

Title VI Notice to the Public

This notice is displayed in the public areas of all Easterseals Colorado service locations: WINGS, RMV Camp, the Vestal Center, and Suite 250 of 393 S. Harlan Street.

Your Rights against Discrimination under Title VI of the Civil Rights Act of 1964

Easterseals Colorado operates its programs and services without regard to race, color, national origin, sex, age, and disability. Anyone who believes they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any Easterseals Colorado program or activity because of their race, color, national origin, age, sex, or disability may file a discrimination complaint with Easterseals Colorado or the Colorado Department of Transportation.

To file a Title VI discrimination complaint, contact:

Krasimir Koev, Vice President of Programs
Easterseals Colorado
393 South Harlan Street, #250
Lakewood, CO 80226
Phone: 720-234-9225 Fax: 303-233-1028
kkoev@eastersealscolorado.org

Or with regards to a discrimination that resulted while riding in an Easterseals Colorado vehicle, please contact:

Colorado Department of Transportation
Civil Rights & Business Resource Center
2829 W. Howard Place
Denver, CO 80204
dot_civilrights@state.co.us
Phone: (800) 925-3427
Fax: (303) 952-7088
dot_civilrights@state.co.us

Federal Transit Administration
FTA Office of Civil Rights
1200 New Jersey Avenue SE
Washington, DC 20590
Phone: (888) 446-4511

Title VI Complaint Procedures

Title VI Discrimination Complaint Procedure for Easterseals Colorado

Federal law prohibits discrimination on the basis of race, color, national origin, age, sex, or disability in any Easterseals Colorado program or activity. This prohibition applies to all branches of Easterseals Colorado, its contractors, consultants, and anyone else who acts on behalf of Easterseals Colorado.

Federal law requires that Easterseals Colorado investigate, track, and report discrimination complaints. Complaints must be filed in writing and will be investigated within sixty days of submission. If you need assistance to file your complaint or need interpretation services, please contact Krasimir Koev, Vice President of Programs, at 720-234-9225.

Easterseals Colorado encourages anyone with a Title VI issue to come forward immediately so that we may make any necessary corrections to come into compliance.

Who is eligible to file a complaint?

Anyone who believes they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any Easterseals Colorado program or activity because of their race, color, national origin, age, sex, or disability may file a complaint.

Discrimination includes lack of access, harassment, retaliation and disparate impacts from a program or activity. Harassment includes a wide range of abusive and humiliating verbal or physical behaviors. Retaliation includes intimidating, threatening, coercing, or engaging in other discriminatory conduct against anyone because they filed a complaint or otherwise participated a discrimination investigation.

How do you file a complaint?

Complaints must be filed in writing within 180 days from the last date of the alleged discrimination. However, contact Krasimir Koev, Vice President of Programs, at 720-234-9225 if you believe your complaint may fall outside this deadline.

Reasonable efforts will be made to assist persons with disabilities, non-English speakers, and others unable to file a written complaint. For assistance in filing a complaint, please contact Krasimir Koev, Vice President of Programs, at 720-234-9225.

Complaints may be submitted via mail, email, fax or in person to:

Krasimir Koev, Vice President of Programs
393 South Harlan #250, Lakewood, CO 80226
Phone: 720-234-9225 Fax: 303-233-1028
kkoev@eastersealscolorado.org

Complaints may also be filed directly with the Federal Transit Administration:

Federal Transit Administration

FTA Office of Civil Rights

1200 New Jersey Avenue SE

Washington, DC 20590

Phone: (888) 446-4511

What happens after a complaint is filed?

Title VI complaints must be investigated within sixty days. Investigating a complaint includes interviewing all parties involved and key witnesses. The investigator may also request relevant information such as books, records, electronic information, and other sources of information from all involved parties. You may specify if there is a particular individual or individuals that you feel should not investigate your complaint due to conflict of interest or other reasons.

In some cases, complaints will be forwarded to appropriate government entities for investigation. If your complaint is forwarded to one of these agencies, you will be provided the name and contact information of the employee handling your complaint.

Federal law prohibits retaliation against individuals because they have filed a discrimination complaint or otherwise participated in a discrimination investigation. Any alleged retaliation should be reported in writing to the investigator.

Where did the discrimination occur?

Dates and times discrimination occurred?

Were there any other witnesses to the discrimination?

Name	Organization/Title	Work Telephone	Home Telephone

How would you like to see this situation resolved?

Have you filed your complaint, grievance, or lawsuit with any other agency or court?

Who _____ When _____
Status (pending, resolved, etc.) _____ Result, if known _____
Complaint number, if known _____

Do you have an attorney in this matter?

Name _____ Phone _____
Address _____ City _____ Zip _____

Signed _____ Date _____