

Civil Rights Notification

Under the applicable federal civil rights statutes, any individual in the United States who believes he or she was discriminated against because of his or her race, color or national origin, age, sex, or disability, can file an administrative complaint or file a civil action in an appropriate court of law seeking redress. An individual may also file a complaint if they believe they were discriminated against in relation to housing because of their familial status or religion. Filing an administrative complaint is generally not required before filing a civil action in a court.

Federally Assisted Programs and Federally Conducted Programs

The Progress Fund receives periodic grant from the Community Development Financial Institutions Fund of the U.S. Department of the Treasury. The Department requires public notification of the following civil rights processes.

Any person eligible to receive benefits or services from the Department of the Treasury or its recipients is entitled to those benefits or services without being subject to prohibited discrimination. The Office Civil Rights and Equal Employment Opportunity (ORCE) which enforces various federal statutes and regulations that prohibit discrimination in Treasury financially assisted and conducted programs or activities. If a person believes s/he has been subjected to discrimination and/or reprisal because of membership in a protected group, then that person may file a complaint with ORCE.

The Department of the Treasury will conduct investigations of civil rights complaints filed against recipients of financial assistance under any of its programs and will conduct pre and post award compliance reviews. If discrimination is found, the Department of the Treasury can defer action on an application for federal financial assistance, issue a cautionary letter, or as an ultimate consequence deny funding. Independently of any possible actions to be taken by the Department of the Treasury, courts have interpreted that Title VI provides a private right of action.

To conduct the investigation, the Department will:

- receive and review the complaint,
- determine jurisdiction and identify the issues,
- determine approaches to complaint resolution,
- prepare a report of investigation,
- issue letters of findings and resolution,
- prepare and issue settlement agreements; and
- monitor the resolution of issues in a settlement agreement.

After the investigation is complete, OCRE will write an investigative report and the parties will be notified of the result. If necessary, steps will be taken to remedy any determination of discrimination and/or noncompliance.

Section 504

Section 504 states that no otherwise qualified individual with a disability in the United States shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

General Requirements

Title VI states that no person in the United States shall, on the ground of race, color, or national origin (including limited English proficiency), be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

The Age Discrimination Act states that no person in the United States shall, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

Title IX states that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

How to file a discrimination complaint with the Department of the Treasury

To file a program discrimination complaint, send a complaint letter to: U.S. Department of the Treasury, Director, Office Civil Rights and Equal Employment Opportunity, 1500 Pennsylvania Ave, N.W., Washington, DC 20220 or email the following address: crcomplaints@treasury.gov