



## CDPS Title VI Discrimination Complaint Procedure

Federal and state laws prohibit discrimination on the basis of race, color, creed, national origin, age, sex (including pregnancy, sexual orientation, gender identity, gender expression), marital status, disability, religion, low-income, limited English proficiency (LEP), and environmental justice in any Department of Public Safety program, service, or activity. This prohibition applies to all CDPS divisions, work units, and employees and to all agencies and organizations that receive money from CDPS, including from contractors, consultants and anyone who acts on behalf of CDPS.

Federal and state laws require the CDPS investigate, track, and report discrimination complaints. Complaints must be submitted in writing or via electronic form and will be investigated within sixty (60) days of submission.

### Who is Eligible to File a Complaint?

Anyone who believes that they have been excluded from participation in, denied the benefits of, or access to, or otherwise subjected to discrimination under any CDPS program, service, or activity because of their race, color, national origin, age, sex, or disability may file a complaint.

Discrimination includes lack of access, harassment, retaliation, and disparate impacts from a program, service, or activity. Harassment includes a wide range of abusive and humiliating verbal or physical behaviors. Retaliation includes intimidating, threatening, coercing, or engaging in other discriminatory conduct against anyone because they filed a complaint or otherwise participated in a discrimination investigation.

### How to File a Complaint

Complaints must be filed in writing or submitted via electronic form within one hundred eighty (180) days from the last date of the alleged discrimination. Contact the CDPS Compliance Office if the complaint may fall outside of this deadline for additional information at (303) 239-4427 or [cdps\\_info@state.co.us](mailto:cdps_info@state.co.us).

CDPS will make reasonable efforts to assist persons with disabilities, non-English speakers, or other persons unable to file a written complaint. For assistance in filing a Title VI Discrimination complaint, including accessibility accommodations or language assistance, please contact the CDPS Title VI Civil Rights Program Coordinator in the CDPS Compliance Office at (303) 239-4427 or [cdps\\_accessibility@state.co.us](mailto:cdps_accessibility@state.co.us). Complaints may also be filed on using this [CDPS Complaint Discrimination Form](#), which also may be found on the [CDPS website](#).