

State of Vermont
Agency of Natural Resources
1 National Life Drive, Davis 2
Montpelier, VT 05620-3101

(802) 828-1294
anr.info@vermont.gov
<https://anr.vermont.gov/>

**Agency of Natural Resources
Environmental Justice and Title VI Complaint Report Pursuant to the
Vermont Environmental Justice Law
March 14, 2025**

The Agency of Natural Resources (ANR) is pleased to provide the Environmental Justice Advisory Council with the following report summarizing complaints alleging Environmental Justice issues or Title VI violations in the year 2024, and any agency action taken to resolve the complaints, as required pursuant to 3 V.S.A. § 6004(d).

Updates to ANR's Title VI Complaint Reporting Process

Since the completion of ANR's last report in March of 2024, ANR has made several improvements to the ANR complaint reporting process to make filing a complaint more accessible.

[ANR's Notices of Nondiscrimination](#) (newly revised in 2024) direct the public on where and how to file a discrimination complaint. They also inform the public on where to direct questions, how to access free language services, and how to request reasonable accommodations. These notices are included in all official public materials, such as brochures, pamphlets, press releases, and application forms. These notices are listed on the [ANR Civil Rights webpage](#) and are accessible in multiple languages, including [English](#), [Arabic](#), [Burmese](#), [French](#), [Nepali](#), [Somali](#), and [Spanish](#).

Additionally, ANR's Notice of Nondiscrimination Poster is displayed in ANR offices and facilities in visible and culturally meaningful locations. The newest versions of these posters, featuring translations into French and Spanish, will be displayed in ANR offices and facilities throughout the state starting in 2025.

Finally, the ANR Civil Rights Nondiscrimination Grievance Procedure is available on the ANR Civil Rights webpage in multiple languages including [English](#), [Arabic](#), [Burmese](#), [French](#), [Nepali](#), [Somali](#), and [Spanish](#). This Grievance Procedure ensures the prompt and fair resolution of complaints from members of the public alleging discrimination in the operation of ANR's programs, services, or activities.

To file a complaint of alleged discrimination against ANR, members of the public should submit a complaint in writing by mail or email to the [ANR Nondiscrimination Coordinator](#). To support members of the public in filing a complaint, ANR has provided a [Complaint of](#)

State of Vermont
Agency of Natural Resources
1 National Life Drive, Davis 2
Montpelier, VT 05620-3101

(802) 828-1294
anr.info@vermont.gov
<https://anr.vermont.gov/>

[Alleged Discrimination Form](#) that prompts the complainant to provide all necessary information to support an investigation. This form is available on the ANR Civil Rights webpage and will be available in multiple languages including English, Arabic, Burmese, French, Nepali, Somali, and Spanish. All information associated with a complaint of alleged discrimination will be kept confidential.

ANR continues to rely on the Civil Rights and Environmental Justice Network detailed in the report provided in 2024 to continue to advance the work under this deliverable.

Title VI Complaints

ANR did not receive any Title VI complaints or in 2024.

Environmental Justice Complaints

ANR does not currently have a formal environmental justice grievance or complaint intake and review process. ANR continues to work to develop a process for the agency to receive and respond to environmental justice complaints. In response to the Advisory Council's 2024 recommendation for the covered agencies under the Vermont Environmental Justice Law (Act 154 of 2022) to develop a uniform, interagency complaint intake and review process, ANR seeks to collaborate across agencies to implement this recommendation.

In lieu of a formal process, environmental justice complaints and concerns can be directed to the ANR Director of Civil Rights and Environmental Justice (ANR.CivilRights@vermont.gov). ANR did not receive any environmental justice complaints or concerns in 2024.

Question for Consideration by the EJ Advisory Council

Covered agencies request guidance from the AC on identifying the substantive elements of an EJ complaint. This question has been previously identified as an area of consideration for the AC in the [ANR recommendations document](#) released in March of 2024 and in [ANR's individual response](#) to the AC's 2024 recommendations in August of 2024.

The substance of a CR complaint is defined under federal law while the substance of an EJ complaint is not. Procedures for intake of and response to CR complaints are grounded in federal requirements. In these requirements, the federal government leaves very little discretion to state agencies on how to manage CR complaints. On the other

State of Vermont
Agency of Natural Resources
1 National Life Drive, Davis 2
Montpelier, VT 05620-3101

(802) 828-1294
anr.info@vermont.gov
<https://anr.vermont.gov/>

hand, EJ complaints do not have the same legal structure and therefore require more definition.

A CR complaint is a complaint of alleged discrimination on the basis of federally protected classes including race, color, religion, sex, disability, and national origin. While identifying within some of these protected classes could be an indicator of disproportionate environmental vulnerability, not all CR complaints are specifically EJ complaints and not all EJ complaints would be recognized within the specific federal parameters of a CR complaint.

ANR looks forward to any recommendations, feedback, or guidance that the AC has regarding this question for consideration or the specific complaint reporting process outlined in this report.