

Pursuant to the State of Tennessee's policy of non-discrimination, the Department of Mental Health and Substance Abuse Services does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, age, disability, or military services in its policies, or in the employment in, its program, service or activities.

The Tennessee Department of Mental Health and Substance Abuse Services is committed to principles of equal opportunity, equal access and affirmative action. Contact the department's EEO/AA Coordinator at (615) 532-6580 or the Title VI Coordinator at 1-800-560-5767.

EQUAL OPPORTUNITY
Is the
LAW
in
TENNESSEE



**Tennessee Department
of Mental Health and
Substance Abuse Services**



Department of Mental Health and Substance Abuse Services, Authorization #339429, 5,000 copies, March 2014. This public document was promulgated at a cost of \$.16 per copy.

The Civil Rights Act of 1964 was passed to ensure the people of the United States equal treatment, rights and opportunities regardless of race, color, or national origin. Title VI of that Act prohibits discrimination in federally funded programs.



“No person in the United States shall, on the basis of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

Included under National Origin is discrimination based on a person’s inability to speak, read, write, or understand English. Persons whose primary language is not English can be Limited English Proficient or “LEP.” These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

All programs and operations of entities that receive assistance from the federal government must comply.

It is important that all applicants and recipients of services know about their rights under the law, and that employees of the Department of Mental Health and Substance Abuse Services as well as other agencies, organizations, institutions, and contractors providing services with state support understand what the law requires.

The Department of Mental Health and Substance Abuse Services requires a statement of compliance with the Civil Rights Act before entering into a contract or other agreement with any vendor for the purchase of care, services, or other benefits on behalf of persons served by the programs of the Department of Mental Health and Substance Abuse Services.

Any person who applies for or receives any benefit or service provided by the Department of Mental Health and Substance Abuse Services may file a complaint if he or she has had unfair or different treatment because of race, color, or national origin.

Complaints must be filed in writing with the Title VI representative of the location of the alleged discrimination or with the appropriate regional or central office of the Department of Mental Health and Substance Abuse Services or with the Office of Civil Rights, 101 Marietta Tower, Suite 2706, Atlanta, Georgia 30323.

The Department of Mental Health and Substance Abuse Services does not, because of race, color, or national origin;

- Deny any individual any services, opportunity, or other benefit for which he is otherwise qualified;
- Provide any individual with any service, or other benefit, which is different or is provided in a different manner from that which is provided to others under the program;
- Subject any individual to segregated or separate treatment in any manner related to his receipt of service;
- Restrict an individual in any way in the employment of services, facilities or any other advantage, privilege or other benefit provided to others under the program;
- Adopt methods of administration which would limit participation by any group of recipients or subject them to discrimination;
- Address an individual in a manner that denotes inferiority because of race, color, or national origin.

For further information, contact the Title VI Coordinator at:

Office of Consumer Affairs
 Department of Mental Health and
 Substance Abuse Services
 5th Floor, Andrew Jackson Building
 500 Deaderick Street
 Nashville, Tennessee 37243