis Center  
170 South Independence Mall West, Suite 825E  
Philadelphia, PA 19106-3315  
(215) 861-5200  
Fax: (215) 861-5260

**REGION III**

**Areas Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee**

61 Forsyth Street, Room 6M12  
Atlanta, GA 30303  
(404) 302-5300  
Fax: (404) 302-5382

**REGION IV**

**Areas Covered: Arkansas, Colorado, Louisiana, Montana, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, and Wyoming**

525 South Griffin Street, Room 317

Dallas, TX 75202

(972) 850-4600

Fax: (972) 850-4605

**REGION V**

**Areas Covered: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, and Wisconsin**

Kluczynski Building

230 South Dearborn Street, Room 628

Chicago, IL 60604

(312) 596-5400

Fax: (312) 596-5401

**REGION VI**

**Areas Covered: Alaska, Arizona, California, Guam, Hawaii, Idaho, Nevada, Oregon, and Washington**

90 7<sup>th</sup> Street, Suite 11-300

San Francisco, CA 94103

(415) 625-7900

Fax: (415) 625-7903 (West)

(415) 625-7923 (East)

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
DISTRICT OFFICES, FIELD OFFICES, AND AREA OFFICES**

**Address Complaints to: District, Field, or Area Director, EEOC**

**ALBUQUERQUE AREA OFFICE**

**Area Covered: New Mexico**

505 Marquette Street, NW, Suite 900

Albuquerque, NM 87102

(800) 669-4000

TTY: (800) 669-6820

Fax: (505) 248-5192

**ATLANTA DISTRICT OFFICE**

**Area Covered: Georgia**

100 Alabama Street, SW, Suite 4R30  
Atlanta, GA 30303  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (404) 562-6909

**BALTIMORE FIELD OFFICE**

**Areas Covered: Maryland and Virginia**

City Crescent Building  
10 South Howard Street, 3rd Floor  
Baltimore, MD 21201  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (410) 962-4270

**BIRMINGHAM DISTRICT OFFICE**

**Areas Covered: Alabama and Mississippi**

1130 22nd Street, Suite 2000  
Birmingham, AL 32205-2397  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (205) 212-2105

**CHARLOTTE DISTRICT OFFICE**

**Areas Covered: North Carolina, South Carolina, and Virginia (Southern)**

129 West Trade Street, Suite 400  
Charlotte, NC 28202  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (704) 954-6410

**CHICAGO DISTRICT OFFICE**

**Area Covered: Illinois (Northern)**

500 West Madison Street, Suite 2000  
Chicago, IL 60661  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (312) 869-8001

**CLEVELAND FIELD OFFICE**

**Area Covered: Ohio**

1240 E. 9<sup>TH</sup> Street, Suite 3001  
Cleveland, OH 44199  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (216) 522-7395

**DALLAS DISTRICT OFFICE**

**Areas Covered: Oklahoma and Texas (Northern)**

207 South Houston, 3rd Floor  
Dallas, TX 75202-4726  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (214) 253-2720

**DENVER FIELD OFFICE**

**Areas Covered: Colorado and Wyoming**

303 East 17th Avenue, Suite 410  
Denver, CO 80203-9634  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (303) 866-1085

**DETROIT FIELD OFFICE**

**Area Covered: Michigan**

Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 865  
Detroit, MI 48226  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (313) 226-4610

**HOUSTON DISTRICT OFFICE**

**Area Covered: Texas (Central)**

Total Plaza  
1201 Louisiana Street, 6th Fl  
Houston, TX 77002  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (713) 651-4987

**INDIANAPOLIS DISTRICT OFFICE**

**Areas Covered: Indiana and Kentucky**

101 West Ohio Street, Suite 1900

Indianapolis, IN 46204

(800) 669-4000

TTY: (800) 669-6820

Fax: (317) 226-7953

**LOS ANGELES DISTRICT OFFICE**

**Areas Covered: California (Southern) and Nevada**

Roybal Federal Building

255 East Temple, 4th Floor

Los Angeles, CA 90012

(800) 669-4000

TTY: (800) 669-6820

Fax: (213) 894-1118

**MEMPHIS DISTRICT OFFICE**

**Areas Covered: Arkansas and Tennessee**

1407 Union Avenue, Suite 9<sup>th</sup> Floor

Memphis, TN 38104

(800) 669-4000

TTY: (800) 669-6820

Fax: (901) 544-0111

**MIAMI DISTRICT OFFICE**

**Areas Covered: Florida, Puerto Rico, and Virgin Islands**

One Biscayne Tower

Two South Biscayne Boulevard, Suite 2700

Miami, FL 33131

(800) 669-4000

TTY: (800) 669-6820

Fax: (305) 808-1855

**MILWAUKEE AREA OFFICE**

**Areas Covered: Iowa, Minnesota and Wisconsin**

Henry S. Reuss Federal Plaza

310 West Wisconsin Avenue, Suite 800

Milwaukee, WI 53203

(800) 669-4000

TTY: (800) 669-6820

Fax: (414) 297-4133

**NEW ORLEANS FIELD OFFICE**

**Area Covered: Louisiana**

1555 Poydras Street, Suite 1900  
New Orleans, LA 70112  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (504) 595-2884

**NEW YORK DISTRICT FIELD OFFICE**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey,  
New York, Puerto Rico, Rhode Island, Vermont, and Virgin Islands**

33 Whitehall Street, 5th Floor  
New York, NY 10004-2112  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (212) 336-3790

**PHILADELPHIA DISTRICT OFFICE**

**Areas Covered: Delaware, Pennsylvania, and West Virginia**

801 Market Street, Suite 1300  
Philadelphia, PA 19107  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (215) 440-2606

**PHOENIX DISTRICT OFFICE**

**Areas Covered: Arizona and Utah**

3300 North Central Avenue, Suite 690  
Phoenix, AZ 85012  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (602) 640-5071

**SAN ANTONIO FIELD OFFICE**

**Area Covered: Texas (Southern)**

5410 Fredericksburg Road, Suite 200  
San Antonio, TX 78229  
(800) 669-4000  
TTY: (800) 669-6820  
Fax: (210) 281-7690



**SAN FRANCISCO DISTRICT OFFICE**

**Areas Covered: American Samoa, California (Northern), Commonwealth of the Northern Mariana Islands, Guam, Hawaii, and Wake Island**

350 The Embarcadero, Suite 500

San Francisco, CA 94105

(800) 669-4000

TTY: (800) 669-6820

Fax: (415) 625-5609

**SEATTLE FIELD OFFICE**

**Areas Covered: Alaska, Idaho, Oregon, and Washington**

909 First Avenue, Suite 400

Seattle, WA 98104-1061

(800) 669-4000

TTY: (800) 669-6820

Fax: (206) 220-6911

**ST. LOUIS DISTRICT OFFICE**

**Areas Covered: Kansas, Missouri, and Illinois (Alexander, Bond, Calhoun, Clinton, Greene, Jackson, Jersey, Macoupin, Madison, Monroe, Perry, Pulaski, Randolph, St. Clair, Union, and Washington Counties)**

1222 Spruce, Suite 8.100

St. Louis, MO 63103

(800) 669-4000

TTY: (800) 669-6820

Fax: (314) 539-7894

**WASHINGTON (DC) FIELD OFFICE**

**Areas Covered: District of Columbia, and Virginia (Northern)**

131 M Street, NE, Suite 4NW02F

Washington, DC 20507

(800) 669-4000

TTY: (800) 669-6820

Fax: (202) 419-0740

**FEDERAL DEPOSIT INSURANCE CORPORATION  
REGIONAL OFFICES**

**Address Complaints to: Regional Director**

**ATLANTA REGION**

**Areas Covered: Alabama, Florida, Georgia, North Carolina, South Carolina, Virginia, and West Virginia**

10 Tenth Street, NE, Suite 800  
Atlanta, GA 30309  
(678) 916-2200  
(800) 765-3342

**BOSTON REGION**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont**

15 Braintree Hill Office Park, Suite 100  
Braintree, MA 02184  
(781) 794-5500  
(866) 728-9953 (toll free)

**CHICAGO REGION**

**Areas Covered: Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin**

300 South Riverside Plaza, Suite 1700  
Chicago, IL 60606  
(312) 382-7500  
Fax: (312) 382-6901

**DALLAS REGION**

**Areas Covered: Colorado, New Mexico, Oklahoma, and Texas**

1601 Bryan Street, 20th Floor  
Dallas, TX 75201  
(800) 568-9161

**KANSAS CITY REGION**

**Areas Covered: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota**

1100 Walnut Street, Suite 2100  
Kansas City, MO 64106  
(800) 209-7459

**MEMPHIS REGION**

**Areas Covered: Arkansas, Louisiana, Mississippi, and Tennessee**

5100 Poplar Avenue, Suite 1900  
Memphis, TN 38137  
(800) 210-6354

**NEW YORK REGION**

**Areas Covered: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, Puerto Rico, and Virgin Islands**

350 Fifth Avenue, Suite 1200  
New York, NY 10118  
(800) 334-9593

**SAN FRANCISCO REGION**

**Areas Covered: Alaska, Arizona, California, Guam, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, and Wyoming**

25 Jessie Street at Ecker Square, Suite 2300  
San Francisco, CA 94105  
(415) 546-0160  
(800) 756-3558

**FEDERAL RESERVE BANKS BY DISTRICT**

**Address Complaints to: Vice President for Community Affairs**

**FIRST DISTRICT—BOSTON**

**Areas Covered: Connecticut, Maine, Massachusetts, New Hampshire, and Rhode Island, Vermont**

Federal Reserve Bank of Boston  
600 Atlantic Avenue  
Boston, MA 02210  
(617) 973-3000

**SECOND DISTRICT—NEW YORK**

**Areas Covered: Connecticut (Fairfield County), New Jersey (Northern), and New York**

Federal Reserve Bank of New York  
33 Liberty Street  
New York, NY 10045  
(212) 720-5000

**THIRD DISTRICT—PHILADELPHIA**

**Areas Covered: Delaware, New Jersey (Southern), and Pennsylvania (Eastern)**

Federal Reserve Bank of Philadelphia  
10 Independence Mall  
Philadelphia, PA 19106  
(215) 574-6000

**FOURTH DISTRICT—CLEVELAND**

**Areas Covered: Kentucky (Eastern), Ohio, Pennsylvania (Western), and West Virginia (Northern Panhandle)**

Federal Reserve Bank of Cleveland  
PO Box 6387  
Cleveland, OH 44101  
(216) 579-2000

**FIFTH DISTRICT—RICHMOND**

**Areas Covered: District of Columbia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia (except Northern Panhandle)**

Federal Reserve Bank of Richmond  
701 East Byrd Street  
Richmond, VA 23219  
(804) 697-8000

**SIXTH DISTRICT—ATLANTA**

**Areas Covered: Alabama, Florida, Georgia, Louisiana (Southern), Mississippi (Southern), and Tennessee (Eastern Two-Thirds)**

1000 Peachtree Street, NE  
Atlanta, GA 30309-4470  
(404) 498-8500

**SEVENTH DISTRICT—CHICAGO**

**Areas Covered: Illinois (Northern) Indiana (Northern), Iowa, Michigan, and Wisconsin (Southern)**

Federal Reserve Bank of Chicago  
230 South LaSalle Street  
Chicago, IL 60604  
(312) 322-5322

**EIGHTH DISTRICT—ST. LOUIS**

**Areas Covered: Arkansas, Illinois (Southern), Indiana (Southern), Kentucky (Western), Mississippi (Northern), Missouri (Eastern), and Tennessee (Western One-Third)**

Federal Reserve Bank of St. Louis  
PO Box 442  
St. Louis, MO 63166  
(314) 444-8444

**NINTH DISTRICT—MINNEAPOLIS**

**Areas Covered: Michigan (Upper Peninsula), Minnesota, Montana, North Dakota, South Dakota, and Wisconsin (Northern)**

Federal Reserve Bank of Minneapolis  
90 Hennepin Avenue  
Minneapolis, MN 55401 (612) 204-5000

**TENTH DISTRICT—KANSAS CITY**

**Areas Covered: Colorado, Kansas, Missouri (Western), Nebraska, New Mexico (Northern), Oklahoma, and Wyoming**

Federal Reserve Bank of Kansas City  
1 Memorial Drive  
Kansas City, MO 64198  
(800) 333-1010

**ELEVENTH DISTRICT—DALLAS**

**Areas Covered: Louisiana (Northern), New Mexico (Southern), and Texas**

Federal Reserve Bank of Dallas  
2200 North Pearl Street  
Dallas, TX 75201  
(214) 922-6000

**TWELFTH DISTRICT—SAN FRANCISCO**

**Areas Covered: Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Utah, and Washington**

Federal Reserve Bank of San Francisco  
P.O. Box 7702  
San Francisco, CA 94120  
(415) 974-2000

**MERIT SYSTEMS PROTECTION BOARD  
REGIONAL AND FIELD OFFICES**

**Address Complaints to: Chief Administrative Judge**

**ATLANTA REGIONAL OFFICE**

**Areas Covered: Alabama, Florida, Georgia, Mississippi, South Carolina, and Tennessee**

Peachtree Summit Federal Building  
401 West Peachtree Street, NW, 10th Floor  
Atlanta, GA 30308-3519  
(404) 730-2751  
Fax: (404) 730-2767

**CENTRAL REGIONAL OFFICE**

**Areas Covered: Illinois (all locations north of Springfield), Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Ohio, and Wisconsin**

Kluczynski Federal Building  
230 South Dearborn Street, Suite 3100  
Chicago, IL 60604-1669  
(312) 353-2923  
Fax: (312) 886-4231

**DALLAS REGIONAL OFFICE**

**Areas Covered: Arkansas, Louisiana, Oklahoma, and Texas**

Earl Cabell Federal Building  
1100 Commerce Street, Room 620  
Dallas, TX 75242-9979  
(214) 767-0555  
Fax: (214) 767-0102

**DENVER FIELD OFFICE**

**Areas Covered: Arizona, Colorado, Kansas (except Kansas City, KS), Montana, Nebraska, New Mexico, North Dakota, South Dakota, Utah, and Wyoming**

165 South Union Boulevard, Suite 318  
Lakewood, CO 80228  
(303) 969-5101  
Fax: (303) 969-5109

**NORTHEASTERN REGIONAL OFFICE**

**Areas Covered: Delaware; Maryland (Baltimore City and Alleghany, Anne Arundel, Baltimore, Calvert, Caroline, Carroll, Cecil, Charles, Dorchester, Frederick, Garrett, Harford, Kent, Queen Anne's, Somerset, St. Mary's, Talbot, Washington, Wicomico, and Worcester Counties); New Jersey (Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hunterdon, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Salem, Somerset, Sussex, and Warren Counties); Maine, Massachusetts, New Hampshire, Pennsylvania; Rhode Island, Vermont, and West Virginia**

1601 Market Street, Suite 1700  
Philadelphia, PA 19103  
(215) 597-9960  
Fax: (215) 597-3456

**NEW YORK FIELD OFFICE**

**Areas Covered: New Jersey (Bergen, Essex, Hudson, and Union Counties), New York, Puerto Rico, and Virgin Islands**

Jacob K. Javits Federal Building  
26 Federal Plaza, Room 3137A  
New York, NY 10278-0022  
(212) 264-9372  
Fax: (212) 264-1417

**WASHINGTON DC REGIONAL OFFICE**

**Areas Covered: District of Columbia, Maryland (Montgomery and Prince Georges Counties), North Carolina, and Virginia**

1800 Diagonal Road, Suite 205  
Alexandria, VA 22314  
(703) 756-6250  
Fax: (703) 756-7112

**WESTERN REGIONAL OFFICE**

**Areas Covered: Alaska, California, Hawaii, Idaho, Nevada, Oregon, and Washington**

201 Mission Street, Suite 2310  
San Francisco, CA 94105  
(415) 904-6772  
Fax: (415) 904-0580

**NATIONAL CREDIT UNION ADMINISTRATION REGIONAL OFFICES**

**Address Complaints to: Regional Director**

**REGION I—ALBANY**

**Areas Covered: Connecticut, Maine, Massachusetts, Michigan, Nevada, New Hampshire, New York, Rhode Island, and Vermont**

9 Washington Square  
Washington Avenue Extension  
Albany, NY 12205  
(518) 862-7400  
Fax: (518) 862-7420

**REGION II—CAPITAL**

**Areas Covered: California, Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia**

1775 Duke Street, Suite 4206

Alexandria, VA 22314-3437

(703) 519-4600

Fax: (703) 519-4620

**REGION III—ATLANTA**

**Areas Covered: Alabama, Florida, Georgia, Indiana, Kentucky, Louisiana, Mississippi, North Carolina, Ohio, Puerto Rico, South Carolina, Tennessee, and Virgin Islands**

7000 Central Parkway, Suite 1600

Atlanta, GA 30328

(678) 443-3000

Fax: (678) 443-3020

**REGION IV—AUSTIN**

**Areas Covered: Arkansas, Illinois, Iowa, Kansas, Louisiana, Minnesota, Missouri, Nebraska, North Dakota, Oklahoma, South Dakota, Texas, and Wisconsin**

4807 Spicewood Springs Road, Suite 5200

Austin, TX 78759

(512) 342-5600

Fax: (512) 342-5620

**REGION V—TEMPE**

**Areas Covered: Alaska, Arizona, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming**

1230 W, Washington Street, Suite 301

Tempe, AZ 85281

(602) 302-6000

Fax: (602) 302-6024



## **OFFICE OF THRIFT SUPERVISION REGIONAL OFFICES**

**Address Complaints to: Consumer Affairs**

### **CENTRAL REGION**

**Areas Covered: Illinois, Indiana, Kentucky, Michigan, Minnesota, North Dakota, Ohio, and Wisconsin**

One South Wacker Drive, Suite 2000

Chicago, IL 60606

(312) 917-5000

Fax: (312) 917-5001

### **NORTHEAST REGION**

**Areas Covered: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, Vermont, Virginia, Virgin Islands, and West Virginia**

Harborside Financial Center

Plaza 5, Suite 1600

Jersey City, NJ 07311

(201) 413-1000

(800) 523-2181

Fax: (201) 413-7543

### **SOUTHEAST REGION**

**Areas Covered: Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas**

PO Box 105217

Atlanta, GA 30348-5217

(404) 974-9620

Fax: (404) 974-9802

### **WEST REGION**

**Areas Covered: Alaska, Arizona, California, Colorado, Guam, Hawaii, Idaho, Iowa, Kansas, Missouri, Montana, Nevada, New Mexico, Oregon, South Dakota, Utah, Washington, and Wyoming**

P.O. Box 619027

Dallas/Ft. Worth, TX 75261

(972) 277-9500

Fax: (972) 277-9501

## **UNITED STATES ATTORNEYS' OFFICES**

**Address Complaints to: United States Attorney**

### **ALABAMA—MIDDLE DISTRICT**

One Court Square, Suite 201  
Montgomery, AL 36104  
(334) 223-7280  
Fax: (334) 223-7560

### **ALABAMA—NORTHERN DISTRICT**

Vance Federal Building  
1801 Fourth Avenue, North  
Birmingham, AL 35203  
(205) 244-2001  
Fax: (205) 244-2171

### **ALABAMA—SOUTHERN DISTRICT**

Riverview Plaza  
63 South Royal Street, Suite 600  
Mobile, AL 36602  
(251) 441-5845  
Fax: (251) 441-5277

### **ALASKA**

Federal Building and U.S. Courthouse  
222 West Seventh Avenue, #9, Room 253  
Anchorage, AK 99513-7567  
(907) 271-5071  
Fax: (907) 271-3224

### **ARIZONA**

Two Renaissance Square  
40 North Central Avenue, Suite 1200  
Phoenix, AZ 85004-4408  
(602) 514-7500  
Fax: (602) 514-7693

### **ARKANSAS—EASTERN DISTRICT**

425 West Capitol, TCBY Building, Suite 500  
Little Rock, AR 72201  
(501) 324-5372  
Fax: (501) 324-7199

**ARKANSAS—WESTERN DISTRICT**

30 South 6<sup>th</sup> Street, Room 216  
Fort Smith, AR 72901  
(479) 783-5125  
Fax: (501) 783-2442

**CALIFORNIA—CENTRAL DISTRICT**

1200 U.S. Courthouse  
312 North Spring Street  
Los Angeles, CA 90012  
(213) 894-2434  
Fax: (213) 894-0141

**CALIFORNIA—EASTERN DISTRICT**

501 I Street, Suite 10-100  
Sacramento, CA 95814  
(916) 554-2700  
Fax: (916) 554-2900

**CALIFORNIA—NORTHERN DISTRICT**

U.S. Courthouse  
450 Golden Gate Avenue, Box 36055  
San Francisco, CA 94102  
(415) 436-7200  
Fax: (415) 436-7234

**CALIFORNIA—SOUTHERN DISTRICT**

Federal Office Building  
880 Front Street, Room 6293  
San Diego, CA 92101-8893  
(619) 557-5610  
Fax: (619) 557-5782

**COLORADO**

Seventeenth Street Plaza  
1225 17th Street, Suite 700  
Denver, CO 80202  
(303) 454-0100  
Fax: (303) 454-0409

**CONNECTICUT**

Connecticut Financial Center  
157 Church Street, 23rd Floor  
New Haven, CT 06510  
(203) 821-3700  
Fax: (203) 773-5376

**DELAWARE**

1201 Market Street, Suite 1100  
Wilmington, Delaware 19899-2046  
(302) 573-6277  
Fax: (302) 573-6220

**DISTRICT OF COLUMBIA**

Judiciary Center Building  
555 Fourth Street, NW  
Washington, DC 20530  
(202) 514-7566  
Fax: (202) 307-3569

**FLORIDA—MIDDLE DISTRICT**

Robert Timberlake Federal Building  
400 North Tampa Street, Suite 3200  
Tampa, FL 33602  
(813) 274-6000  
Fax: (813) 274-6246

**FLORIDA—NORTHERN DISTRICT**

111 North Adams Street, Suite 400  
Tallahassee, FL 32301  
(850) 942-8430  
Fax: (850) 942-8429

**FLORIDA—SOUTHERN DISTRICT**

Federal Justice Building  
99 Northeast Fourth Street  
Miami, FL 33132  
(305) 961-9000  
Fax: (305) 530-7087

**GEORGIA—MIDDLE DISTRICT**

433 Cherry Street, 4<sup>th</sup> FL  
Macon, GA 31201  
(478) 752-3511  
Fax: (478) 621-2604

**GEORGIA—NORTHERN DISTRICT**

600 US Courthouse  
75 Spring Street, SW, Suite 600  
Atlanta, GA 30303  
(404) 581-6000  
Fax: (404) 581-6181

**GEORGIA—SOUTHERN DISTRICT**

100 Bull Street, Suite 201  
Savannah, GA 31401  
(912) 652-4422  
Fax: (912) 652-4388

**GUAM**

Sirena Plaza  
108 Hernan Cortez, Suite 500  
Hagatna, Guam 96910  
(671) 472-7332  
Fax: (671) 472-7334

**HAWAII**

Prince Jonah Kuhio Kalaniana'ole Federal Building  
300 Ala Moana Boulevard, Room 6-100  
Honolulu, HI 96850  
(808) 541-2850  
Fax: (808) 541-2958

**IDAHO**

Wells Fargo Center  
877 West Main Street, Suite 201  
Boise, ID 83702  
(208) 334-1211  
Fax: (208) 334-1413

**ILLINOIS—CENTRAL DISTRICT**

600 East Monroe Street, Suite 312  
Springfield, IL 62701  
(217) 492-4450  
Fax: (217) 492-4512

**ILLINOIS—NORTHERN DISTRICT**

Dirksen Federal Building  
219 South Dearborn Street, 5th Floor  
Chicago, IL 60604  
(312) 353-5300  
Fax: (312) 353-2067

**ILLINOIS—SOUTHERN DISTRICT**

9 Executive Drive, Suite 300  
Fairview Heights, IL 62208  
(618) 628-3700  
Fax: (618) 628-3730

**INDIANA—NORTHERN DISTRICT**

5400 Federal Plaza  
Hammond, IN 46320  
(219) 937-5500  
Fax: (219) 852-2770

**INDIANA—SOUTHERN DISTRICT**

10 West Market Street, Suite 2100  
Indianapolis, IN 46204  
(317) 226-6333  
Fax: (317) 226-6125

**IOWA—NORTHERN DISTRICT**

401 First Street, SE, Suite 400  
Cedar Rapids, IA 52401  
(319) 363-6333  
Fax: (319) 363-1990

**IOWA—SOUTHERN DISTRICT**

U.S. Courthouse Annex  
110 East Court Avenue, Suite 286  
Des Moines, IA 50309  
(515) 284-6257  
Fax: (515) 284-6288

**KANSAS**

Epic Center  
301 North Main, Suite 1200  
Wichita, KS 67202-4812  
(316) 269-6481  
Fax: (316) 269-6484

**KENTUCKY—EASTERN DISTRICT**

110 West Vine Street, Room 400  
Lexington, KY 40507  
(859) 233-2661  
Fax: (859) 233-2666

**KENTUCKY—WESTERN DISTRICT**

Bank of Louisville Building  
510 West Broadway, 10th Floor  
Louisville, KY 40202  
(502) 582-5911  
Fax: (502) 582-5097

**LOUISIANA—EASTERN DISTRICT**

501 Magazine Street  
New Orleans, LA 70130  
(504) 680-3000  
Fax: (504) 589-3594

**LOUISIANA—MIDDLE DISTRICT**

Russell B. Long Federal Building and Courthouse  
777 Florida Street, Room 208  
Baton Rouge, LA 70801  
(225) 389-0443  
Fax: (225) 389-0561

**LOUISIANA—WESTERN DISTRICT**

300 Fannin Street, Suite 3201  
Shreveport, LA 71101-3068  
(318) 676-3600  
Fax: (318) 676-3641

**MAINE**

East Tower  
100 Middle Street, 6th Floor  
Portland, ME 04101  
(207) 780-3257  
Fax: (207) 780-3304

**MARYLAND**

6625 US Courthouse  
101 West Lombard Street  
Baltimore, MD 21201  
(410) 209-4800  
Fax: (410) 962-0122

**MASSACHUSETTS**

U.S. Courthouse  
1 Courthouse Way, Suite 9200  
Boston, MA 02210  
(617) 748-3100  
Fax: (617) 748-3974

**MICHIGAN—EASTERN DISTRICT**

Federal Building  
211 West Fort Street, Suite 2001  
Detroit, MI 48226  
(313) 226-9100  
Fax: (313) 226-4609

**MICHIGAN—WESTERN DISTRICT**

P.O. Box 208  
Grand Rapids, MI 49501  
(616) 456-2404  
Fax: (616) 456-2408

**MINNESOTA**

600 U.S. Courthouse  
300 South Fourth Street  
Minneapolis, MN 55415  
(612) 664-5600  
Fax: (612) 664-5787



**MISSISSIPPI—NORTHERN DISTRICT**

900 Jefferson Avenue  
Oxford, MS 38655  
(662) 234-3351  
Fax: (662) 234-4818

**MISSISSIPPI—SOUTHERN DISTRICT**

501 East Court Street, Suite 4-430  
Jackson, MS 39201  
(601) 965-4480  
Fax: (601) 965-4409

**MISSOURI—EASTERN DISTRICT**

U.S. Courthouse  
111 South Tenth Street, Room 20.333  
St. Louis, MO 63102  
(314) 539-2200  
Fax: (314) 539-2309

**MISSOURI—WESTERN DISTRICT**

Charles E. Whitaker Courthouse  
400 East Ninth Street, 5th Floor  
Kansas City, MO 64106-2149  
(816) 426-3122  
Fax: (816) 426-4210

**MONTANA**

P.O. Box 1478  
Billings, MT 59103  
(406) 657-6101  
Fax: (406) 657-6989

**NEBRASKA**

1620 Dodge Street, Suite 1400  
Omaha, NE 68102  
(402) 661-3700  
Fax: (402) 661-3080

**NEVADA**

333 Las Vegas Boulevard, Suite 5000  
Las Vegas, Nevada 89101  
(702) 388-6336  
Fax: (702) 388-6296

**NEW HAMPSHIRE**

55 Pleasant Street, Room 352  
Concord, NH 03301-3904  
(603) 225-1552  
Fax: (603) 225-1470

**NEW JERSEY**

Peter Rodino Federal Building  
970 Broad Street, Room 700  
Newark, NJ 07102  
(973) 645-2700  
Fax: (973) 645-2702

**NEW MEXICO**

P.O. Box 607  
Albuquerque, NM 87103  
(505) 346-7274  
Fax: (505) 346-7296

**NEW YORK—EASTERN DISTRICT**

U.S. Courthouse  
271 Cadman Plaza East  
Brooklyn, NY 11201  
(718) 254-7000  
Fax: (718) 254-6479

**NEW YORK—NORTHERN DISTRICT**

James Foley Building  
455 Broadway, Room 218  
Albany, NY 12207  
(518) 431-0247  
Fax: (518) 431-0249

**NEW YORK—SOUTHERN DISTRICT**

One St. Andrews Plaza  
New York, NY 10007  
(212) 637-2200  
Fax: (212) 637-2685

**NEW YORK—WESTERN DISTRICT**

138 Delaware Avenue  
Buffalo, NY 14202  
(716) 843-5700  
Fax: (716) 551-3052

**NORTH CAROLINA—EASTERN DISTRICT**

Federal Building  
310 New Bern Avenue, Suite 800  
Raleigh, NC 27601-1461  
(919) 856-4530  
Fax: (919) 856-4487

**NORTH CAROLINA—MIDDLE DISTRICT**

P.O. Box 1858  
Greensboro, NC 27402  
(336) 333-5351  
Fax: (336) 333-5438

**NORTH CAROLINA—WESTERN DISTRICT**

Carillon Building  
227 West Trade Street, Suite 1650  
Charlotte, NC 28202  
(704) 344-6222  
Fax: (704) 344-6629

**NORTH DAKOTA**

Quentin N. Burdick U.S. Courthouse  
655 First Avenue North, Suite 250  
Fargo, ND 58102  
(701) 297-7400  
Fax: (701) 297-7405

**OHIO—NORTHERN DISTRICT**

801 West Superior Avenue, Suite 400  
Cleveland, OH 44113  
(216) 622-3600  
Fax: (216) 522-3370

**OHIO—SOUTHERN DISTRICT**

Federal Building  
200 West Second Street, Suite 400  
Dayton, OH 45402  
(937) 225-2910  
Fax: (937) 225-2564

**OKLAHOMA—EASTERN DISTRICT**

1200 West Okmulgee Street  
Muskogee, OK 74401  
(918) 684-5100  
Fax: (918) 684-5130

**OKLAHOMA—NORTHERN DISTRICT**

110 West Seventh Street, Suite 300  
Tulsa, OK 74119  
(918) 382-2700  
Fax: (918) 560-7938

**OKLAHOMA—WESTERN DISTRICT**

First Oklahoma Tower  
210 Park Avenue, Suite 400  
Oklahoma City, OK 73102  
(405) 553-8700  
Fax: (405) 553-8888

**OREGON**

1000 Southwest Third Avenue, Suite 600  
Portland, OR 97204  
(503) 727-1000  
Fax: (503) 727-1117

**PENNSYLVANIA—EASTERN DISTRICT**

Philadelphia Life Building  
615 Chestnut Street, Suite 1250  
Philadelphia, PA 19106-4476  
(215) 861-8200  
Fax: (215) 861-8618

**PENNSYLVANIA—MIDDLE DISTRICT**

PO Box 309  
Scranton, PA 18501  
(570) 348-2800  
Fax: (570) 348-2816

**PENNSYLVANIA—WESTERN DISTRICT**

U.S. Post Office and Courthouse Building  
700 Grant Street, Suite 4000  
Pittsburgh, PA 15219  
(412) 644-3500  
Fax: (412) 644-4549

**PUERTO RICO**

Torre Chardon, Suite 1201  
350 Carlos Chardon Avenue  
San Juan, PR 00918  
(787) 766-5656  
Fax: (787) 766-6219

**RHODE ISLAND**

Fleet Center  
50 Kennedy Plaza, 8th Floor  
Providence, RI 02903  
(401) 709-5000  
Fax: (401) 709-5001

**SOUTH CAROLINA**

First Union Building  
1441 Main Street, Suite 500  
Columbia, SC 29201  
(803) 929-3000  
Fax: (803) 254-2912

**SOUTH DAKOTA**

P.O. Box 2638  
Sioux Falls, SD 57101-2638  
(605) 330-4400  
Fax: (605) 330-4410

**TENNESSEE—EASTERN DISTRICT**

800 Market Street, Suite 211  
Knoxville, TN 37902  
(865) 545-4167  
Fax: (865) 545-4176

**TENNESSEE—MIDDLE DISTRICT**

110 Ninth Avenue South, Suite A-961  
Nashville TN 37203  
(615) 736-5151  
Fax: (615) 736—5323

**TENNESSEE—WESTERN DISTRICT**

Davis Federal Building  
800 Clifford Davis Federal Office Building  
Memphis, TN 38103  
(901) 544-4231  
Fax: (901) 544-4230

**TEXAS—EASTERN DISTRICT**

350 Magnolia Avenue, Suite 150  
Beaumont, TX 77701  
(409) 839-2538  
Fax: (409) 839-2550

**TEXAS—NORTHERN DISTRICT**

Earl Cabell Federal Building  
1100 Commerce Street, 3rd Floor  
Dallas, TX 75242  
(214) 659-8600  
Fax: (214) 767-2898

**TEXAS—SOUTHERN DISTRICT**

P.O. Box 61129  
Houston, TX 77208  
(713) 567-9000  
Fax: (713) 718-3300

**TEXAS—WESTERN DISTRICT**

601 Northwest Loop 410, Suite 600  
San Antonio, TX 78216  
(210) 384-7100  
Fax: (210) 384-7105

**UTAH**

185 South State Street, Suite 300  
Salt Lake City, UT 84111  
(801) 524-5682  
Fax: (801) 524-6924

**VERMONT**

Federal Building  
P.O. Box 570  
Burlington, VT 05402  
(802) 951-6725  
Fax: (802) 951-6540

**VIRGIN ISLANDS**

Federal Building and U.S. Courthouse  
5500 Veterans Drive, Room 260  
St. Thomas, VI 00802-6424  
(340) 774-5757  
Fax: (340) 776-3474

**VIRGINIA—EASTERN DISTRICT**

2100 Jamieson Avenue  
Alexandria, VA 22314  
(703) 299-3700  
Fax: (703) 299-2584

**VIRGINIA—WESTERN DISTRICT**

310 First Street, SW, Room 901  
Roanoke, VA 24011  
(540) 857-2250  
Fax: (540) 857-2614

**WASHINGTON—EASTERN DISTRICT**

Federal Courthouse  
P.O. Box 1494  
Spokane, WA 99210-1494  
(509) 353-2767  
Fax: (509) 353-2766

**WASHINGTON—WESTERN DISTRICT**

700 Stewart Street, Suite 5220  
Seattle, WA 98101  
(206) 553-7970  
Fax: (206) 553-0882

**WEST VIRGINIA—NORTHERN DISTRICT**

P.O. Box 591  
Wheeling, WV 26003  
(304) 234-0100  
Fax: (304) 234-0110

**WEST VIRGINIA—SOUTHERN DISTRICT**

P.O. Box 1713  
Charleston, WV 25326  
(304) 345-2200  
Fax: (304) 347-7074

**WISCONSIN—EASTERN DISTRICT**

Henry S. Reuss Federal Building  
517 East Wisconsin Avenue, Room 530  
Milwaukee, WI 53202  
(414) 297-1700  
Fax: (414) 297-1738

**WISCONSIN—WESTERN DISTRICT**

6600 West Washington Avenue, Suite 303  
Madison, WI 53703  
(608) 264-5158  
Fax: (608) 264-5172

**WYOMING**

P.O. Box 668  
Cheyenne, WY 82003-0668  
(307) 772-2124  
Fax: (307) 772-2123



## **U.S. COMMISSION ON CIVIL RIGHTS REGIONAL OFFICES**

**Address Complaints to: Regional Director**

### **CENTRAL REGIONAL OFFICE**

**Areas Covered: Alabama, Arkansas, Iowa, Kansas, Louisiana, Mississippi, Missouri, Nebraska, and Oklahoma**

400 State Avenue, Suite 908

Kansas City, KS 66101

(913) 551-1400

TTY: (913) 551-1414

Fax: (913) 551-1413

### **EASTERN REGIONAL OFFICE**

**Areas Covered: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, and West Virginia**

1331 Pennsylvania Avenue, NW, Suite 1150

Washington, DC 20425

(202) 376-7533

TTY Relay: 711

Fax: (202) 376-7548

### **MIDWESTERN REGIONAL OFFICE**

**Areas Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin**

55 West Monroe Street, Suite 410

Chicago, IL 60603

(312) 353-8311

TTY: (312) 353-8362

Fax: (312) 353-8324

### **ROCKY MOUNTAIN REGIONAL OFFICE**

**Areas Covered: Colorado, Montana, New Mexico, North Dakota, South Dakota, Utah, and Wyoming**

999 18<sup>th</sup> Street, Suite 1380 South

Denver, CO 80202

(303) 866-1040

TTY: (303) 866-1049

Fax: (303) 866-1050

**SOUTHERN REGIONAL OFFICE**

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