

**Civil Rights Discrimination  
Complaint Form**

**COMPLAINANT INFORMATION**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone No.: \_\_\_\_\_

Email: \_\_\_\_\_

I am filing a complaint on behalf of:  
 self    someone else

**NARRATIVE**

**You MUST file your complaint within 180 calendar days of incident.** You are not required to use this form to file a complaint. In your complaint, explain in as much detail as possible, how you were discriminated against. Include all relevant names and dates. Attach any additional documentation, as necessary, to your complaint. Someone from the Office of Civil Rights will be in contact with you within 7 business days of receiving the complaint.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**BASIS OF COMPLAINT:** (Mark all that apply)

- |  |   |
|--|---|
| <input type="checkbox"/> Federal & State             | <input type="checkbox"/> State Only                                       |
| <input type="checkbox"/> Race                        | <input type="checkbox"/> Sexual Harassment                                |
| <input type="checkbox"/> Color                       | <input type="checkbox"/> Sexual Orientation ( <i>MDT employees only</i> ) |
| <input type="checkbox"/> National Origin             | <input type="checkbox"/> Political Belief                                 |
| <input type="checkbox"/> Age                         | <input type="checkbox"/> Genetic Material                                 |
| <input type="checkbox"/> Sex                         | <input type="checkbox"/> Veteran Status                                   |
| <input type="checkbox"/> Sexual Orientation          | <input type="checkbox"/> Physical Disability                              |
| <input type="checkbox"/> Gender Identity             | <input type="checkbox"/> Mental Disability                                |
| <input type="checkbox"/> Disability                  | <input type="checkbox"/> Marital Status                                   |
| <input type="checkbox"/> Low-Income                  | <input type="checkbox"/> Religion/Creed                                   |
| <input type="checkbox"/> Limited English Proficiency | <input type="checkbox"/> Pregnancy  |
|  | <input type="checkbox"/> Culture/Social Origin/Ancestry                   |
|  | <input type="checkbox"/> Hostile Work Environment                         |
|  | <input type="checkbox"/> Retaliation                                      |



ADA, Title VI, and Title VII

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

**MDT Office of Civil Rights**

2701 Prospect Avenue, PO BOX 201001  
Helena, MT 59620-1001  
**Voice:** (406) 444-6334  
**TTY:** (800) 335-7592  
**Fax:** (406) 444-7243

MDT attempts to provide accommodations for any known disability that may interfere with a person participating in any service, program, or activity of the Department. Alternative accessible formats (e.g. large print, audio cassettes, etc.) of this document will be provided upon request. For further information, please call (406) 444-9229, or TTY (800) 335-7592 or Montana Relay at 711.

**Mail, fax or hand deliver complaints to:**

Montana Department of Transportation  
Office of Civil Rights  
2701 Prospect Avenue  
PO BOX 201001  
Helena, MT 59620-1001

**Fax:** (406) 444-7243

1,000 copies of this public document were produced at an estimated cost of \$.03 a copy for a total of \$30.00 for printing.

**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.shtml](http://mdt.mt.gov/business/contracting/civil/eeo.shtml)

For additional copies of this document or questions, please contact the EEO Specialist at:  
(406) 444-6334

## 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; which also includes FMCSA-only programs or activities (49 CFR Part 303);
- \* **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;
- \* The **Age Discrimination Act** of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- \* **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);

## Authorities (continued)

- \* 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;
- \* 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);
- \* **Title IX of the Education Amendments** of 1972, as amended, which prohibits discrimination because of sex in education programs or activities (20 U.S.C. § 1681 et seq.).
- \* 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;

## Authorities (continued)

- \* Executive 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);
- \* Executive Order 13672 extends protection against discrimination in hiring and employment in the civilian federal workforce 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.

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.