

## Notice of Nondiscrimination Rights and Protections to Beneficiaries

### Federal "Title VI/Nondiscrimination" Protections

The Franklin Regional Council of Governments (FRCOG) 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 FRCOG's Title VI Programs consistent with federal interpretation and administration. Additionally, FRCOG provides meaningful access to its programs, services, and activities to individuals with limited English proficiency, in compliance with U.S. Department of Transportation policy and guidance on federal Executive Order 13166.

### State Nondiscrimination Protections

FRCOG 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, FRCOG 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.

---

Franklin County Transportation Planning Organization meetings are conducted in accessible locations, and materials can be provided in accessible formats and in languages other than English. If you would like accessibility or language accommodation, please contact the Franklin County Transportation Planning Organization at 413-774-3167 (voice) (MA Relay System: 800-439-2370), 413-774-3169 (fax), or [civilrights@frcog.org](mailto:civilrights@frcog.org) (e-mail). The Franklin Regional Council of Governments has posted information for the public regarding the Franklin County Transportation Planning Organization's Title VI obligations and protections against discrimination afforded to the public by Title VI on the website.

If you believe that you or anyone in a specific class of persons has been subjected to discrimination prohibited by Title VI and other nondiscrimination laws based on race, color, national origin, sex, age, disability, or gender, you or your representative may file a complaint with the FRCOG, which we can help complete. A complaint must be filed no later than 180 days after the date of the alleged discrimination for Title VI complaints and no later than 300 days for state protected category complaints.

English: If this information is needed in another language, please contact the FRCOG Title VI Officer at (413) 774-3167.

Spanish: Si necesita esta información en otro idioma, por favor contacte al especialista de FRCOG del Título VI al (413) 774-3167.

Russian: Если Вам необходима данная информация на любом другом языке, пожалуйста, свяжитесь со специалистом по Титулу VI FRCOG по тел: (413) 774-3167.