



Victor Association of Cultural and Performing Arts  
Mail: 630 Crowley Road Farmington, NY 14425  
Phone: (585) 398-0220  
Web: [www.CobblestoneArtsCenter.com](http://www.CobblestoneArtsCenter.com)

#### Civil Rights Policy Statement

It is the policy of the Victor Association of Cultural and Performing Arts AKA Cobblestone Arts Center to prevent and to eliminate discrimination in all of its operations and services as well as all aspects of employment. The Cobblestone Arts Center shall plan, develop, and implement their programs, services, and activities so that no person is subjected to unlawful discrimination based on race, creed, color, gender, age, national origin, religion, disability, sexual orientation, marital status, veteran status, or Vietnam-era veteran status. The policy fully incorporates throughout all of Cobblestone's operations the requirements of applicable Federal laws and executive orders to prohibit any discriminatory practices, procedures, and policies. All administrators, managers, supervisors, and employees are directed to comply with these laws and orders. Cobblestone has a standard process for investigating complains of alleged violations of Title VI. Members of the public may file a signed, written complain within 180 days from the date of the alleged discrimination. The Cobblestone Arts Center has developed a Title VI complaint procedure to help ensure that no person (in the State of New York) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program administered by Cobblestone Arts Center. Complain must be directed in writing (please see Complain of Discrimination form), signed by the person(s) or their representative and must include the complainant(s) name, address, and telephone number to: Emily Wojcik (contact information below).

#### Equal Employment Opportunity

Cobblestone Arts Center is committed to maintaining a work environment free from all forms of discrimination, where the individual dignity of each employee is respected. We are committed to a policy of Equal Employment Opportunity with respect to all employees and applicants for employment. We will not discriminate against employees or applicants for employment on any legally recognized basis including, but not limited to, race, creed, color, gender, age, marital status, disability, religious beliefs, national origin, sexual orientation, veteran status, or retaliation again opposing discriminatory practices. All employees, as well as non-employees conducting business in our work place are covered by this policy.

#### American With Disabilities Act

Cobblestone Arts Center operates its programs and services without regard to color, race, or national origin in all in accordance with Title VI of the Civil Rights Act of 1964.

Any person who believes he or she has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with Cobblestone Arts Center.

For more information on the Cobblestone Arts Center Civil Rights program, and the procedures to file a complaint, contact Emily Wojcik, Title VI coordinator, 585-398-0220 or [emilywojcik1@gmail.com](mailto:emilywojcik1@gmail.com), 1622 State Route 332 Farmington, NY 14425.

A complaint may be filed directly with the Federal Transit Administration by filing a complaint with the Office of Civil Rights, Attention Title VI Program Coordinator, Lydon Baines Johnson Department of Education Bldg 400 Maryland Ave SW Washington, DC 20202.

If information is needed in another language, contact 585-398-0220.