

EQUAL OPPORTUNITY IS THE LAW IN TENNESSEE

The Civil Rights Act of 1964 was passed to ensure the people of the United States equal treatment, rights and opportunities regardless of race, color, or national origin. Title VI of that Act prohibits discrimination in federally funded programs

“No person in the United States shall, on the basis of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

Included under National Origin is discrimination based on a person’s inability to speak, read, write, or understand English. Persons whose primary language is not English can be Limited English Proficient or “LEP.” These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

All programs and operations of entities that receive assistance from the federal government must comply.

It is important that all applicants and recipients of services know about their rights under the law, and that employees of Mental Health America of the Midsouth as well as other agencies, organizations, institutions, and contractors providing services with state support understand what the law requires.

Any person who applies for or receives any benefit or service provided by Mental Health America of the Midsouth may file a complaint if he or she has had unfair or different treatment because of race, color, or national origin.

Complaints must be filed in writing with the Title VI representative of the location of the alleged discrimination Mental Health America of the Midsouth; or with the appropriate regional or central office of the Department of Mental Health and Substance Abuse Services; or with the Office of Civil Rights, 101 Marietta Tower, Suite 2706, Atlanta, Georgia 30323.

Mental Health America of the Midsouth does not, because of race, color, or national origin:

1. Deny and individual any services, opportunity, or other benefit for which he is otherwise qualified;
2. Provide 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;
3. Subject any individual to segregated or separate treatment in any manner related to his/her receipt of service;
4. Restrict an individual in any way in the employment of services, facilities or any other advantage, privilege or other advantage, privilege or other benefit provided to others under the program;
5. Adopt methods of administration which would limit participation by any group of recipients or subject them to discrimination;
6. Address an individual in a manner that denotes inferiority because of his/her race, color, or national origin.

For further information, contact

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