



1622 State Route 332 Farmington, NY 14425
Ph: 585-398-0220 Fax: 585-398-0072
CobblestoneArtsCenter.com

Civil Rights Policy Statement

It is the policy of the Victor Association of Cultural and Performing Arts (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 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 complaints of alleged violations of Title VI. Members of the public may file a signed, written complaint 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. Complaints must be directed in writing (please see Complaint of Discrimination form), signed by the person(s) or their representative and must include the complainant(s) name, address and telephone number to: Jennifer Williamson (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 against opposing discriminatory practices. All employees, as well as non-employees conducting business in our work place are covered by this policy.

AMERICANS WITH DISABILITIES ACT

For more detailed information about ADA please go to <https://adata.org/learn-about-ada>
Cobblestone Arts Center will inform the public how to file a complaint with the ADA. Cobblestone will direct them to: www.ada.gov/filing_complaint.htm . The public will also be advised that a hard copy can be printed out for them as well if needed.

Jennifer Williamson
Title VI Coordinator
Cobblestone Arts Center
1622 State Route 332
Farmington, NY 14425
Phone: (585) 398-0220
email: jenny.cobblestonearts@gmail.com

Cobblestone's procedure for investigating Title VI complaints is available upon request.
If information is needed in another language – please contact Jennifer Williamson @ 585-398-0220.