

## **Title VI Complaint Process and Procedure**

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by Easter Seal Rehabilitation Center of Greater Waterbury, Inc. (Easterseals) may file a Title VI complaint by completing and submitting Easterseals' Title VI Complaint Form. Easterseals investigates complaints received no more than 180 days after the alleged incident. Easterseals will process complaints that are complete.

Once the complaint is received, Easterseals will review it to determine if our office has jurisdiction. The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office. Easterseals will notify the Connecticut Department of Transportation's Title VI Coordinator of any Title VI complaints filed, within 10 business days of receipt on any complaint.

Easterseals has sixty (60) business days to investigate the complaint. If more information is needed to resolve the case, Easterseals may contact the complainant. The complainant has ten (10) business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within ten(10) business days, Easterseals can administratively close the case. A case can also be administratively closed if the complainant no longer wishes to pursue their case.

After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member or any other action will occur. If the complainant wishes to appeal the decision, she/he has thirty (30) days after the date of the letter or the LOF to do so.

A person may also file a complaint directly with the Connecticut Department of Transportation, Office of Contract Compliance, Attn: Title VI Coordinator, 2800 Berlin Turnpike, Newington, CT 06111; or directly with the Federal Transit Administration, at FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590.