



Title VI and ADA Compliance and Complaint Procedure

POLICY STATEMENT:	The Oregon Water Resources Department supports Title VI of the Civil Rights Act of 1964. OWRD does not discriminate based on race, color, national origin, disability, age, or sex in administration of its programs or activities. OWRD does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose actions prohibited by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights. OWRD also supports Title II of the Americans with Disabilities Act. We make every effort to provide accessible facilities and materials. For more information, please contact Vickie McDermott at vickie.a.mcdermott@water.oregon.gov or (971) 718-2052.
EFFECTIVE DATE:	September 30, 2026
LAST REVISION:	NEW
RESOURCES:	OAR 839-005-0000

Protected classes in Oregon

It is the policy of the State of Oregon that unlawful discrimination based on Oregon's protected classes is a matter of state concern, and that such discrimination threatens individual rights and privileges and menaces the institutions and foundations of a free democratic state (OAR 839.005). Oregon's protected classes include race, color, national origin, disability, age, sex, religion, sexual orientation, gender identity, and marital status.

Submit a Civil Rights Title VI Complaint

Title VII of the Civil Rights Act of 1964 states "No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." - Title 42 Section 200d.

If you believe you have been discriminated against at the Oregon Water Resources Department or one of its vendors, please utilize [this online form](#) to submit a complaint. If you need assistance in filling out this form, please contact Vickie McDermott at vickie.a.mcdermott@water.oregon.gov or (971) 718-2052.

Please note that except for personally identifying information, the complaint form is not confidential and OWRD may be required to disclose this information upon request.

You may submit this complaint anonymously. If you do, please provide as much information as you can so that we may conduct a thorough investigation.

The Human Resources section is responsible for investigating complaints about discrimination. Anyone who believes they have been subject to discrimination may file a complaint. Investigations will be conducted and timely communication regarding the status of investigations will be provided to the complainant if contact information is provided. The outcome of the investigation will be determined based on the preponderance of the evidence presented and analysis of the complaint.

Intimidation or retaliation of any kind for filing a complaint are prohibited under this policy. If intimidation or retaliation occurs, those complaints will be handled promptly and fairly pursuant to this policy.

Language access

We can provide documents and information on our programs in alternate formats or in a language other than English upon request. To request assistance with translation, interpretation, or alternative formats, please contact Vickie McDermott at vickie.a.mcdermott@water.oregon.gov or (971) 718-2052.

Committed to environmental justice

Environmental Justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, culture, education or income with respect to the development, implementation and enforcement of environmental laws, regulations and policies.

OWRD includes its principles for making environmental equity inherent in the way we do business through our [Environmental Justice Report](#).