

Notice of Nondiscrimination Rights and Protections to Beneficiaries

Federal “Title VI / Nondiscrimination” Protections

NMCOG and the NMMPO 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 with NMMPO’s Title VI Programs consistent with federal interpretation and administration. Additionally, NMMPO provides meaningful access to its programs, services, and activities to individuals with limited English proficiency, in compliance with UD Department of Transportation policy and guidance on federal Executive Order 13166.

State Nondiscrimination Protections

NMCOG 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, NMCOG and NMMPO complies with the Governor’s Executive Order 526, section 4 requiring all programs, activities, and services provided, performed, licensed, chartered, funded, regulated, or contracted 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:

Mr. Justin Howard, NMCOG Title VI Specialist
Northern Middlesex Council of Governments
40 Church Street, Suite 200
Lowell, MA 01852
(978) 454-8021
JHoward@nmcog.org

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 discriminator conduct at:

Massachusetts Commission Against Discrimination (MCAD)
One Ashburton Place, 6th Floor
Boston, MA 02109
617-994-6000
TTY: 617-994-6296