

Notice of Nondiscrimination

Headwaters, Inc.

- ✓ **Headwaters, Inc.** is committed to ensuring that no person is excluded from the participation in, denied the benefits of, or otherwise subjected to discrimination on the basis of race, color, national origin, sex, age, or disability in any and all programs, activities, or services administered by **Headwaters, Inc.** in accordance with Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities.
- ✓ Any person who believes they've been aggrieved by any unlawful discriminatory practice may file a complaint with **Headwaters, Inc.**
- ✓ For information on **Headwaters, Inc.**'s civil rights program, procedures to file a complaint, or request a reasonable modification contact admin@headwatersinc.org or 715-369-1337, (for hearing impaired, please use [Wisconsin Relay 711](tel:1-800-947-6644) (1-800-947-6644) or visit our administrative office at 1441 East Timber Drive, Rhinelander, WI 54501.
- ✓ Information is also available online at: <https://www.headwatersinc.org/about-us>
- ✓ A complaint may also be filed directly with the following:
 - Wisconsin Department of Transportation (WisDOT), Senior Title VI and ADA Coordinator, Phone: (608) 266-8129, TTY (800) 947-3529, Fax: (608)267-3641, Email: taqwanya.smith@dot.wi.gov, 4822 Madison Yards Way, 5th Floor South, Madison, WI 53705. For more information, visit <https://wisconsindot.gov/Pages/doing-bus/civil-rights/titlevi-ada/filingcomplaint.aspx>
 - U.S. Department of Transportation, Federal Transit Administration (FTA), Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590, Phone: 1-888-446-4511 or 711(Relay), email: FTACivilRightsCommunications@dot.gov
- ✓ If information is needed in another language, contact 715-369-1337.
Si se necesita informacion en otro idioma de contacto, 715-369-1337.
Yog muaj lus qhia ntxiv rau lwm hom lus, hu rau 715-369-1337.