

# International Association of Heat and Frost Insulators & Allied Workers Local #3 Health and Welfare Fund

33 FITCH BOULEVARD

AUSTINTOWN, OHIO 44515

330-779-8853

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## NOTICE OF NONDISCRIMINATION

International Association of Heat and Frost Insulators & Allied Workers Local No. 3 ("the Health Plan") complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Health Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

### The Health Plan:

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 by mail or phone at: BeneSys, Inc. 33 Fitch Avenue Austintown, Ohio 44515. Telephone: (330) 779-8853

If you believe that the Health Plan 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 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, DC 20201, 1-800-368-1019, 800-537-7697 (TDD).

If you believe that the Health Plan 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 the Grievance Coordinator: BeneSys, Inc. 33 Fitch Avenue Austintown, Ohio 44515. Telephone: (330) 779-8853

You can file a grievance in person at the Health Plan office or by mail, fax, or email. If you need help filing a grievance the 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 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, DC 20201, 1-800-868-1019, 1-800-537-7697 (TDD).

**Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.**



**ATTENTION: FOR FREE LANGUAGE ASSISTANCE CALL 1 (330) 779-8853**

| Language                                      | Message About Language Assistance                                                                                                                             |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Español</b><br>Spanish                     | ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1 (330) 779-8853.                                  |
| <b>繁體中文</b><br>Chinese                        | 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 (330) 779-8853.                                                                                                              |
| <b>Deutsch</b><br>German                      | ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1 (330) 779-8853.                      |
| <b>Tiếng Việt</b><br>Vietnamese               | CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1 (330) 779-8853.                                                 |
| <b>한국어</b><br>Korean                          | 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1 (330) 779-8853. 번으로 전화해 주십시오.                                                                                |
| <b>العربية</b><br>Arabic                      | ملحوظة: إذا كنت تتحدث انكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1 (330) 779-8853                                                    |
| <b>Français</b><br>French                     | ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1 (330) 779-8853.                           |
| <b>Deutsch</b><br>Pennsylvania<br>Dutch       | Wann du Deitsch schwetzscht, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1 (330) 779-8853. |
| <b>日本語</b><br>Japanese                        | 注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1 (330) 779-8853. まで、お電話にてご連絡ください。                                                                                          |
| <b>Italiano</b><br>Italian                    | ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1 (330) 779-8853.       |
| <b>Українська</b><br>Ukrainian                | УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 1 (330) 779-8853.          |
| <b>Русский</b><br>Russian                     | ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1 (330) 779-8853.                                            |
| <b>Nederlands</b><br>Dutch                    | AANDACHT: Als u nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1 (330) 779-8853.                                             |
| <b>Română</b><br>Romanian                     | ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 1 (330) 779-8853.                             |
| <b>Cushite *</b><br><b>Oroomiffa</b><br>Oromo | XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1 (330) 779-8853.                               |

\*Cushite written translated tagline is provided in the Oromo language.