



POLICY OF NONDISCRIMINATION

The Town of West Hartford ("Town") seeks to maintain and promote a thriving community by providing equitable access to a variety of quality programs and services. The Town is committed to ensuring that no person shall, be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination, in the receipt of its services, or under any Town program, service or activity, on the grounds of race, color, religion, ethnicity, national origin, ancestry, sex, age, sexual orientation, genetic information, gender identity/expression, marital status, citizenship, veteran status, disability, or any other protected status in accordance with the requirements and any exceptions under applicable state or federal law, including, but not limited to Title VI of the Civil Rights Act of 1964, United States Department of Transportation (DOT) Order 1050.2A, Title 49 Code of Federal Regulations (CFR) Part 21, the Civil Rights Restoration Act of 1987, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments Act of 1972, Age Discrimination Act of 1975, U.S. Department of Homeland Security regulation 6 C.F.R. Part 19, and other pertinent nondiscrimination authorities.

The Town expects all of its administrators, managers, supervisors and employees to adhere to this policy of nondiscrimination.

The Town has established a discrimination complaint procedure and will take prompt and reasonable action to address each complaint. Any person who believes that they have been subjected to discrimination based upon the aforementioned protected classes in any of the Town's programs, services or activities may file a complaint.

The Town of West Hartford may not retaliate against anyone who takes action to oppose discrimination, files a complaint, or participates in the investigation of a complaint in accordance with the above authorities.