

**Civil Rights Discrimination
Complaint Form**

COMPLAINANT INFORMATION

Name: _____

Address: _____

Phone No.: _____

Email: _____

I am filing a complaint on behalf of:

- self someone else

NARRATIVE

You MUST file your complaint within 180 calendar days of incident.

You are not required to use this form to file a complaint. In your complaint, explain in as much detail as possible, how you were discriminated against. Include all relevant names and dates. Attach any additional documentation, as necessary, to your complaint. Someone from the Office of Civil Rights will be in contact with you within 7 business days of receiving the complaint.

BASIS OF COMPLAINT: (Mark all that apply)

Federal & State

- Race
- Color
- National Origin
- Age
- Sex
- Sexual Orientation
- Gender Identity
- Disability
- Low-Income
- Limited English Proficiency

State Only

- Sexual Harassment
- Sexual Orientation or Expression
- Political Belief
- Genetic Material
- Military Service or Veteran Status
- Physical Disability
- Mental Disability
- Marital Status
- Religion/Creed
- Pregnancy, Childbirth or Conditions Related to Pregnancy or Childbirth
- Culture/Social Origin/Ancestry
- Hostile Work Environment
- Retaliation



If you believe discrimination is occurring in any of MDT's programs or services, please contact:

MDT Office of Civil Rights
2701 Prospect Avenue, PO BOX 201001
Helena, MT 59620-1001
Voice: (406) 444-6334
TTY (800) 335-7592
Fax (406) 444-7243

Mail, fax or hand deliver complaints to:

Montana Department of Transportation
Office of Civil Rights
2701 Prospect Avenue
PO BOX 201001
Helena, MT 59620-1001

Fax: (406) 444-7243

1,000 copies of this public document were produced at an estimated cost of \$.03 a copy for a total of \$30.00 for printing.

MDT attempts to provide accommodations for any known disability that may interfere with a person participating in any service, program, or activity of the Department. Alternative accessible formats (e.g. large print, audio cassettes, etc.) of this document will be provided upon request. For further information, please call (406) 444-6331, or TTY (800) 335-7593 or Montana Relay at 711.

For more information on Title VI and Non-Discrimination at MDT, visit our website:
mdt.mt.gov/business/contracting/civil/eeo.shtml

For additional copies of this document or questions, please contact the EEO Specialist at: (406) 444-6334

Non-Discrimination Authorities

- * **Title VI of the Civil Rights Act** of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21; which also includes FMCSA-only programs or activities (49 CFR Part 303);
- * **Federal-Aid Highway Act** of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- * **Section 504 of the Rehabilitation Act of 1973**, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- * **The Age Discrimination Act** of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- * **Airport and Airways Improvement Act** of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);

Authorities (continued)

- * Titles II and III of the **Americans with Disabilities Act**, which prohibits discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 CFR parts 37 and 38;
- * The **Federal Aviation Administration's Non-Discrimination statute** (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- * **Title IX of the Education Amendments of 1972**, as amended, which prohibits discrimination because of sex in education programs or activities (20 U.S.C. § 1681 et seq.).
- * Executive Order 12898, **Federal Actions to Address Environmental Justice** in Minority Populations and Low-Income Populations, which prevents discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;

Authorities (continued)

- * Executive Order 13166, **Improving Access to Services for Persons with Limited English Proficiency**, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English Proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- * Executive Order 13672 extends protection against discrimination in hiring and employment in the civilian federal workforce by federal contractors on the basis of both sexual orientation and gender identity.
- * Mont. Code Ann. § 49-3-205 Governmental services;
- * Mont. Code Ann. § 49-3-206 Distribution of governmental funds;
- * Mont. Code Ann. § 49-3-207 Nondiscrimination provision in all public contracts.

Montana Department of Transportation (MDT) is committed to conducting all of its business in an environment free of discrimination, harassment, and retaliation. In accordance with State and Federal law MDT prohibits any and all discrimination on the basis of protected classes by its employees or anyone with whom MDT chooses to do business.