

GROTON LONG POINT ASSOCIATION NON-DISCRIMINATION POLICY STATEMENT

It is the policy of the Groton Long Point Association (“Association”) and its Board of Directors (“Board”) that any form of discrimination or harassment on the basis of race, religion, color, national origin including limited English proficiency, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, or any other basis prohibited by state or federal law is prohibited in the use, enjoyment, and provision of services, programs, and activities by the Association or the Board. The prohibition of discrimination or harassment extends to the conduct of Association employees and third parties subject to the control of the Association or the Board. It is also the policy of the Association and the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, ancestry, alienage, disability, pregnancy, gender identity or expression, or veteran status.

For the purposes of this policy, “gender identity or expression” means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For the purposes of this policy, “veteran” means any person honorably discharged from, or released under honorable conditions from active service in, the United States Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard.

Any individual wishing to file a complaint regarding discrimination or harassment may contact the chair of the Legal Committee within 180 days of the alleged incident by sending a written complaint by mail to:

Attn GLP Association Legal Committee Chair
PO Box 3737
Groton, CT 06340

The chair will ensure that the complaint is promptly investigated and may designate one or more individuals to investigate and address the complaint. The Legal Committee will bring their recommendations for disposition of the complaint to the GLP Association Board of Directors.

Because the Association has limited capacity, and as recommended by the Office for Civil Rights & Civil Liberties, Department of Homeland Security, individuals with a disability or with limited English proficiency may contact the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL) for support in submitting a complaint to the Association.

E-mail: CRCLCompliance@hq.dhs.gov (fastest method to submit your complaint)
Fax: 202-401-4708 •

U.S. Mail: U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties Compliance Branch 245 Murray Lane, SW Building 410, Mail Stop #0190 Washington, D.C. 20528

Preferably, complaints should be made within thirty (30) calendar days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints. Such complaints will be investigated promptly and equitably, and the Association will take corrective action when allegations are verified.

The Association and the Board will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of harassment or discrimination on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status.

Copy of this policy and complaint procedures are posted on the GLP Association website (glpct.org) and our local bulletin board in both English and Spanish.

Access to Association

The Association currently provides Civilian Complaint Forms in both English and Spanish on our Public Safety page on our website (https://glpct.org/civilian_complaint_forms.php). If there were LEP persons speaking a language other than Spanish or English we would have documents translated upon request.

Individuals with disabilities who need accommodations may contact the Association Manager by phone at 860-536-4736 or by email at office@glpct.org. The Association Manager is responsible for coordinating requests for reasonable accommodations. Once a request for an accommodation is received, the Association Manager will, as soon as practicable, review the request and engage in further dialogue with the requester as necessary to determine what, if any, accommodation can be provided. Any requests for accommodations, whether granted or not, will be maintained by the Association in a confidential file that will only be shared with those with a need to know. Our facilities and restrooms are handicap accessible

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