



## Notice of Nondiscrimination and Grievance Procedure

The Colorado Division of Parks and Wildlife (CPW) receives federal financial assistance from multiple bureaus within the U.S. Department of the Interior. Under Title VI of the 1964 Civil Rights Act (as amended), Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990 (as amended), the Age Discrimination Act of 1975, and Title IX of the Education Amendments of 1972, the U.S. Department of the Interior and its bureaus prohibit discrimination on the basis of race, color, religion, national origin, gender, disability or age. In addition, CPW adheres to all antidiscrimination laws of the state of Colorado.

If you believe that you have been discriminated against in any CPW program, activity, or facility, you may file a complaint, as follows:

1. The complaint must be in writing and must be signed by the complainant or complainant's representative. Alternative means of filing complaints will be made available for persons with disabilities upon request.
2. The complaint must contain the complainant's name, address, telephone number, description of the complaint and date of the alleged discrimination.
3. The complaint must be filed within 180 calendar days of the date of the alleged discrimination.
4. Submit the written complaint to:

Colorado Department of Natural Resources  
Human Resources Director  
1313 Sherman Street #415  
Denver, CO 80203  
Tel. (303) 866-2667, Ext. 8648

U.S. Department of the Interior  
Office of Civil Rights  
1849 C Street, N.W.  
Washington, D.C. 20240

5. Within 10 calendar days after receipt of the complaint, the Human Resources Director or designee will issue a letter to complainant acknowledging receipt of the complaint. Within 45 business days after receipt of the complaint, the Human Resources Director or designee will respond to the complaint in writing, and where appropriate, in a format accessible to the complainant.
6. Written complaints and all appropriate records will be retained until final disposition.