

# POLICY AND NOTICE OF NONDISCRIMINATION

The Guadalupe-Blanco River Authority (GBRA) 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**).
- *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.

It is against the law for GBRA 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 GBRA 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, fax or email with:

Guadalupe-Blanco River Authority  
Attn: Joe Cole  
2225 E. Common Street  
New Braunfels, Texas 78130  
[legal@gbra.org](mailto:legal@gbra.org)

## Information and Services for Persons with Disabilities and Persons with Limited English Proficiency

GBRA

- Provides free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.
- Provides free language services, such as qualified foreign language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

### If you need these services, please contact:

Human Resources Department  
2225 E. Common Street  
New Braunfels, Texas 78130  
[hr@gbra.org](mailto:hr@gbra.org)