

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

Deerfield:

- 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 Deerfield, 13731 Hickman Rd., Urbandale, IA 50323 or by phone at 515.331.9676.

If you believe that Deerfield 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 Deerfield, 13731 Hickman Rd., Urbandale, IA 50323 or by phone at 515.331.9676.

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, our Health Services Administrator 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, 1-800-368-1019, 800-537-7697 (TDD).

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

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 515.331.9676

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 515.331.9676

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 515.331.9676

ՈՒՇԱԴՐՈՒԹՅՈՒՆ. Եթե դուք խոսում եք [ներածեր լեզու], ապա լեզվական աջակցության ծառայություններն անվճար են մատչելի է ձեզ համար: Չանգահարել 515.331.9676

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 515.331.9676

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 515.331.9676

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 515.331.9676

ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε 515.331.9676

સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 515.331.9676

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 515.331.9676

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。515.331.9676 まで、お電話にてご連絡ください。

주의: 한국어를 사용하지는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 515.331.9676 번으로 전화해 주십시오.