

Notice of Nondiscrimination Rights and Protections to Beneficiaries

Federal "Title VI/Nondiscrimination" Protections

The Arc of Opportunity in North Central Massachusetts operates its programs, services, and activities in compliance with federal nondiscrimination laws including Title VI of the Civil Rights Act of 1964 (Title VI), the Civil Rights Restoration Act of 1987, and related statutes and regulations. Title VI prohibits discrimination in federally assisted programs and requires that no person in the United States of America shall, on the grounds of **race, color, or national origin** (including **limited English proficiency**), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal assistance. Related federal nondiscrimination laws administered by the Federal Highway Administration, the Federal Transit Administration, or both prohibit discrimination on the basis of **age, sex, and disability**. These protected categories are contemplated within The Arc of Opportunity's Title VI Programs consistent with federal interpretation and administration. Additionally, The Arc of Opportunity provides meaningful access to its programs, services, and activities to individuals with limited English proficiency, in compliance with US Department of Transportation policy and guidance on federal Executive Order 13166.

State Nondiscrimination Protections

The Arc of Opportunity also complies with the Massachusetts Public Accommodation Law, M.G.L. c 272 §§ 92a, 98, 98a, prohibiting making any distinction, discrimination, or restriction in admission to or treatment in a place of public accommodation based on **race, color, religious creed, national origin, sex, sexual orientation, disability, or ancestry**. Likewise, The Arc of Opportunity complies with the Governor's Executive Order 526, section 4 requiring all programs, activities, and services provided, performed, licensed, chartered, funded, regulated, or contracted for by the state shall be conducted without unlawful discrimination based on **race, color, age, gender, ethnicity, sexual orientation, gender identity or expression, religion, creed, ancestry, national origin, disability, veteran's status** (including Vietnam-era veterans), or **background**.

Additional Information

To request additional information regarding Title VI and related federal and state nondiscrimination obligations, please contact:

VP of Human Resources
The Arc of Opportunity
564 Main Street
Fitchburg, MA 01420
978-343-6662

Title VI Specialist
MassDOT, Office of Diversity and Civil Rights
10 Park Plaza
Boston, MA 02116
857-368-8580
TTY: 857-368-0603
MASSDOT.CivilRights@state.ma.us

Complaint Filing

To file a complaint alleging a violation of Title VI or related federal nondiscrimination law, contact the Title VI Specialist (above) within 180 days of the alleged discriminatory conduct.

To file a complaint alleging a violation of the state's Public Accommodation Law, contact the Massachusetts Commission Against Discrimination within 300 days of the alleged discriminatory conduct at:

Massachusetts Commission Against Discrimination (MCAD)
One Ashburton Place, 6th Floor
Boston, MA 02109
617-994-6000
TTY: 617-994-6196

English: If this information is needed in another language, please contact the Title VI Specialist at 978-343-6662.

Portuguese: Caso esta informação seja necessária em outro idioma, favor contar o Especialista em Título VI pelo telefone 978-343-6662.

Spanish: Si necesita esta información en otro idioma, por favor contacte al especialista del Título VI al 978-343-6662.

Chinese Simplified: 如果需要使用其它语言了解信息, 请联系马萨诸塞州交通部《民权法案》第六章专员, 电话 978-343-6662。

Chinese Traditional: 如果需要使用其它語言了解信息, 請聯繫馬薩諸塞州交通部《民權法案》第六章專員, 電話 978-343-6662。

Russian: Если Вам необходима данная информация на любом другом языке, пожалуйста, свяжитесь со специалистом по Титулу VI по тел: 978-343-6662.

Haitian Creole: Si yon moun vle genyen enfòmasyon sa yo nan yon lòt lang, tanpri kontakte Espesyalis Title VI la nan nimewo 978-343-6662.

Vietnamese: Nếu quý vị cần thông tin này bằng tiếng khác, vui lòng liên hệ Chuyên viên Luật VI của theo số điện thoại 978-343-6662.

French: Si vous avez besoin d'obtenir une copie de la présente dans une autre langue, veuillez contacter le spécialiste du Titre VI en composant le 978-343-6662.

Italian: Se ha bisogno di ricevere queste informazioni in un'altra lingua si prega di contattare lo Specialista del Titolo VI al numero 978-343-6662.

Khmer: ប្រសិនបើលោក-អ្នកត្រូវការបកប្រែព័ត៌មាននេះ:

សូមទាក់ទងអ្នកឯកទេសលើជំពូកទី, របស់ តាមរយៈលេខទូរស័ព្ទ
978-343-6662

Arabic: إن كنت بحاجة إلى هذه المعلومات بلغة أخرى، يُرجى الاتصال بأخصائي الفقرة السادسة على الهاتف 978-343-6662x