**Nondiscrimination & Grievance Policy**

Eau Claire Area Hmong Mutual Assistance Association, Inc. (ECAHMAA) is committed to providing the highest quality services to all eligible individuals **without discrimination based on**:

· Race or ethnicity

· Color

· National origin or ancestry

· Gender identity

· Religion or spirituality

· Disability

· Age

· Sexual orientation

**Your Rights**

· You may file a grievance if you feel you have been treated unfairly.

· Filing a grievance will **not affect your services** in any way.

· All grievances will be addressed **confidentially**.

**Filing a Discrimination Complaint**   
If you believe you have been treated differently because of race/ethnicity, color, national origin or ancestry, gender identity, religion/spirituality, disability, age, or sexual orientation, you may file a complaint with:

**Wisconsin Department of Justice – Office of Crime Victim Services**  
P.O. Box 7951 Madison, WI 53707-7951

**Wisconsin Department of Justice – Contract Compliance Officer**  
P.O. Box 7857 Madison, WI 53703-7857

**U.S. Department of Justice – Office for Civil Rights, Office of Justice Programs**   
810 7th Street NW Washington, DC 20531