

[Hospice Visions, Inc.] complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. [Hospice Visions, Inc.] does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

[Hospice Visions, Inc.]:

- 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 [Shane Bybee]

If you believe that [Hospice Visions, 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: [Shane Bybee, HR manager], [1770 Park View Drive], [Phone 208 735-0121], [Fax 208 735-0661], [sbybee@hospicevisions.org]. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, [Shane Bybee, HR manager] 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>.