The City of Salisbury is committed to promoting diversity, fairness, equity, and the principles of environmental justice. We also ensure we do not discriminate in our programs, decisions, actions, or delivery of services.

**NON-discrimination policies and procedures**

Title 40 of the Code of Federal Regulations (CFR), Part 7, Nondiscrimination in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency, prohibits discrimination on the basis of race, color, national origin, age, sex, or disability in programs or activities receiving federal assistance from the United States Environmental Protection Agency (EPA). It requires recipients of federal assistance from the EPA to:

1. Collect, maintain, and provide information showing compliance with 40 CFR Part 7.
2. Designate a person to be the Nondiscrimination Coordinator to coordinate efforts to comply with 40 CFR Part 7.
3. Adopt grievance procedures that assure the prompt and fair resolution of discrimination complaints alleging violations of 40 CFR Part 7.
4. Provide continuing and prominent public notice of nondiscrimination on the basis of race, color, national origin, age, sex, or disability, and of the identity and contact information for the Nondiscrimination Coordinator.

It is the City of Salisbury’s policy not to discriminate on the basis of the factors in 40 CFR Part 7, as well as other applicable state and federal laws.

**NOTICE OF NONDISCRIMINATION**

The City of Salisbury does not discriminate on the basis of race, sex, religion, age, national origin, color, marital status, disability, political beliefs, genetic information, or sexual orientation in the administration of any of its programs or activities, and does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in or oppose actions protected by applicable laws and regulations, or for the purpose of interfering with such rights, and claims of intimidation and retaliation will be handled promptly if they occur.

<https://salisbury.md/non-discrimination-policy>

A printed copy may be requested from the Mayor’s Office, located at 115 S. Division Street, Salisbury, MD 21801.

**GRIEVANCE PROCEDURE**

The City of Salisbury adopted the following procedures to allow any person or group to submit a complaint alleging discrimination of any kind by the City of Salisbury that may constitute a violation of 40 CFR Part 7 or any state or federal statutes or regulations that the City of Salisbury enforces, and to assure the prompt and fair resolution of any such discrimination complaints.

<https://salisbury.md/non-discrimination-policy>

A printed copy may be requested from the Mayor’s Office, located at 115 S. Division Street, Salisbury, MD 21801.

**HOW TO SUBMIT A COMPLAINT**

If you have any questions about this notice or any of the City of Salisbury’s nondiscrimination programs, policies, or procedures, or if you believe that you have been discriminated against with respect to a City program or activity, you may contact:

City of Salisbury

City Administration/Nondiscrimination Coordinator

Andy Kitzrow

[akitzrow@salisbury.md](mailto:akitzrow@salisbury.md)

410-548-3100

You also have the right to file a federal complaint of alleged discrimination on the basis of race, color, national origin, sex, age, disability, and reprisal or retaliation for prior civil rights activity (not all prohibited bases apply to all programs) by contacting the U.S. Environmental Protection Agency.

U.S. Environmental Protection Agency  
Director of the Office of Civil Rights  
Mail Code 1201A  
1200 Pennsylvania Ave, NW  
Washington DC 20460  
202-564-7272 (voice)