

## **Statement of Nondiscrimination**

Colorado Valley Telephone Cooperative, Inc. is the recipient of Federal financial assistance from the U.S. Department of Agriculture, and is subject to the provisions of Title VI of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination Act of 1975, as amended, and the rules and regulations of the U.S. Department of Agriculture.

In accordance with Federal law and the U.S. Department of Agriculture's policy, this institution is prohibited from discrimination against customers, employees and applicants for employment on the basis of race, color, national origin, sex, religion, age, reprisal and, where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance program, gender identity or disability, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities).

The person responsible for coordinating this organization's nondiscrimination compliance efforts is the General Manager. Any individual or specific class of individuals, who feel that this organization has subjected them to discrimination, may obtain additional information on the above statutes and regulations from USDA.

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form found online at [www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter by mail to USDA; Director, Office of Adjudication; 1400 Independence Avenue, SW; Washington, D.C. 20250-9410, by fax (202) 690-7442 or e-mail at [program.intake@usda.gov](mailto:program.intake@usda.gov).

Individuals who are deaf, hard of hearing or have speech disabilities and wish to file either an EEO or program complaint please contact USDA through the Federal Relay Service at (800) 877-8339 or (800) 845-6136 (in Spanish).

Persons with disabilities who wish to file a program complaint, please see information above on how to contact USDA by mail directly or by e-mail. If you require alternative means of communication for program information (e.g., Braille, large print, audiotape, etc.) please contact USDA's TARGET Center at (202) 720-2600 (voice and TDD).

This institution is an equal opportunity provider and employer.