



Notice of Non-Discrimination

The Department of Labor Standards does not discriminate on the basis of race, color, national origin, disability, age, or sex in administration of its programs or activities, and, the Department of Labor Standards does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose action prohibited, by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights.

Karen Haynes-Clifton, Deputy Director Civil Rights 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 (Non-discrimination in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency), 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 (hereinafter referred to collectively as the federal non-discrimination laws).

If you have any questions about this notice or any of the Department of Labor Standards' non-discrimination programs, policies or procedures, you may contact the non-discrimination coordinator:

Karen Haynes-Clifton, Deputy Director Civil Rights
Executive Office of Labor and Workforce Development
100 Cambridge Street, Suite 500
Boston, MA 02114
(617) 626-5138
karen.haynes-clifton@mass.gov

If you believe that you have been discriminated against with respect to a Department of Labor Standards program or activity, you may contact the Deputy Director Civil Rights identified above to learn how and where to file a complaint of discrimination.

If you require accessibility, disability-related accommodations, or interpretive service, please visit mass.gov/multilingualservices.