Civil Rights Discrimination Complaint Form	Basis of Complaint: (Mark all that apply) Federal & State Protected Classes	Montana Only Protected Classes
•	□ Age	□ Ancestry
nstructions:	□ Color	☐ Gender Expression
ou MUST file your complaint within 180	□ Disability	☐ Genetic Information
alendar days of incident. You are not required	☐ Gender Identity	☐ Mental / Physical Disability
o use this form to file a complaint. In your	☐ Income Level	☐ Military Service / Veteran Status
omplaint, explain in as much detail as possible,	☐ Limited English Proficiency	☐ Parental / Marital Status
ow you were discriminated against. Include all	□ National Origin	☐ Political or Religious Affiliations/Ideas
elevant names and dates. Attach any additional	□ Race	□ Pregnancy
ocumentation, as necessary, to your complaints. Someone from the Office of Civil Rights will be in	□ Sex	☐ Childbirth
ontact with you within seven (7) business days	□ Sexual Orientation	☐ Medical conditions related to Pregnancy /
f receiving the complaint.		Childbirth
r roserving the somplaint.	Complaint Details	☐ Religion / Creed
Submit complaint to:	Name of individual(s) you are filing the complaint	☐ Social Origin / Condition
Nontana Department of Transportation	against:	☐ Vaccination Status or Possession of Immunity
Office of Civil Rights		Passport
701 Prospect Avenue, PO Box 201001	Name & Contact Info of Witness(es):	
lelena, MT 59620-1001	rame a contact me of vitaloco(co).	
Email: mdtcrform@mt.gov		
oice: (406) 444-6334 TY: (800) 335-7592		
fax: (406) 444-7243	Date of last alleged act of discrimination:	
ax. (100) 111 1210		
or additional copies of this document, please		
ontact the EEO Specialist at: 406-444-6334.	Description of why you are filing your complaint: (attach	additional pages if needed)
	((
Complainant Information		
lame:		
lame:		
ddress:		
Phone No.:		
mail:		
Preferred method of contact:		
Phone		
Email		
am filing a complaint on behalf of:		
Self		
Someone else (Specify who)		
· · · · · · · · · · · · · · · · · · ·		
Complaint (Mark all that apply)		
Harassment		

Date

Signature

☐ Hostile Work Environment

□ Retaliation

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:
- * The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- 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:
- 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);
- * The Civil Rights Restoration Act of 1987, (PL 100-209), (broadened the scope, coverage, and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients, and contractors, whether such programs or activities are Federally funded or not);
- * 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;

Authorities (continued)

- * 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);
- 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;
- * 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);
- * Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. § 1681 et seq.).
- * Executive Order 13672 prohibits discrimination in the civilian federal workforce on the basis of gender identity and in hiring 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.

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Non-Discrimination & Accessibility

ADA, Title VI, and Title VII

For more information on at ADA, Title VI,Title VII, or non-discrimination at MDT, visit our website:

mdt.mt.gov/business/contracting/civil/eeo.aspx

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.

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

Montana Department of Transportation Office of Civil Rights

Department of Transportation 2701 Prospect Avenue, PO Box 201001 Helena, MT 59620-1001 Voice: (406) 444-6334

TTY: (800) 335-7592 Fax: (406) 444-7243

Alternative accessible formats of this document will be provided on request. Persons who need an alternative format should contact the Office of Civil Rights, Department of Transportation, 2701 Prospect Avenue, PO Box 201001, Helena, MT 59620-1001. Telephone: (406) 444-5416 or Montana Relay Service at 711.

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