

# Your Civil Rights are PROTECTED



**U**nder no circumstances will the Internal Revenue Service tolerate discriminatory treatment of taxpayers by its employees, or individuals who volunteer or work at Low-Income Tax Clinics (LITC), Volunteer Income Tax Assistance (VITA) and Tax Counseling for the Elderly (TCE) sites. No taxpayer shall be subject to discrimination based on sex in educational programs or activities, or race, color, national origin, reprisal, disability or age in programs or activities supported by the Department of the Treasury – Internal Revenue Service.

Taxpayers with a disability may require a reasonable accommodation in order to participate or receive the benefits of a program or activity supported by the Department of the Treasury – Internal Revenue Service. Our employees, and LITC, VITA, and TCE Site Coordinators and Managers, are responsible for ensuring that requests for reasonable accommodation are granted when the request is made by a qualified individual with a disability.

If a qualified individual with a disability does not receive a reasonable accommodation upon request, or if an individual believes that he or she has been discriminated on the basis of sex, race, color, national origin, disability, reprisal or age, he or she may file a written complaint with an employee, a Site Coordinator or Manager, or the Department of the Treasury – Internal Revenue Service. All written complaints should be sent to:

**Operations Director, Civil Rights Division  
Internal Revenue Service  
1111 Constitution Avenue, NW  
Room 2413  
Washington, DC 20224**

For all inquiries concerning taxpayer civil rights, contact us at the address referenced above, or e-mail us at [eeo.external.civil.rights@irs.gov](mailto:eeo.external.civil.rights@irs.gov).

