



R&R Visual, Inc.

1828 W Olson Road
Rochester, IN 46975
www.seepipe.com

***TITLE VI NONDISCRIMINATION
POLICY***

R&R Visual, Inc. values each individual's civil rights and wishes to provide equal opportunity and equitable services. R&R Visual, Inc. conforms to Title VI and all related statutes, regulations, and directives. Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, and national origin. Specifically, 42 U.S.C 2000d states that "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." The Civil Rights Restoration Act of 1987 clarified the intent of Title VI to include all programs and activities of Federal-aid recipients, sub-recipients, and contractors whether those programs and activities are federally funded or not. R&R Visual, Inc. further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

R&R Visual, Inc. is committed to and supports taking all steps to ensure that no person or groups of persons shall, on the grounds of race, color, national origin, sex, sexual orientation, gender identity, age, disability, religion, income level, or limited English proficiency, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by R&R Visual, Inc., its recipients, sub-recipients, and contractors.

In the event R&R Visual, Inc. distributes federal funds to another sub-recipient, R&R Visual, Inc. will include Title VI language, as per the Standard INDOT Title VI Assurances Appendix A, B, and C, as relevant and appropriate in written agreements and bid notices.

The following individual has been appointed as R&R Visual, Inc.'s Title VI Coordinator and is granted the authority to develop, administer, and monitor the Title VI Nondiscrimination Program as promulgated:

Taryn Stockberger
Title VI Coordinator
1828 W Olson Road
Rochester, IN 46975
574-224-5442
tstockberger@rapidview.com

Anyone who believes that he or she has been discriminated against should contact R&R Visual, Inc's Title VI Coordinator.

R&R Visual, Inc. employees are required to receive regular Title VI training at a minimum of every two to three years.