Notice Informing Individuals about Nondiscrimination and Accessibility Requirements

Avera Marshall complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Avera Marshall does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Avera Marshall:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
  - Qualified sign language interpreters; and
  - Written information in other formats (large print, audio, accessible electronic formats, other formats).

- Provides free language services to people whose primary language is not English, such as:
  - Qualified interpreters; and
  - Information written in other languages

If you need these services, contact the Section 1557 Coordinator.

If you believe that Avera Marshall has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with:

Section 1557 Coordinator - Vickie Abel, VP Organizational Excellence
300 South Bruce Street
Marshall MN 56258
507-537-9087
507-532-2257
Vickie.abel@averam.org

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Section 1557 Coordinator is available to help you.
You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue SW
Room 509F
HHH Building
Washington, D.C. 20201
1-800-368-1019
800-537-7697 (TDD)

INTERPRETERS AVAILABLE

You have access to interpretation services 24/7 at no personal cost to you. This chart includes languages commonly spoken in our community, additional languages are available.

English: do you speak [language]? We have an interpreter at no personal cost.

Top 15 Non-English Languages Spoken in Minnesota

SPANISH
ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística.

HMONG
LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj.

CUSHITE
XIYYEEFFANAA: Afaan dubbattu Oroomiffa, tajaa jila gargaarsa afaanii, kanfaltihuana ala, ni argama.

VIETNAMESE
CHÚ Y: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn.

CHINESE
注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電

RUSSIAN
ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните

LOATIAN
โปรดทราบ: คุณสามารถใช้บริการแปลฟรี ในภาษาอื่นๆ คุณสามารถติดต่อเราได้

AMHARIC

KAREN

GERMAN
ACHIUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung.

MON-KHMER, CAMBODIAN

ARABIC
توفِّر الحَلْمِ: إذا كنت تُدَهِّبُ ركداً غُلَالاً، فإن تَمْدِخ قِدَّاسِمُكَ وُقُلِّيْلَةُ رَفْوًا تَلَقَّتْ كَلِّ نَاجِمَابَ. لَسْتَا مُقْرَبًا (مقر
FRENCH
ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement.

KOREAN
주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다.

TAGALOG
PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad.

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