



Environmental Council of the States

1250 H Street NW, Suite 850 | Washington, DC 20005

(202) 266-4920 | www.ecos.org

The Environmental Council of the States (ECOS) does not discriminate on the basis of race, color, national origin, disability, age, or sex in the administration of its programs or activities, as required by applicable laws and regulations. ECOS is responsible for 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, and Section 13 of the Federal Water Pollution Control Act Amendments of 1972. If you have any questions about this notice or any of ECOS' non-discrimination programs, policies, or procedures, you may contact:

Donald Welsh, Executive Director

The Environmental Council of the States

1250 H Street, N.W., Suite 850
Washington, DC 20005

(202) 266-4920

ecos@ecos.org

If you believe that you have been discriminated against with respect to an ECOS program or activity, you may reach out to the contact identified above, or submit a Discrimination Complaint as instructed on the following page.

Becky Keogh

Arkansas Department of
Environmental Quality
ECOS President

Jim Macy

Nebraska Department of
Environmental Quality
ECOS Vice President

Patrick McDonnell

Pennsylvania Department of
Environmental Protection
ECOS Secretary-Treasurer

Todd Parfitt

Wyoming Department of
Environmental Quality
ECOS Past President

Donald Welsh

ECOS Executive Director

How to Submit a Discrimination Complaint

The following steps should be taken to submit a discrimination complaint:

- The complaint must be written and include your name, address, and telephone number. Your complaint must be signed and filed with ECOS within 180 calendar days of the alleged discriminatory act.
- Include how, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination. Include names of individuals you allege discriminated against you, if you know them, as well as any other relevant information.
- Include the names of any persons, if known, that could be contacted for additional information to support or clarify your allegations.
- All complaints must be signed by the complainant.

The discrimination complaint should be sent to the ECOS Executive Director for review.

Upon receipt of the discrimination complaint, the staff will determine its jurisdiction, acceptability, and need for additional information, as well as investigate the merit of the complaint.

If the investigation indicates that a violation did not occur, ECOS will notify the parties of the final decision in writing. If the complainant is not satisfied with the results of the investigation of the alleged discrimination and practices, the complaint will be advised of the right to appeal.

Please note: Complainants have the option to file a complaint with the appropriate federal agency no later than 180 calendar days after the alleged discrimination occurred:

U.S. Environmental Protection Agency
Office of Civil Rights (1201A)
1200 Pennsylvania Ave., NW
Washington, D.C. 20460