



Discrimination is Against the Law

The Marine Environmental Sciences Consortium dba Dauphin Island Sea Lab complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis.

The Marine Environmental Sciences Consortium dba Dauphin Island Sea Lab does not exclude people or treat them differently because of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis.

The Marine Environmental Sciences Consortium dba Dauphin Island Sea Lab provides assistance 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)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact Chris Shaw, Human Resources, Benefits, EEO & Employee Relations at (251) 861-2141 or cshaw@disl.edu

If you believe that the the Marine Environmental Sciences Consortium dba Dauphin Island Sea Lab has failed to provide these services because of discrimination on the basis of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis, you can file a complaint with:

Marine Environmental Sciences Consortium
Attn: Chris Shaw, Human Resources, Benefits, EEO & Employee Relations
101 Bienville Blvd.
Dauphin Island, AL 36528
Phone: (251) 861-2141
Fax: (251) 861-4646.
cshaw@disl.edu

You can file a complaint in person or by mail, fax or email. If you need help filing a complaint, Chris Shaw, Human Resources, Benefits, EEO & Employee Relations, is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

Additional information may be obtained from:

MESC/Dauphin Island Sea Lab
Human Resources
101 Bienville Blvd.
Dauphin Island, AL 36528
Phone: (251) 861-2141