

Notice of Nondiscrimination

Discrimination is Against the Law

Iowa Specialty Hospitals and Clinics complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2) or sex, including sex characteristics, including intersex traits; pregnancy or related conditions; sexual orientation; gender identity, and sex stereotypes Iowa Specialty Hospitals and Clinics does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Iowa Specialty Hospitals and Clinics

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services 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 assistance services to people whose primary language is not English, which may include:
 - Qualified interpreters

Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact Tom Butler at 641-444-5552 or 515-532-9345.

If you believe that Iowa Specialty Hospitals and Clinics 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: Tom Butler, 1316 South Main Street, Clarion IA 50525, or by phone at 641-444-5552 or 515-532-9345. Fax 319-343-1126.

Email Tom.Butler@IASpecialty.com. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Tom Butler 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>.