

## **NOTICE OF NONDISCRIMINATION**

The Iron Workers District Council of Southern Ohio & Vicinity Benefit Trust (the "Fund") complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Fund does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex. The Fund:

- 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 the Administrative Manager, Penny Brown.

If you believe that the 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:

Penny Brown  
Administrative Manager  
Iron Workers District Council of Southern Ohio & Vicinity Benefit Trust  
P.O. Box 398  
Dayton, Ohio 45401-0398  
Telephone: (937) 454-1744  
Toll Free Phone: (800) 331-4277  
FAX: (937) 454-5457  
[pmbrown@ironworkersbenefits.com](mailto:pmbrown@ironworkersbenefits.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Administrative 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, DC 20201, 1-800-868-1019, 800-537-7697 (TDD). Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

**If you need help or speak a non-English language, call 1 (800) 331-4277 and you will be connected to an interpreter who will assist you at no cost.**

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1 (800) 331-4277

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 (800) 331-4277

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1 (800) 331-4277

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1 (800) 331-4277

PAUNAWA: Kung nagsasalita ka ng Tagalog, may mga libreng serbisyo para sa tulong sa wika na maaari mong gamitin. Tumawag sa 1 (800) 331-4277

ВНИМАНИЕ! Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните по номеру 1 (800) 331-4277

ATANSYON Si w pale Kreyòl, gen sèvis èd pou lang gratis ki disponib pou ou. Rele 1 (800) 331-4277

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1 (800) 331-4277

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1 (800) 331-4277

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Dzwon pod numer 1 (800) 331-4277

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。Call 1 (800) 331-4277

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1 (800) 331-4277

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufen Sie uns an unter 1 (800) 331-4277

شما می اگر به زبان فارسی صحبت می کنید، خدمات یاری رساندی زبانی، به طور رایگان، در دسترس توجه: باشد.

1 (800) 331-4277