

## Policy and Notice of Non-Discrimination

Town of Plymouth complies with Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on **race, color, or national origin** (including **language**).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on **sex** in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on **age**.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on **religion** in social service programs.

It is against the law for the Town of Plymouth to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

### To File a Complaint

If you think that the Town of Plymouth has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, age, or religion, you can file a complaint in person or by mail or email with: Town Clerk at [clerk@plymouthvt.org](mailto:clerk@plymouthvt.org) or 802-500-1815, ext. 1.

You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):

**E-mail:** [CRCLCompliance@hq.dhs.gov](mailto:CRCLCompliance@hq.dhs.gov) (fastest method to submit your complaint)

**Fax:** 202-401-4708

**U.S. Mail:**

U.S. Department of Homeland Security  
Office for Civil Rights and Civil Liberties  
Compliance Branch, Mail Stop #0190  
2707 Martin Luther King, Jr. Ave., SE  
Washington, D.C. 20528

For additional information: [www.dhs.gov/crcl](http://www.dhs.gov/crcl) Phone: 202-401-1474 Toll-Free: 1-866-644-8360

### Information and Services for Persons with Disabilities and Persons with Limited English Proficiency

#### The Town of Plymouth

- Provides free services, such as written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.
- Provides free services written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

The foregoing Policy is hereby revised and approved by the Select Board of the Town of Plymouth, Vermont on this 11<sup>th</sup> day of September, 2024 and is effective of said date until revised or repealed.

**Select Board**

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Jay Kullman, Chair

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Rick Kaminski

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Keith Cappellini