



State of Tennessee  
Department of Intellectual and Developmental Disabilities

# DISCRIMINATION IS PROHIBITED

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 REQUIRES THAT FEDERALLY ASSISTED PROGRAMS BE FREE OF DISCRIMINATION. THE TENNESSEE DEPARTMENT OF INTELLECTUAL AND DEVELOPMENTAL DISABILITIES ALSO REQUIRES THAT ITS ACTIVITIES BE CONDUCTED WITHOUT REGARD TO RACE, COLOR, OR NATIONAL ORIGIN.

Prohibited Practices Include:

- Denying any individual any services, opportunity, or other benefit for which he or she is otherwise qualified;
- Providing 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;
- Subjecting any individual to segregated or separate treatment in any manner related to his or her receipt of service;
- Restricting any individual in any way in the enjoyment of services; facilities; or any other advantage, privilege, or benefit provided to others under the program;
- Adopting methods of administration that would limit participation by any group of persons supported or subject them to discrimination;
- Addressing an individual in a manner that denotes inferiority because of race, color, or national origin;
- Subjecting any individual to incidents of racial or ethnic harassment, the creation of a hostile racial or ethnic environment, and a disproportionate burden of environmental health risks on minority communities.

Should you feel you have been discriminated against, please contact the local Title VI coordinator.

Name: Asia Means Title: Compliance Director

Address: 759 West Church Street Suite 8 Lexington, TN 38351

Phone Number: 731-968-1050 Fax: 731-968-9003

- Any individual may file a Title VI complaint with the below listed entities. It is preferable that complaints be registered at the local level first.

DEPARTMENT OF INTELLECTUAL AND DEVELOPMENTAL  
DISABILITIES  
Title VI Compliance Director  
Vickey Coleman, Ph.D.  
315 Deaderick Street  
NASHVILLE, TN 37243

OR  
U.S. DEPARTMENT OF JUSTICE  
COORDINATION & REVIEW SECTION - NYA  
CIVIL RIGHTS DIVISION  
950 PENNSYLVANIA AVENUE, N.W.  
WASHINGTON, D.C. 20530  
(888) 848-5306 (toll free voice and TDD)

_____	_____	_____	_____	_____
Person Supported	Date	Service Provider	Agency Representative	Date
_____	_____			
Legal Representative	Date			



State of Tennessee / Estado de Tennessee  
Department of Intellectual and Developmental Disabilities / Departamento de Discapacidades  
Intelectuales y del Desarrollo

## DISCRIMINATION IS PROHIBITED / La Discriminación está Prohibida

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El Título VI del Decreto de Derechos Civiles de 1964 requiere que los programas financiados por el gobierno federal sean libres de discriminación. El DEPARTAMENTO DE DISCAPACIDADES INTELECTUALES Y DEL DESARROLLO DE TENNESSEE también requiere que sus actividades sean conducidas sin distinción de raza, color, o de origen nacional.

Prohibited Practices Include: /Las prácticas prohibidas incluye:

- Denying any individual any services, opportunity, or other benefit for which he or she is otherwise qualified; / Negar a un individuo un servicio, oportunidad, u otro beneficio por el que él/ella de otra manera calificara;
- Providing 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; / Proveer a un individuo con cualquier servicio u otro beneficio, que sea diferente o es otorgado de una manera diferente a la que es otorgada a otros dentro del programa;
- Subjecting any individual to segregated or separate treatment in any manner related to his or her receipt of service; / De ninguna manera puede someter a cualquier individuo a un tratamiento separado o segregado relacionado con el recibo de sus servicios.
- Restricting any individual in any way in the enjoyment of services; facilities; or any other advantage, privilege, or benefit provided to others under the program; / Restringir de alguna manera a un individuo que disfrute de los servicios, instalaciones; o cualquier otro tipo de ventaja, privilegio, o beneficio provisto a otros bajo el programa;
- Adopting methods of administration that would limit participation by any group of persons supported or subject them to discrimination; / Adoptar métodos de administración que limiten la participación de ciertas personas, o que las someta a discriminación;
- Addressing an individual in a manner that denotes inferiority because of race, color, or national origin; / Tratar a un individuo de una manera que denote inferioridad como consecuencia de raza, color, u origen de nacionalidad;
- Subjecting any individual to incidents of racial or ethnic harassment, the creation of a hostile racial or ethnic environment, and a disproportionate burden of environmental health risks on minority communities. / Someter a un individuo a incidentes de hostilidad de índole racial o étnico, la creación de un ambiente de hostilidad racial o étnico, y una carga desproporcionada de riesgos de salud ambiental en comunidades minoritarias.