



Grievance Procedure Public Notice

March 2023

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), Federal Non-Discrimination Laws - collectively, and the Environmental Protection Agency - implementing non-discrimination regulation 40 C.F.R. Parts 5 and 7, Georgia Environmental Finance Authority (GEFA) does not discriminate on the basis of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class in its services, programs, or activities.

Employment: GEFA have a strong commitment to the communities we serve and our employees. GEFA does not discriminate based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class in its hiring or employment practices and complies with regulations promulgated by the U.S. Equal Employment Opportunity Commission.

Effective Communication: GEFA will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons without or with disabilities so they can participate equally in GEFA programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: GEFA will make reasonable modifications to policies and procedures to ensure people without or with disabilities have an equal opportunity to enjoy programs, services, and activities. To request an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity, contact the **Human Resources**, Agency Grievance Coordinator at hrsupport@gefa.ga.gov as soon as possible but no later than 48 hours before the activity or event. The ADA does not require GEFA to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

All applicants, recipients, and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated. Complaints about GEFA's programs, services, or activities by any individual should be directed to the **Human Resources**, Agency Grievance Coordinator at hrsupport@gefa.ga.gov.