

POLICY AND NOTICE OF NONDISCRIMINATION FOR NON-EMPLOYEES

Global Companies LLC (GLOBAL), a wholly owned subsidiary of Global Partners LP, complies with Federal civil rights laws and is committed to providing its programs and services in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on **race, color, or national origin** (including **language**).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on **sex** in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on **age**.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on **religion** in social service programs.

PROHIBITION AGAINST DISCRIMINATION: It is against the law for Global Companies LLC to discriminate against anyone on the basis of race, color, national origin (including language), disability, sex, age or religion.

PROHIBITION AGAINST RETALIATION: It is against the law for Global Companies LLC to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

To File a Complaint

If you think that **Global Companies LLC** has failed to provide any services or discriminated in another way based on race, color, national origin (including language/limited English proficiency), disability, sex, age, or religion, you can file a complaint in person or by mail, email or phone with:

Rose Billeci, Human Resources Business Partner and Nondiscrimination Program Coordinator

Global Partners LP

500 South St., Suite 500

Waltham, MA 02453

rose.billeci@globalp.com

781-296-6425

See also [Process and Procedure for Handling Complaints of Discrimination by Non-Employees](#)

You can also file a civil rights complaint with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):

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, Mail Stop #0190 2707 Martin Luther King, Jr. Ave., SE Washington, D.C. 20528

For additional information: www.dhs.gov/crcl
Phone: 202-401-1474 Toll-Free: 1-866-644-8360

Information and Services for Persons with Disabilities and Persons with Limited English Proficiency

Global Companies LLC

- Provides free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.

See also [Notice and Frequently Asked Questions \(FAQs\) about Reasonable Accommodations for Non-Employees with Disabilities](#)

- Provides free language services, such as qualified foreign language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

If you need these services, please contact:

Rose Billeci, Human Resources Business Partner and Nondiscrimination Program Coordinator at 781-296-6425.