Notice of Nondiscrimination Rights and Protections to Beneficiaries

Federal “Title VI/Nondiscrimination” Protections

Community VNA and its affiliates 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, gender, and disability. These protected categories are contemplated within Community VNA’s Title VI Programs consistent with federal interpretation and administration. Additionally, Community VNA provides meaningful access to its programs, services, and activities to individuals with limited English proficiency, in compliance with US Department of Transportation policy and guidance on federal Executive Order 13166.

State Nondiscrimination Protections

Community VNA 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, gender, sexual orientation, disability, or ancestry. Likewise, Community VNA complies with the Governor’s Executive Order 526, section 4 requiring all programs, activities, and services provided, performed, licensed, chartered, funded, regulated, or contracted for 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), background, or any other status protected by law.
**Additional Information**

To request additional information regarding Title VI and related federal and state nondiscrimination obligations, please contact:

Title VI Specialist  
Community VNA  
10 Emory Street  
Attleboro, MA 02703  
800-220-0110  
508-222-0118  
dzapasnik@communityvna.com

**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 discriminatory conduct at:

Massachusetts Commission Against Discrimination (MCAD)  
One Ashburton Place, 6th Floor  
Boston, MA 02109  
617-994-6000  
TTY: 617-994-6196
Translation

English: If this information is needed in another language, please contact the Community VNA Title VI Specialist at 800-220-0110.

Portuguese: Caso esta informação seja necessária em outro idioma, favor contar o Especialista em Título VI do Community VNA pelo telefone 800-220-0110.

Spanish: Si necesita esta información en otro idioma, por favor contacte al especialista de Community VNA del Título VI al 800-220-0110.

Chinese Simplified: (mainland & Singapore): 如果需要使用其它语言了解信息，请联系马萨诸塞州交通部（Community VNA）《民权法案》第六章专员，电话800-220-0110。

Chinese Traditional: (Hong Kong & Taiwan): 如果需要使用其它語言了解信息，請聯繫馬薩諸塞州交通部（Community VNA）《民權法案》第六章專員，電話800-220-0110。

Russian: Если Вам необходима данная информация на любом другом языке, пожалуйста, свяжитесь со специалистом по Титулу VI Департамента Транспорта штата Массачусетс (Community VNA) по тел: 800-220-0110.

Haitian Creole: Si yon moun vle genyen enfòmasyon sa yo nan yon lòt lang, tanpri kontakte Espesyalis Community VNA Title VI la nan nimewo 800-220-0110.

Vietnamese: Nếu quý vị cần thông tin này bằng tiếng khác, vui lòng liên hệ Chuyên viên Luật VI của Community VNA theo số điện thoại 800-220-0110.

French: Si vous avez besoin d'obtenir une copie de la présente dans une autre langue, veuillez contacter le spécialiste du Titre VI de Community VNA en composant le 800-220-0110.

Italian: Se ha bisogno di ricevere queste informazioni in un'altra lingua si prega di contattare lo Specialista Community VNA del Titolo VI al numero 800-220-0110.
Community VNA
800-220-0110.