



POLICY AND NOTICE OF NONDISCRIMINATION

Port Freeport (the "Port") complies with 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**).
- *American with Disabilities Act and Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on **age**.

It is against the law for the Port to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

To File a Complaint

If you think that the Port has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, age, or religion, you can file a complaint in person or by mail or email with Port Freeport. A Complaint Form is available online at <https://www.portfreeport.com/business-with-the-port/forms-and-documents>.

E-mail: lowe@portfreeport.com

U.S. Mail: **Port Freeport**
Director of Administration
1100 Cherry Street
Freeport, Texas 77541

You can also file a civil rights complaint with the following:

U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):

E-mail: CRCLCompliance@hq.dhs.gov

Fax: 202-401-4708

U.S. Mail: U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
Compliance Branch, Mail Stop #0190
2707 Martin Luther King, Jr. Ave., SE
Washington, D.C. 20528

U.S. Department of Transportation MARAD's Office of Civil Rights

E-mail: civilrights.marad@dot.gov

U.S. Mail: US Department of Transportation
United States Maritime Administration
Office of Civil Rights
West Building, 2nd Floor MAR-130
1200 New Jersey Avenue,
SE Washington, DC 20590

Information and Services for Persons with Disabilities

Port Freeport provides free of charge reasonable aids and services, such as written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities. Procedures for requesting ADA Accommodation and a Request Form is available online at <https://www.portfreeport.com/business-with-the-port/forms-and-documents>.

Information and Services for Persons with Limited English Proficiency

Port Freeport provides free of charge reasonable language services, such as information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency. Advance requests for language assistance can be made by contacting the Director of Administration:

E-mail: lowe@portfreeport.com

Phone: 979-233-2667

Physical Address: Port Freeport
1100 Cherry Street
Freeport, Texas 77541



Phyllis Saathoff, Executive Director/CEO

PORT FREEPORT

April 29, 2024



NORMA Y NOTIFICACIÓN DE AVISO DE NO DISCRIMINACIÓN

Puerto Freeport (el “Puerto”) cumple con las leyes federales de derechos civiles y está comprometido a proporcionar programas y servicios libres de discriminación, de conformidad con:

- *Título VI de la Ley de Derechos Civiles de 1964*, que prohíbe la discriminación basada en la **raza, color, o nacionalidad (incluido el idioma)**.
- *Ley de Estadounidenses con Discapacidades de 1990 y Artículo 504 de la Ley de Rehabilitación de 1973*, que prohíbe la discriminación basada en la **discapacidad**.
- *Ley de Discriminación por Edad de 1975*, que prohíbe la discriminación basada en la **edad**.

Es contrario a la ley que el Puerto tome represalias contra cualquier persona que tome medidas para oponerse a la discriminación, presente una queja o participen la investigación de una queja de acuerdo con las autoridades anteriores.

Para presentar una queja

Si considera que el Puerto no ha proporcionado estos servicios, o ha discriminado de cualquier otra manera por motivos de raza, color, nacionalidad, discapacidad, sexo, o edad, puede presentar una queja en persona o por correo postal o correo electrónico a. Un formulario de queja está disponible en línea en <https://www.portfreeport.com/business-with-the-port/forms-and-documents>.

Correo electrónico: lowe@portfreeport.com

Correo postal de EE. UU.: Port Freeport
Director of Administration
1100 Cherry Street
Freeport, Texas 77541

También puede presentar una queja de derechos civiles ante lo siguiente:

La Oficina de Derechos Civiles y Libertades Civiles (CRCL) del Departamento de Seguridad Nacional de EE. UU.:

Correo electrónico: CRCLCompliance@hq.dhs.gov

Fax: 202-401-4708

Correo postal de EE. UU.:

U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
Compliance Branch, Mail Stop #0190
2707 Martin Luther King, Jr. Ave., SE
Washington, D.C. 20528

Oficina de Derechos Civiles del Departamento de Transporte de EE. UU. MARAD:

Correo electrónico: civilrights.marad@dot.gov

Correo postal de EE. UU.:

US Department of Transportation
United States Maritime Administration Office
of Civil Rights
West Building, 2nd Floor MAR-1
1200 New Jersey Avenue
SE Washington, DC 20590

Información y servicios para personas con discapacidades

Puerto ofrece asistencia y servicios razonables gratuitos, como información escrita en otros formatos (letra grande, audio, electrónico, etc.) para permitir una comunicación efectivo con personas con discapacidades. Los procedimientos para solicitar adaptaciones ADA y un formulario de solicitud están disponibles en línea en <https://www.portfreeport.com/business-with-the-port/forms-and-documents>.

Información y servicios para personas con dominio limitado del inglés

Puerto ofrece servicio razonables gratuito de idiomas, para garantizar el acceso satisfactorio a programas y actividades para personas con dominio limitado del inglés. Las solicitudes anticipadas de asistencia lingüística se pueden realizar comunicándose con el Director de Administración:

Correo electrónico: lowe@portfreeport.com

Teléfono: 979-233-2667

Dirección física: Puerto Freeport
1100 calle cereza
Freeport, Texas 77541



Phyllis Saathoff, Executive Director/CEO

PORT FREEPORT

April 29, 2024