ARIZONA DEPARTMENT OF ECONOMIC SECURITY

Title VI/ADA/LEP Nondiscrimination Notice to the Public

Title VI of the Civil Rights Act

The Arizona Department of Economic Security (DES) hereby gives public notice that it is the Department's policy to ensure full compliance with Title VI of the Civil rights Act of 1964. Title VI requires that no person shall, on the grounds of race, color, national origin, age, sex, sex stereotypes, gender identity, genetic information, political beliefs, disability or limited English proficiency, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under applicable programs or activities.

Section 504 of the Rehabilitation Act of 1973 is a national law that protects qualified individuals from discrimination based on their disability. Section 504 forbids organizations from excluding or denying individuals with disabilities an equal opportunity to receive program benefits and services. It defines the rights of individuals with disabilities to participate in and have access to programs, benefits and services.

Scan the QR Code to visit the Discrimination Complaints webpage: des.az.gov/how-do-i/file-discrimination-complaint.

Americans with Disabilities Act - Title II

If you have a disability or medical, mental health, or learning impairment that limits what you can do, you have rights under the Americans with Disabilities Act (ADA). The ADA protects people with these and other conditions:

- Medical conditions *(heart condition, cancer, asthma, HIV, others)*
- Learning disabilities
- Depression and other mental health conditions
- Hearing, speech, and vision impairments

If you have a disability or medical, mental health, or learning impairment, you may have the right to a reasonable accommodation/modification from DES, an accommodation/modification can be:

- Help filling out forms
- Help understanding program rules
- Equipment and services *(e.g., sign language interpreters, readers, etc.)*
- Materials in Braille, large print, on CD
- Appointment at a different time or using a different method

ADA does not require DES to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial burden.

Scan the QR code to visit the ADA Title II website: des.az.gov/reasonable-accommodation.

Limited English Proficiency (LEP)

If English is not your primary language and you have difficulty communicating effectively in English, you may need an interpreter or document translation in order to have meaningful access to programs funded by the Department. The Department takes reasonable steps to make our programs, services, and activities accessible by persons with limited English proficiency.

The Department will continually make efforts to improving the provision of meaningful access to language assistance services to persons with limited English proficiency. Effective communication is necessary in the benefits and services offered by the Department, where miscommunication can lead to incorrect denial of benefits or services.

Scan the QR code to visit the LEP website: des.az.gov/how-do-i/request-assistance-ombudsman/lep.

Notify the DES employee that you need a change or adjustment to a program requirement for a reason related to a medical condition.

Need Further Assistance

To request an accommodation or modification or to file an ADA grievance, contact Belinda Escalante, Americans with Disabilities Act Title II Coordinator at oeoada504coordinator@azdes.gov.

To file a complaint of discrimination, contact the Office of Equal Opportunity at: officeofequalopportunity@azdes.gov.

Equal Opportunity Employer / Program • Auxiliary aids and services are available upon request to individuals with disabilities • TTY/TDD Services 7-1-1 • Disponible en español en línea o en la oficina local

OEO-1009A FLYBIL (07/25)