



## POLICY AND NOTICE OF NONDISCRIMINATION

Knox County complies with Federal and state civil rights laws and is committed to providing its programs and services without discrimination to members of the public, clients, consumers, program beneficiaries, and employees, in accordance with, but not limited to:

- *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 and the Americans with Disabilities Act*, which prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972* prohibits discrimination based on **sex** in education programs or activities.
- *Age Discrimination Act of 1975* prohibits discrimination based on **age**.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19* prohibits discrimination based on **religion** in social service programs.

It is against the law 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. **Any individual alleging such harassment or intimidation may file a complaint.**

### To File a Complaint

If you believe you were discriminated against by an employee or sub-recipient of Knox County Government on the grounds of race, color, sex, religion, national origin, age, disability, or any other characteristic protected by law, were excluded from participation in, were denied the benefits of, or was subjected to discrimination under any and all programs, services, or activities, you may file a complaint by:

- Scanning this QR code to complete the online complaint form (fastest method)



- Mail your signed written complaint (the complaint form can be found at [www.knoxcounty.org/hr](http://www.knoxcounty.org/hr)) to:  
Attn: Human Resources  
400 Main St, Suite 345  
Knoxville, TN 37902
- Email [human.resources@knoxcounty.org](mailto:human.resources@knoxcounty.org)

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

Anyone requiring auxiliary aid or service for effective communication or a modification of policies or procedures to participate in a Knox County program, service, or activity of Knox County should contact the ADA Coordinator as soon as possible but no later than 72 hours before the scheduled event.

Carly Pearson, ADA Coordinator  
Mobile: 865-318-9310  
TTY: 865-215-2497  
[ada.coordinator@knoxcounty.org](mailto:ada.coordinator@knoxcounty.org)

Anyone requiring a qualified foreign language interpreter or information written in another language to ensure meaningful access to programs and activities for persons with limited English proficiency should contact the respective department or agency as soon as possible but no later than 72 hours before the scheduled event. If you are unable to contact them, please contact the Nondiscrimination Policy Coordinator.

Marcus Kennedy, Nondiscrimination Policy Coordinator  
Office: 865-215-4427  
[human.resources@knoxcounty.org](mailto:human.resources@knoxcounty.org)