

Discrimination is Against the Law

FSL and affiliates (hereafter, "FSL") comply with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. FSL does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

FSL:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - 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
 - Information written in other languages

If you need these services, contact Madelyn Nichols, Human Resources Director.

If you believe that FSL 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:

Madelyn Nichols, Human Resources Director
Civil Rights Coordinator
1201 East Thomas Road
Phoenix, AZ 85014
Telephone: (602) 285-1800
mnichols@fsl.org

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Madelyn Nichols, Human Resources Director, 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, DC 20201
1-800-368-1019, 800-537-7697 (TDD)

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

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-602-285-1800 (TTY: 1-602-297-1844).

Díí baa akó nínízin: Díí saad bee yáníłti'go **Diné Bizaad**, saad bee áká'ánída'áwo'déé', t'áá jiik'eh, éí ná hóló, koji' hódííłnih 1-602-285-1800 (TTY: 1-602-297-1844)

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 1-602-285-1800 (TTY: 1-602-297-1844)。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-602-285-1800 (TTY: 1-602-297-1844)

حلمظوة: اذا كتذتتحدث ذاكر للاغة، نإفدخمت لاسمدعاة اللوغة توترفا لك لابمناج. اتلصدر بقم 1-602-285-1800 (مقر اهتف مصلا لاوكيم: 1-602-297-1844).

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-602-285-1800 (TTY: 1-602-297-1844)

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-602-285-1800 (TTY: 1-602-297-1844)번으로 전화해 주십시오.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-602-285-1800 (TTY: 1-602-297-1844).

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-602-285-1800 (TTY: 1-602-297-1844).

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-602-285-1800 (телетайп: 1-602-297-1844).

注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-602-285-1800 (TTY:1-602-297-1844) まで、お電話にてご連絡ください。

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