

# NOTICE OF NON-DISCRIMINATION

Pierce Transit grants all people equal access to its transportation services. No person shall, on the grounds of race, color, age, ethnicity, national origin, citizenship, veteran status, sex, gender expression, sexual orientation, English proficiency, or the presence of any sensory, mental, or physical disability as provided by the legal statutes listed below, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity.

Pierce Transit complies with applicable federal and state civil rights laws and ensures all programs and activities are free from discrimination.

- **Title VI of the Civil Rights Act of 1964** - No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Pierce Transit program or activity, as provided by Title VI of the Civil Rights Act of 1964 and as amended, and the Civil Rights Restoration Act of 1987 (P.L. 100.259). Pierce Transit operates its programs without regard to race, color, or national origin (including language).
- **Executive Order 13166**, "Improving Access to Services for Persons with Limited English Proficiency," requires that federal agencies and recipients of federal funding provide services that persons with Limited English Proficiency (LEP) have meaningful access to services, programs and activities for individuals who are LEP.
- **Section 504 of the Rehabilitation Act of 1973** and **Title II of the Americans with Disabilities Act** prohibit discrimination based on disability.
- **U.S. Department of Transportation (USDOT) regulations implementing provisions of the Rehabilitation Act, Title 49 Code of Federal Regulations (CFR) Part 27** – Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance: No qualified person with a disability shall, solely by reason of his disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity that receives Federal financial assistance administered by the Department of Transportation.
- **Federal Transit Laws, 49 U.S.C. 5332(b)** provide that "no person in the United States shall on the grounds of race, color, religion, national origin, sex, or age be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any project, program or activity funded in whole or in part through financial assistance under this Act." This applies to employment and business opportunities and is in addition to the provisions of Title VI of the Civil Rights Act of 1964.
- **USDOT, Title 49, Code of Federal Regulations, Part 26** - Non-discrimination in the award and administration of USDOT-assisted contracts by providing a level playing field on which DBEs can compete fairly for these contracts.
- **Washington State Laws against discrimination – Revised Code of Washington 49.60** protects all people in Washington from unfair and discriminatory practices because of race, creed, color, national origin, citizenship or immigration status, families with children, sex, marital status, sexual orientation, age, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a person with a disability in public accommodations.

## Non-Retaliation

Pierce Transit will not retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a complaint in accordance with the above federal and state laws.