



## **Civil Rights: Notice of Non-Discrimination**

The Rhode Island Office of Energy Resources (RIOER) is committed to ensuring equal participation in all projects, programs, and activities regardless of federal funding. RIOER ensures no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination under any program or activity receiving financial assistance from RIOER on the basis of race, color, or national origin. In addition, RIOER does not discriminate based on age, sex, marital status, religion, gender identity or gender expression, income, disability, sexual orientation, citizenship status, or any other legally prohibited basis. RIOER does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose action prohibited, by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights.

RIOER has a dedicated Non-Discrimination Coordinator. If you require assistance or accommodations to access this notice of non-discrimination, or have any other questions, you may contact the nondiscrimination coordinator using the information listed below:

**David M. Augustyn, Esq.**

Non-Discrimination Coordinator  
Rhode Island Office of Energy Resources  
1 Capitol Hill  
Providence, RI 02908  
Phone: 401-871-8604  
Email: [David.Augustyn@Energy.ri.gov](mailto:David.Augustyn@Energy.ri.gov)

The Non-Discrimination Coordinator is responsible for coordination of compliance efforts and receipt of inquiries concerning non-discrimination requirements implemented by 40 C.F.R. Parts 5 and 7 (Non-discrimination in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency), including Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; Title IX of the Education Amendments of 1972; and Section 13 of the Federal Water Pollution Control Act Amendments of 1972 (hereinafter referred to collectively as the federal non-discrimination laws). Additionally, the Non-Discrimination Coordinator is responsible for:

- Coordinating the implementation of this policy across RIOER
- Overseeing the grievance procedure to ensure timely and fair resolution of complaints
- Providing notices and information to complainants throughout the grievance process
- Ensuring all parties are aware of their rights and responsibilities under this policy
- Tracking all complaints filed under federal non-discrimination laws and rules, including any patterns or systemic problems



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- Conducting semiannual reviews of all formal and informal discrimination laws and/or other complaints to identify and address any patterns or systemic problems
- Providing training for staff to ensure that they are appropriately trained on non-discrimination and anti-retaliation policies and procedures, including the grievance process
- Conducting periodic evaluations of the efficacy of efforts to provide services, aids, benefits, and participation in any of your programs or activities without regard to race, color, national origin, disability, age, sex or prior exercise of rights or opposition to actions protected under federal non-discrimination laws

While the Non-Discrimination Coordinator is responsible for RIOER's compliance with all applicable federal civil rights laws and regulations, it is the duty of all RIOER employees, contractors, and grant recipients to incorporate the requirements of the federal non-discrimination laws into their work in order to comply with federal law.

If you believe that you have been discriminated against with respect to a RIOER program or activity, you may contact the Non-Discrimination Coordinator using the information listed above, or continue to our complaint procedure discussed on our website to learn how and where to file a complaint of discrimination.