



1370 Fairfield Road, Suite 2, Gettysburg, PA 17325

❖ Office: (717) 334-6485 ext. 200

❖ Fax: (717) 334-3632

CTA NONDISCRIMINATION POLICY

Cumberland Township Authority (CTA) does not discriminate on the basis of race, color, national origin, disability, age, or sex in administration of its programs or activities, and, CTA does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose action prohibited, by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights.

The Nondiscrimination Coordinator is responsible for coordination of compliance efforts and receipt of inquiries concerning non-discrimination requirements implemented by 40 C.F.R. Parts 5 and 7 (Non-discrimination in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency), including Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; Title IX of the Education Amendments of 1972; and Section 13 of the Federal Water Pollution Control Act Amendments of 1972 (hereinafter referred to collectively as the federal non-discrimination laws).

The following steps should be taken to file a Nondiscrimination complaint:

1. Fill out the Nondiscrimination Form.
2. Include your name, address, and telephone number. If you are filing on behalf of another person, include your name, address, telephone number, and your relationship to that person (for example: friend, attorney, parent, etc.), as well as the name of the person you are filing on behalf of.
3. Describe with specificity the action(s) by CTA that allegedly result in discrimination in violation of 40 C.F.R. Parts 5 and 7.
4. Describe with specificity the discrimination that allegedly has occurred or will occur as the result of such action(s) and identify the parties impacted or potentially impacted by the alleged discrimination.
5. Sign the complaint and file it within sixty calendar days of the alleged discriminatory act.

Once a complaint is filed, it will be forwarded to the Nondiscrimination Coordinator for review. CTA will determine if it has jurisdiction to pursue the matter and whether the complaint has enough merit to warrant an investigation based on information in the complaint and other available information. If CTA has jurisdiction to investigate the issues you have raised and the complaint has enough merit to warrant an investigation, then CTA will investigate all allegations and attempt to resolve the complaint.

For more information, please contact Civil Rights Coordinator Ben Thomas at bfthomas2529@comcast.net or 717-334-6485 ext 200.