



## Notice of Non-Discrimination

The Idaho Department of Water Resources (IDWR) complies with state and federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- Idaho Code § 67-5909, which prohibits discrimination on a basis of **race, color, religion, sex, or national origin**.
- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on **race, color, or national origin** (including **language**).
- Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on **disability**.
- Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on **sex** (including **pregnancy, sexual orientation, and gender identity**) in education programs or activities receiving federal financial assistance.
- Age Discrimination Act of 1975, which prohibits discrimination based on **age**.
- U.S. Department of Homeland Security regulation 6 CFR part 19, which prohibits discrimination based on **religion** in social service programs.

It is against the law for IDWR to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

### To File a Complaint

If you think IDWR has discriminated based on race, color, national origin (including language), disability, sex, or age, you can file a complaint in person, by mail, fax or email with:

#### IDWR Human Resources

Email: [HRinfo@idwr.idaho.gov](mailto:HRinfo@idwr.idaho.gov)  
Phone: (208) 287-4800  
Fax: (208) 287-6700

Idaho Department of Water Resources  
Attn: HR Officer  
322 E Front St.  
P.O. Box 83720  
Boise, ID 83702-0098

#### **Complaints can also be filed with:**

#### U.S. Department of Homeland Security Office (DHS) for Civil Rights and Civil Liberties (CRCL)

E-mail: [CRCLCompliance@hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov)  
Phone: (202) 401-1474  
Toll-Free: 1 (866) 644-8360  
Fax: (202) 401-4708

U.S. DHS CRCL  
Compliance Branch, Mail Stop #0190  
2707 Martin Luther King, Jr. Ave., SE  
Washington, D.C. 20528-0190

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

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

IDWR offers:

Free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.

Free language services, such as qualified language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

**To request these services, please contact:**

#### IDWR Human Resources

Email: [HRinfo@idwr.idaho.gov](mailto:HRinfo@idwr.idaho.gov)  
Phone: (208) 287-4800  
Fax: (208) 287-6700