



Nondiscrimination Policy and Public Notice

A person, including a member, a service recipient, or program staff, may not, on the grounds of race, color, religion, national origin, sex, age (40 and over), sexual orientation, familial status, pregnancy, disabilities (mental or physical), political affiliation, reprisal, genetic information (including family medical history), or military service be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination, directly or through contractual or other arrangements, under any program or activity receiving federal financial assistance.

It is also unlawful to retaliate against any person who, or organization that, files a complaint against such discrimination.

This prohibition against discrimination includes but is not limited to:

1. Denying an opportunity to participate in, benefit from, or provide a service, financial aid, or other benefit;
2. Providing an opportunity which is different or provided differently;
3. Denying an opportunity to participate as a member of a planning or advisory body integral to the program;
4. Segregating or subjecting a person to separate treatment;
5. Providing an aid, benefit, or service to a qualified disabled person that is less effective in affording opportunity to obtain the same result, gain the same benefit, or reach the same level of achievement;
6. Denying a qualified person with disabilities the opportunity to participate in integrated programs or activities, even though permissibly separate or different programs or activities exist;
7. Restricting a person's enjoyment of an advantage or privilege enjoyed by others;
8. Providing different or separate aid, benefits, or services to disabled persons unless necessary to provide them as effectively as provided to others;
9. Treating a person differently in determining admission, enrollment, quota, eligibility, membership, or other requirements;
10. Using criteria or administrative methods, including failing to provide needed auxiliary aids for disabled persons, which have the effect of subjecting persons to discrimination, or defeating or substantially impairing achievement of the objectives of the Program for a person;
11. Selecting a site or location of facilities with the purpose or effect of excluding individuals from, denying them the benefits of, or subjecting them to discrimination under the Program;
12. Denying a qualified disabled person a benefit, aid, or participation because facilities whose groundbreaking occurred after May 30, 1979, are inaccessible to or unusable by disabled persons or because programs or activities in facilities predating May 30,

- 1979, when viewed in their entirety, are inaccessible to or unusable by disabled persons; and
13. Failing to provide reasonable accommodation to otherwise qualified individuals with disabilities.

The Program will comply with all applicable state and federal nondiscrimination rules and regulations. Please follow the Grievance Procedures outlined separately. If that doesn't provide resolution, inquiries regarding compliance and/or grievance procedures may be directed to:

Massachusetts Service Alliance

Suzana Kantardzic, Director of AmeriCorps
98 North Washington St., Ste. 400, Boston, MA 02114
(351) 218-9892; SKantardzic@Mass-Service.org

ServeRI

Adam Donaldson, National and Community Service Program Specialist
255 Westminster St., Providence, RI 02903
(401) 222-8984; adam.donaldson@ride.ri.gov

In addition to TerraCorps' nondiscrimination policy, each service site is required to have and provide a board-adopted nondiscrimination policy to their member(s) during the first week of service.