

NOTICE OF NONDISCRIMINATION AND ACCESSIBILITY REQUIREMENTS

Philip Health Services, Inc. complies with applicable Federal civil rights laws and does not discriminate based on race, color, national origin, age disability, or sex (including pregnancy, sexual orientation, and gender identity).

Philip Health Services, Inc. does not exclude people to treat them differently because of race, color, national origin, age disability, or sex (including pregnancy, sexual orientation, and gender identity).

Philip Health Services:

- Provides free aid 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 Tiffany Lamont, HR Director, Civil Rights Coordinator

If you believe that Philip Health Services, Inc. has failed to provide these services or discriminated in another way based on race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity), you can file a grievance with:

- Tiffany Lamont, HR Director/Civil Rights Coordinator
- PO Box 790 Philip, SD 57567
- 605.859.3878
- 605.859.3506
- tlamont@monument.health

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Tiffany Lamont, HR Director, Civil Rights 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 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)