NOTICE OF NONDISCRIMINATION

The Partnership for the Delaware Estuary (“PDE”) is committed to ensuring that no person is excluded or denied access to PDE properties programs, activities, events, services, or employment, on the basis of race, color, national origin, sex, sexual orientation, gender identity, age, language barriers or disabilities as protected by nondiscrimination laws, statues, regulations and executive orders including:

- Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of race, color or national origin in federally funded programs.
- Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education programs or activities.
- Age Discrimination Act of 1975, which prohibits discrimination based on age.
- Executive Order 13166 which requires recipients of federal financial assistance to identify reasonable steps to provide language assistance for Limited English Proficiency (LEP) persons seeking meaningful access to its programs and activities.

PDE is committed to providing individuals with disabilities an equal opportunity to participate in and benefit from PDE’s employment, properties, programs, activities, events and services. PDE employees and job applicants with disabilities may request reasonable accommodations from PDE that they believe will enable them to have equal opportunity to participate in hiring and employment. Individuals with disabilities may also request reasonable accommodations that they believe will allow them equal access to PDE’s programs, activities, and events, including but not limited to auxiliary aids and services for those with hearing, vision and speech disabilities.

PDE does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose action prohibited, by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights. Brian Yerger, Director of Business Operations, is the designated civil rights coordinator for PDE and is responsible for the coordination of compliance efforts and receipt of inquiries concerning non-discrimination requirements implemented by 40 C.F.R. Parts 5 and 7, including Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; Title IX of the Education Amendments of 1972; Executive Order 13166; and section 13 of the Federal Water Pollution Control Act Amendments of 1972.

Any requests for reasonable accommodations, questions about this notice, or any of PDE’s non-discrimination programs, policies, or procedures can be directed to PDE’s designated civil rights coordinator:

Brian Yerger, Director of Business Operations
110 South Poplar St. Suite 202
Wilmington, DE 19801
302.655.4990
Byerger@delawareestuary.org

If you believe you have been discriminated against with respect to a PDE program or activity, you may contact the designated coordinator identified above or visit PDE’s website to learn how and where to file a complaint at https://delawareestuary.org/PDE

Formal complaints may be filed directly with the United States Environmental Protection Agency (EPA). https://www.epa.gov/external-civil-rights/filing-discrimination-complaint-against-recipient-epa-funds