

Nondiscrimination Notice:

Discrimination is Against the Law

Noland Health Services Inc. 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))

Noland Health Services, Inc. does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Noland Health Services, Inc:

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

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact Noland Health Services, Inc at 205-783-8400. If you believe that Noland Health Services, Inc. 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: Noland Health Services, Inc. Compliance Officer, in person, by mail, by phone or by fax using the following contact information.

Noland Health Services, LLC
Attention: Compliance Officer
600 Corporate Parkway, Suite 100
Birmingham AL, 35242
Telephone: (205)-783-8440 Fax: (205) 783-8441
Toll Free: 888-363-9693

If you need help filing a grievance, Noland Health Services, Inc. Compliance Officer 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>.

This notice is available on the Noland Health Service Inc. website:

<https://www.nolandhealth.com>

Noland Health Services, Inc.
Language Assistance Notice

Language Assistance/Auxiliary Aids and Services:

English: Attention: If you speak English, free language assistance services are available to you. Appropriate auxiliary aids and services provide information in accessible formats also available free of charge. Call 205-783-8440 or speak to your provider.

Spanish: Atención: Si habla inglés, hay servicios gratuitos de asistencia lingüística disponibles para usted. Se proporcionan ayudas y servicios auxiliares adecuados que ofrecen información en formatos accesibles, también disponibles de forma gratuita. Llame al 205-783-8440 o hable con su proveedor.

French: Attention: Si vous parlez anglais, des services gratuits d'assistance linguistique sont à votre disposition. Des aides et services auxiliaires appropriés fournissent des informations dans des formats accessibles également disponibles gratuitement. Appelez le 205-783-8440 ou parlez à votre prestataire.

Vietnamese: Chú ý: Nếu bạn nói tiếng Anh, các dịch vụ hỗ trợ ngôn ngữ miễn phí có sẵn cho bạn. Các công cụ và dịch vụ hỗ trợ phù hợp cung cấp thông tin ở các định dạng có thể truy cập và cũng miễn phí. Gọi 205-783-8440 hoặc nói chuyện với nhà cung cấp của bạn.

Portuguese: Atenção: Se fala inglês, encontram-se disponíveis serviços gratuitos de assistência linguística. Auxílios e serviços auxiliares adequados fornecem informações em formatos acessíveis, também disponíveis gratuitamente. Ligue para 205-783-8440 ou fale com o seu prestador de serviços.

Chinese: 注意：如果您會說英語，可免費使用語言協助服務。適當的輔助工具和服務可提供可訪問的格式資訊，亦可免費獲得。請致電 205-783-8440 或與您的服務提供者聯繫。

Russian: Внимание: Если вы говорите на английском языке, вам доступны бесплатные услуги языковой поддержки. Соответствующие вспомогательные средства и услуги предоставляют информацию в доступных форматах также бесплатно. Позвоните по телефону 205-783-8440 или обратитесь к вашему поставщику услуг.

Arabic: تنبيه: إذا كنت تتحدث الإنجليزية، تتوفر لك خدمات مساعدة لغوية مجانية. توفر الوسائل والخدمات المساعدة المناسبة المعلومات بصيغ يسهل الوصول إليها ومجانبة أيضًا. اتصل بالرقم 205-783-8440 أو تحدث مع مقدم الخدمة الخاص بك.

German: Achtung: Wenn Sie Englisch sprechen, stehen Ihnen kostenlose Sprachhilfsdienste zur Verfügung. Geeignete Hilfsmittel und Dienstleistungen stellen Informationen in barrierefreien Formaten zur Verfügung, ebenfalls kostenlos. Rufen Sie 205-783-8440 an oder sprechen Sie mit Ihrem Anbieter.

Italian: Attenzione: Se parli inglese, sono disponibili servizi gratuiti di assistenza linguistica. Ausili e servizi ausiliari appropriati forniscono informazioni in formati accessibili, anch'essi disponibili gratuitamente. Chiama il 205-783-8440 o parla con il tuo fornitore.

Korean: 주의: 영어를 사용하시는 경우 무료 언어 지원 서비스를 이용하실 수 있습니다. 적절한 보조 도구와 서비스는 접근 가능한 형식으로 정보를 제공하며, 이 또한 무료로 제공됩니다. 205-783-8440으로 전화하시거나 담당자에게 문의하십시오.

French (Canada): Attention : Si vous parlez anglais, des services gratuits d'aide linguistique sont à votre disposition. Des aides et services auxiliaires appropriés fournissent des informations dans des formats accessibles également disponibles gratuitement. Appelez le 205-783-8440 ou parlez à votre fournisseur.

Hindi: ध्यान दें: यदि आप अंग्रेज़ी बोलते हैं, तो आपके लिए मुफ्त भाषा सहायता सेवाएँ उपलब्ध हैं। उपयुक्त सहायक उपकरण और सेवाएँ जानकारी को सुलभ प्रारूपों में भी प्रदान करती हैं, जो मुफ्त हैं। कॉल करें 205-783-8440 या अपने प्रदाता से बात करें।

Polish: Uwaga: Jeśli mówisz po angielsku, dostępne są dla Ciebie bezpłatne usługi pomocy językowej. Odpowiednie pomoce i usługi wspomagające dostarczają informacje w formatach dostępnych, także bezpłatnie. Zadzwoń pod numer 205-783-8440 lub skontaktuj się ze swoim usługodawcą.

Gujarati: ધ્યાન આપો: જો તમે અંગ્રેજી બોલતા હોવ તો, તમને મફતમાં ભાષા સહાય સેવાઓ ઉપલબ્ધ છે. યોગ્ય સહાયક સાધનો અને સેવાઓ માહિતી સુલભ ફોર્મેટમાં પણ મફતમાં પ્રદાન કરે છે. 205-783-8440 પર ડાલ કરો કે તમારા પ્રદાતા સાથે વાત કરો.

Lao: ຄວາມສົນໃຈ: ຖ້າທ່ານເວົ້າພາສາອັງກິດ, ທ່ານຈະໄດ້ຮັບການຊ່ວຍເຫຼືອທາງດ້ານພາສາໂດຍບໍ່ຕ້ອງຈ່າຍຄ່າໃຊ້ຈ່າຍ. ເຄື່ອງ ຊ່ວຍ ເຫຼືອ ແລະ ບໍລິການ ທີ່ ເຫມາະ ສົມ ຈະ ໃຫ້ ຂໍ້ ມູນ ໃນ ຮູບ ແບບ ທີ່ ເຂົ້າ ເຖິງ ໄດ້, ພ້ອມ ທັງ ມີ ໄວ້ ໃຫ້ ໂດຍ ບໍ່ ຄິດ ຄ່າ. ໂທ ຫາ 205-783-8440 ຫລື ເວົ້າລົມ ກັບ ຜູ້ ຈັດ ຫາ ຂອງ ທ່ານ.