



## MICHIGAN STATE POLICE Emergency Management and Homeland Security Division

Subject:	Notice of Nondiscrimination
Effective Date:	10/21/2021
Policy Number:	EMHSD-01
Last Updated:	09-27-2023

### I. PURPOSE

The Michigan State Police, Emergency Management and Homeland Security Division (MSP/EMHSD) recognizes the importance of having nondiscriminatory procedures. As such this document reflects MSP/EMHSD's nondiscrimination policies and is consistent with MSP Official Order 02-01, Department Rules and Regulations, specifically Article 4 - [Code of Conduct](#), and MSP Official Order 02-03, [Bias-Free Services](#). A copy of this policy will be posted publicly on the MSP/EMHSD website under About Us.

### II. Policy

The MSP/EMHSD complies with State and Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin (including language).
- Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability.
- 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.
- U.S. Department of Homeland Security regulation 6 C.F.R. Part 19, which prohibits discrimination based on religion in social service programs.
- The Michigan Elliott-Larsen Civil Rights Act of 1976, as amended.
- The Michigan Persons with Disabilities Civil Rights Act, 1976 PA 220, as amended.
- Civil Service Regulation 1.03.

#### To File a Complaint

If you think MSP/EMHSD has failed to provide services or discriminated in another way based on race, color, national origin (including language), disability, sex, religion, or age, you can file a complaint to a local supervisor or commander by going to or calling the nearest state police post or district headquarters. Complaints may also be filed with MSP Headquarters by contacting the Professional Standards Section. Contact should be made by completing a [Public Complaint Against Employee](#) form and submitted by mail, fax, or email. For additional information, please visit [MSP - Complaints About Employee Misconduct \(michigan.gov\)](#).

Mail:  
Michigan State Police  
PO Box 30634  
Lansing, Michigan 48909  
Fax: 517-284-3241  
Email: [MSPIA@michigan.gov](mailto:MSPIA@michigan.gov)

Complaints may also be filed with the Michigan Department of Civil Rights either online, in person, or by telephone. For additional information, visit their website at: [MDCR - File a Complaint of Discrimination](#).

You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):

E-mail: [CRCLCompliance@hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov) (fastest method to submit your complaint)

Fax: 202-401-4708

U.S. Mail:

U.S. Department of Homeland Security  
Office for Civil Rights and Civil Liberties  
Compliance Branch  
245 Murray Lane, SW  
Building 410, Mail Stop #0190  
Washington, D.C. 20528

For additional information: [www.dhs.gov/crcl](http://www.dhs.gov/crcl) Phone: 202-401-1474 Toll-Free: 866-644-8360.

Retaliation against department members or members of the public for filing a complaint is strictly prohibited. Division members shall not retaliate against any person who initiates or provides information or testimony related to an investigation, prosecution, internal affairs complaint, litigation, or hearing related to the division or members, regardless of whether the person's participation in the complaint is as a victim, witness, investigator, decision-maker, or reviewer.

### III. ENFORCEMENT

Failure to respond to the protocols of this policy effectively and efficiently may result in disciplinary action in accordance with civil service and departmental rules.

### IV. REVISION RESPONSIBILITY

Responsibility for revision of this policy lies with the Administrative Section.

### APPROVED:



---

KEVIN SWEENEY, CAPTAIN  
Commander