

# Notice Informing Individuals About Nondiscrimination and Accessibility Requirements

The Norton Shores Police Department complies with applicable Federal civil rights laws and does not discriminate, exclude or treat people differently on the basis of race, color, national origin, gender, age, disability, sexual orientation, religion, gender identity, height, weight, familial status, ancestry, partisan considerations, military status, veteran status, gender expression, sex characteristics, pregnancy, genetic information, or any other protected characteristic.

Norton Shores Police Department provides free aids, free language services, and services to people with disabilities to communicate effectively with us, such as:

- Qualified sign language interpreters
- Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Qualified interpreters
- Information written in other languages

If you need these services, contact Lt Brandon Poel at 231-733-2691.

If you believe that NSPD has failed to provide these services or discriminated in another way on the basis of race, color, national origin, gender, age, disability, sexual orientation, religion, gender identity, height, weight, familial status, ancestry, partisan considerations, military status, veteran status, gender expression, sex characteristics, pregnancy, genetic information, or any other protected characteristic you can file a grievance with:

Marc Vanderstelt, Chief of Police  
4814 Henry St Norton Shores MI 49441  
231-733-2691 (Phone)  
231-798-1968 (Fax)  
Marc.vanderstelt@mcd911.net

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Chief Marc Vanderstelt is available to help you.

You can also file a civil rights complaint with the MI Department of Civil Rights electronically through the online portal, available at <https://dtmb.state.mi.us/MDCRRequestforService/RequestComplaint> or by mail or phone at:

Grand Rapids Office  
State Office Building, 4<sup>th</sup> Floor  
350 Ottawa, NW  
Grand Rapids, MI 49503  
Room 509F, HHH Building  
1-800-482-3604  
616-356-0980