

Notice Informing Individuals About Nondiscrimination and Accessibility Requirements
Discrimination is Against the Law

The Heating, Piping and Refrigeration Medical Fund complies with the applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Heating, Piping and Refrigeration Medical Fund does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

When necessary, the Heating, Piping and Refrigeration Medical Fund will provide 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). The Heating, Piping and Refrigeration Medical Fund also provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages upon request. If you need these services, contact Courtney Reinsfelder.

If you believe that the Heating, Piping and Refrigeration Medical Fund 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: Courtney Fritts, Heating, Piping and Refrigeration Medical Fund, PO Box 21427, Eagan, MN 55121, 1-800-618-2879 (toll free), 1-410-444-3756 (local), 1-240-303-2484 (fax), cfritts@wpas-inc.com. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Courtney Fritts 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
1-800-868-1019, 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 1-410-444-3756 (TTY: 1-800-618-2879).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-410-444-3756 (TTY: 1-800-618-2879) 번으로 전화해 주십시오.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-410-444-3756 (ATS : 1-800-618-2879).

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 1-410-444-3756（TTY：1-800-618-2879）

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-410-444-3756 (TTY: 1-800-618-2879).

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-410-444-3756 (TTY: 1-800-618-2879).

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1. 3756-444-410- هاتف الصم 800-618-2879) والكم

AKIYESI: Bi o ba nsọ èdè Yorùbú ọfẹ ni iranlọwọ lori èdè wa fun yin o. Ẹ pe ẹrọ-ibanisọrọ yi 1-410-444-3756 (TTY: 1-800-618-2879).

Nti: Ọ bụrụ na asụ Ibo, asụsụ aka ọasụ n'efu, defu, aka. Call 1-410-444-3756 (TTY: 1-800-618-2879).

Dè dẹ nìà kẹ dyédé gbo: ɔ jũ ké mè [Bàsɔ̀̀-̀̀wùdù̀̀-po-nỳ̀̀] jũ ní, nìí, à wuɖu kà kò dọ̀ po-poò b́éìn mè gbo kpáa. ́́́ 1-410-444-3756 (TTY: 1-800-618-2879).

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-410-444-3756 (TTY: 1-800-618-2879).

ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያግዝዎት ተዘጋጅተዋል፡ ወደ ሚከተለው ቁጥር ይደውሉ 1-410-444-3756 (መስማት ለተሳናቸው፡ 1-800-618-2879)፡፡

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1414-476-3742 (TTY:

1-877-392-9991) पर कॉल करें।

3756-444-410-1 کال - اگر آپ اردو بولتے ہیں، تو آپ کو زبان کی مدد کی خدمات مفت میں دستیاب ہیں۔ کر۔ (TTY: 1-800-618-2879)۔

3756-444-410 فراهم (TTY: 1-800-618-2879) توجه: اگر بہ زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما می باشد. یا تماس بگیرید.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-410-444-3756 (телетайп: 1-800-618-2879).

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-410-444-3756 (TTY: 1-800-618-2879).