

## **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@avera.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)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

## 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

XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama.

#### VIETNAMESE

CHÚ Ý: 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

ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍອໍາໄພສູງ, ຄ່າບໍລິເວນໃຫ້ທ່ານ. ໂທ

#### AMHARIC

ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያገለግሉት ተዘጋጅተዋል። ወደ ሚክተሎ ቁጥር ይደውሉ

#### KAREN

ကုသိုလ်ကုသေး- ဗုံနွဲယဝွာ ယဝွာ ယိုဝ်းဆကွ\* ဗုံနွဲယိုဝ်းဆကွ\* ယဝွာယဝွာယဝွာယဝွာ ယဝွာယဝွာယဝွာယဝွာ ယဝွာယဝွာယဝွာယဝွာ ယဝွာ

#### GERMAN

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

#### MON-KHMER, CAMBODIAN

ប្រយ័ត្ន: ១០ លើសិនអ្នកនិយាយ ខ្មែរ, ១០ លើសនឹងយើងផ្តល់ជូន ១០ លើសមិនគិតថ្លៃ កម្មវិធីបំប្លែងភាសា។ ចូល  
ទស្សនា

#### ARABIC

ملاحظة: إذا تكلمتتك ركذاة غلا، نإف تامدخ ددعاسملا وغللاىة رفاوتت كل ناجملا. لصتا مقرب (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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