YOUR RIGHTS UNDER
TITLE VI
OF THE CIVIL RIGHTS ACT OF 1964

THE TOWN OF AVON PROHIBITS DISCRIMINATION
IN ITS PROGRAMS AND ACTIVITIES

Title VI of the Civil Rights Act of 1964, prohibits discrimination on the basis of
race, color, or national origin in programs, activities and services receiving federal

Any person who believes that he or she, has been subjected to discrimination prohibited
under Title VI of the Civil Rights Act of 1964, may file a discrimination complaint. To
obtain additional information about the Town of Avon’s Title VI Program or Title VI
Complaint process, please go to the Town of Avon’s website at:


Submit inquiries or complaints to:
Title VI Coordinator
Town of Avon
60 West Main Street, Avon, CT 06001

Connecticut Department of Transportation
Attention: Debra Goss, Title VI Coordinator
2800 Berlin Turnpike
Newington, Connecticut 06111
Email: Debra.goss@ct.gov

Complaints may also be filed directly with the Federal Transit Administration:
Office of Civil Rights
Attention: Title VI Program Coordinator
East Building, 5th Floor TCR
1200 New Jersey Avenue, SE, Washington, DC 20590
If information is needed in another language, please contact: (860) 409-4346.

Town of Avon
60 West Main Street
Avon, CT 06001
If you believe that a US DOT recipient has retaliated against you, immediately contact The Connecticut Department of Transportation Civil Rights Office to investigate your allegation. Filing a complaint with The Connecticut Department of Transportation does not prevent an individual or group from seeking remedy through other sources.

Who may file a Title VI complaint?
A complaint may be filed by any individual or group that believes that they have been subjected to discrimination or retaliation based on their race color or national origin. The complaint may be filed by the affected party or a representative and must be reduced to writing.

What information do I include in my complaint?
A signed, written complaint should be filed within 180 days of the date of the alleged discrimination, including:

- Your name, address and telephone number. If you are filing on behalf of another person, include their name, address, telephone number and your relation to that person.
- The name and address of the agency, firm or department you believe discriminated against you.
- Your signature.
- A description of how, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts.
- The names of individuals whom you allege discriminated against you, if you know them.
- The names of any persons, if known, that ConnDOT Division of Contract Compliance could contact for additional information to support or clarify your allegations.

How can I file a discrimination complaint?
The Town of Avon is responsible for reviews of complaints of discrimination based on race, color or national origin. If you would like more information about the Town of Avon’s responsibilities under Title VI, or if you believe that the Town of Avon or one of its subrecipients has discriminated against you or others protected by Title VI, you may file a complaint with us. Complaints filed with the Town of Avon should be directed to:

Alan E. Rosenberg, Title VI Coordinator, Town of Avon
Dept. of Social Services, 60 West Main Street, Bldg. 5, 2nd FL,
Avon, CT 06001, Tel: (860) 409-4346

(You may also request information on how to file a complaint directly to the appropriate federal transportation agency)

"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” (42 U.S.C. 2000d)

This brochure is designed to assist you to understand your rights under the Title VI of the Civil Rights Act of 1964.
What is Title VI?
Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that "no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." (42 U.S.C. Section 2000d).

Title VI Policy
Pursuant to Title VI of the Civil Rights Act of 1964, the Restoration Act of 1987 and other nondiscrimination authorities, it is the policy of The Town of Avon that discrimination on the ground of race, color or national origin shall not occur in connection with programs or activities receiving financial assistance from the United States Department of Transportation (US DOT).

The Town of Avon will ensure compliance with Title VI in all of its programs and activities whether or not those programs and activities are US DOT funded. These efforts to prevent discrimination will address, but not be limited to, a programs’ impact upon access, benefits, services, participation, treatment, contracting opportunities, training opportunities, investigation of complaints, allocation of funds, prioritization of projects and the functions of planning, project development, design, right-of-way acquisition, construction, and research.

Title VI Compliance
Title VI compliance is a situation where a recipient has effectively implemented all the Title VI requirements or can demonstrate that every good faith effort has been made toward achieving this end.

USDOT Recipient
A US DOT Federal-aid recipient is any State, territory, possession, political subdivision, instrumentality, public or private agency, organization, entity or individual to whom US DOT assistance is extended either directly or through another recipient.

Programs Covered
Federally-assisted programs include any US DOT Project, program or activity for the provision of services, financial aid, and other benefits. This includes education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by the recipient or other agents, through contracts or other arrangements with the recipient.

What discrimination is prohibited by the ConnDOT Title VI Program?
Discrimination under our Title VI program is an act (action or inaction) whether intentional or unintentional, through which a person or group, solely because of race, color or national origin has been otherwise subjected to unequal treatment or impact, under any program or activity receiving financial assistance from US DOT.

In operating US DOT-assisted programs, a recipient cannot discriminate either directly or through contractual or other means by:

- Denying programs services, financial aids, or other benefits;
- Providing different program services, financial aids or other benefits, or providing them in manner different from provided to others;
- Segregating or separately treating individuals or groups in any matter related to the receipt of any program service, financial aid or benefit;
- Restricting in any way the enjoyment of any advantage or privilege enjoyed by others receiving any program service, financial aid or other benefits;
- Denying person(s) the opportunity to participate as a member of a planning, advisory or similar body;
- Denying person(s) the opportunity to participate in the program through the provision of services, or affording the opportunity to do so differently from those afforded others.