
NOTICE OF NONDISCRIMINATION

MPA complies with State, Local, and Federal civil rights laws and is committed to providing those services and programs that it provides to the public without discrimination in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on race, color, or national origin (including language) be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.
- *Section 504 of the Rehabilitation Act of 1973* prohibits discrimination based on disability. MPA and any of its agents will not coerce, intimidate, retaliate against, or discriminate against any individual for exercising a right under Section 504 or for assisting or supporting another to exercise a right under Section 504.
- The Age Discrimination Act of 1975, as amended, prohibits discrimination in federally supported activities based on age.
- *In accordance with the provisions of Federal and State Laws and the Governor's Executive Order (01.01.2007.16), (MDOT MTA) prohibits sexual harassment of any form in all programs and services.*
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on sex in education programs or activities.
- MPA is committed to *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits religious discrimination in social service programs.

How To File a Complaint

Any person who believes that he or she has been discriminated against by the MPA in the provision of these services based upon race, color, or national origin (including language), disability, sex, age, or religion has the right to file a formal complaint in person, by mail or email with:

Emmanuel Ansah, Title VI Program Manager
Office of Fair Practices
401 East Pratt Street, Suite 211
Baltimore Maryland 21202
Email: EAnsah1@mdot.maryland.gov.
Phone: (410) 385-4555

You can also file a civil rights complaint directly with the U.S. Department of Homeland Security (DHS) Office for Civil Rights and Civil Liberties (CRCL). In case of dual filing, please notify the MPA.

U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
Compliance Branch
245 Murray Lane, SW
Building 410, Mail Stop #0190
Washington, D.C. 20528
Email: CRCLCompliance@hq.dhs.gov
Fax: (202) 401-4708

Retaliation

Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is against the law.

Information and Services for Persons with Disabilities and Persons with Limited English Proficiency

The MPA website has been designed to be accessible to persons with disabilities and translates English into 104 languages. Striving for the highest accessibility standards, this website has been successfully validated by software provided by the World Wide Web Consortium (W3C) and Watchfire validators.

- The MPA will make reasonable efforts to correspond with the requesting party in a format or language that is accessible to both parties.
- If the reasonable modification cannot be provided immediately, the MPA will consult with the requesting party to determine what, if any, interim modification may be reasonably provided.
- If the request has not been fulfilled or denied within two weeks of the initial consultation, the MPA will contact the requesting party and provide a time frame for fulfilling or denying the request.
- MPA will maintain a record of all requests received and their status in a secure spreadsheet.

Language Line

The language line number at the end of the MPA website has been designed to be accessible to persons with disabilities and translates English into 104 languages. Striving for the highest accessibility standards, this website has been successfully validated by software provided by the World Wide Web Consortium (W3C) and Watchfire validators. Please call 1-800-752-6096 to assist individuals with limited language proficiency.

A handwritten signature in blue ink, appearing to read 'Jonathan T. Daniels', written over a horizontal line.

Executive Director, Jonathan T. Daniels