

NORFOLK COUNTY SHERIFF'S OFFICE

SHERIFF PATRICK W. McDERMOTT

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www.NorfolkSheriff.com



NCSO Civil Rights Grievance Policy

The Norfolk County Sheriff's Office (NCSO) does not harass and/or discriminate in providing services to individuals on the basis of race, color, creed, sex, religion, age, national origin or ancestry, handicap or disability, genetics, veteran status and national guard or reserve unit obligations, sexual orientation, gender identity or identification, or any other characteristic protected by federal, state, or local law. All such discrimination is unlawful and prohibited by the NCSO.

Complaints of Discrimination or Sexual Harassment

If any individual believes he or she has been subjected to harassment or discriminatory conduct by the NCSO, the individual has a right to file a complaint with the NCSO. This may be done in writing by contacting the following individuals:

Courtney Madden
General Counsel
Norfolk County Sheriff's Office
200 West Street P.O. Box 149
Dedham, MA, 02027
Tel. 781-751-3300
Email: Legal@NorfolkSheriffMA.org

The above individual is also available to discuss any concerns and to provide information about the NCSO's complaint process.

State and Federal Remedies

In addition to the above, any individual who believes they have been subjected to harassment and/or discrimination by the NCSO may file a formal complaint with any of the following state or federal government agencies set forth below. Using the NCSO's complaint process does not prohibit an individual from filing a complaint with these agencies. Each of the agencies has a short time period for filing a claim (EEOC - 300 days). A state charge **MUST** be filed within 180 days of the last date of discrimination. (Under certain circumstances a charge may be filed up to 300 days from the date of alleged discrimination).

The United States Equal Employment Opportunity Commission ("EEOC")
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
Tel. 1-800-669-4000
www.eeoc.gov/boston

The Massachusetts Commission Against Discrimination ("MCAD")
One Ashburton Place
Sixth Floor, Room 601
Boston, MA 02108
Tel. 617-994-6000
www.mass.gov/mcad/

Office of Grants and Research
10 Park Plaza, Suite 3720-A
Boston, MA 02116
Tel. 617-725-3301
<https://www.mass.gov/orgs/office-of-grants-and-research>

Office of Civil Rights
U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201
Tel. 1-800-368-1019
OCRMail@hhs.gov