LÍSA JOYCE, MA, LPC 5527 N. Union Blvd., Suite 203 Colorado Springs, CO 80918 Office (719)598-0982 Fax (719)264-7618 www.lisajoycelpc.com

NEW CLIENT INFORMATION

Client Name:		Sex: ☐M ☐ F
Client Name:	SSN:	
City, State, Zip Code:		
	Okay to contact you	Okay to leave
	at this number?	a message?
Home Phone:	□Yes □ No	
Cell Phone:		☐Yes ☐ No
	g person(s) in the event that I am unable to take your o	
Client/Parent Signature	Date	
	is important to know that there is no way to guarantee th your therapist via email, please provide your email	
Nould you like to receive appointment r	reminders via email? Yes No	
Preferred method of communication:]Home # □Cell phone # □Text msg. □]Email
Current Marital Status: ☐Single ☐Marr	ried Divorced Widowed Other:	
Emergency Contact:	Deletionship to Oliente	Dhana Niveshaw
Name Address:	Relationship to Client: City, State	Priorie Number.
Primary Insurance Information:		
nsurance Provider:	Policy Holder:	DOB:
Policy Holder SSN:	Policy Holder: Client's Relationship to Policy Holder:	565.
Member ID #:	Group/Plan:	
Member ID #: Met for th	Group/Plan: _ nis year?	Сорау:
Secondary Insurance Information:		
nsurance Provider:	Policy Holder:	DOB:
Policy Holder SSN:	Client's Relationship to Policy Holder:	
Member ID #:	Group/Plan:	
Deductible: Met for the	Group/Plan: nis year?	Copay:
f client is a Minor:		
		DOB:
Address (if different than client):		
Home Phone:	Cell Phone/Work Ph	none:
Email Address: (please note same advisor	y about email noted above)	
Are there custody orders related to this chi		

Please briefly describe what brings you to counseling?
HISTORY Name and Phone Number of Primary Care Physician:
Name and Phone Number of current Psychiatrist, if any:
May this provider communicate with your Physician and/or Psychiatrist regarding your treatment needs, progress and recommendations? ☐Yes ☐No
Any current or past significant health issues?
Are you currently taking any medication? Yes No If so, please list the medications and dosage.
Have you attended counseling in the past? Yes No If yes, when and with whom?
Have you had any recent history of suicidal or homicidal thoughts? Yes No If yes, explain:
Have you ever attempted to commit suicide? Yes No When?
Do you have any history of self harming behaviors? Yes No If yes, Current Past Explain:
Do you have any history of addictions? (alcohol, drugs, gambling, sex, etc) Yes No If yes, explain:
Current addiction issues Past addiction issues only
Have you ever been the victim of:

Lísa Joyce, MA, LPC Counseling and Consulting

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CLIENT DISCLOSURE STATEMENT AND CONSENT TO TREAT

MY CREDENTIALS:

Lisa Joyce, MA, LPC, DBTC

I have a Bachelor's Degree in Psychology from the University of Colorado at Colorado Springs and a Master's Degree in Community Counseling from the University of Northern Colorado. I am a Licensed Professional Counselor (CO License #4610) and a Certified Dialectical Behavior Therapist (DBT National Certification and Accreditation Association).

PSYCHOTHERAPY

Psychotherapy services vary depending on the client's needs, personality and the particular issue being addressed. There are different methods that may be used to address different issues. Therapy is different from other healthcare services in that it requires a very active effort on the client's part. Therapy can have benefits and risks. There are no guarantees on how therapy will impact a client.

REGULATION OF PSYCHOTHERAPISTS

The practice of both licensed and unlicensed persons and certified or licensed school psychologists in the field of psychotherapy is regulated by the Department of Regulatory Agencies. The regulatory boards can be reached at 1560 Broadway, Suite 1350, Denver, Colorado 80202, (303) 894-7800. The regulatory requirements for mental health professionals provide that:

- A Registered Psychotherapist is a psychotherapist listed in the State's database and is authorized by law to practice psychotherapy in Colorado, but is not licensed by the state and is not required to satisfy any standardized educational or testing requirements to obtain a registration from the state.
- A Certified Addiction Counselor I (CAC I) must be a high school graduate or equivalent, complete required training hours and 1,000 hours of supervised experience.
- A Certified Addiction Counselor II (CAC II) must be a high school graduate or equivalent, complete the CAC I requirements, and obtain additional required training hours, 2,000 additional hours of supervised experience, and pass a national exam.
- A Certified Addiction Counselor III (CAC III) must have a bachelor's degree in behavioral health, complete CAC II requirements, and complete additional required training hours, 2,000 additional hours of supervised experience, and pass a national exam.
- A Licensed Addiction Counselor must have a clinical master's degree, meet the CAC III requirements, and pass a national exam.
- A Licensed Social Worker must hold a master's degree from a graduate school of social work and pass an examination in social work.
- A Licensed Clinical Social Worker must hold a master's or doctorate degree from a graduate school of social work, practiced as a social worker for at least two years, and pass an examination in social work.
- A Psychologist Candidate, a Marriage and Family Therapist Candidate, and a Licensed Professional Counselor Candidate must hold the necessary licensing degree and be in the process of completing the required supervision for licensure.
- A Licensed Marriage and Family Therapist must hold a master's or doctoral degree in marriage and family counseling, have at least two years post-master's or one year post-doctoral practice, and pass an exam in marriage and family therapy.
- A Licensed Professional Counselor must hold a master's or doctoral degree in professional counseling, have at least two years post-master's or one year postdoctoral practice, and pass an exam in in professional counseling.
- A Licensed Psychologist must hold a doctorate degree in psychology, have one year of post-doctoral supervision, and pass an examination in psychology.

Any complaints filed with DORA must be done within 7 years of your last appointment or for minors, within 7 years of their 18th birthday (up to 12 years max) as your records are only retained for that length of time.

CLIENT RIGHTS AND IMPORTANT INFORMATION

- 1. The client is entitled to receive information about the methods of therapy, the techniques used, the duration of therapy, if known, and the fee structure;
- 2. The client may seek a second opinion from another therapist or may terminate therapy at any time;
- 3. In a professional relationship, sexual intimacy is never appropriate and should be reported to the director or the board that regulates, registers, certifies, or licenses such unlicensed psychotherapist, registrant, certificate holder, or licensee;
- 4. The information provided by the client during therapy sessions is legally confidential in the case of licensed marriage and family therapists, social workers, professional counselors, psychologists, licensed or certified addiction counselors, and unlicensed psychotherapists, except as provided in section 12-43-218 and except for certain legal exceptions that will be identified by the licensee, registrant, certificate holder, or unlicensed psychotherapist should any such situation arise during therapy. There are several exceptions to confidentiality which include: (1) I am required to report any suspected incident of child abuse or neglect to law enforcement; (2) I am required to report any threat of imminent physical harm by a client to law enforcement and to the person(s) threatened; (3) I am required to initiate a mental health evaluation of a client who is imminently dangerous to self or to others, or who is gravely disabled, as a result of a mental disorder; (4) I am required to report any suspected threat to national security to federal officials; and (5) I may be required by Court Order to disclose treatment information.
- 5. Under Colorado law, C.R.S. § 14-10-123.8, parents have the right to access mental health treatment information concerning their minor children, unless the court has restricted access to such information. If you request treatment information from me, I may provide you with a treatment summary, in compliance with Colorado law and HIPAA Standards.

PROFESSIONAL FEES

Regular fee for services is \$120 for the initial intake session, \$100 per individual/family session (45-50 minutes). All fees are due at the time services are rendered and a \$35 fee will be assessed for any returned checks. Clients will also be responsible for a fee of \$75 if they request that their therapist complete any disability related paperwork. Lisa Joyce, MA, LPC reserves the right to refuse services if your account is past due. Lisa Joyce, MA, LPC also reserves the right to use the services of a collection agency for collection of fees on delinquent accounts, and only information pertinent to fee

collection will be disclosed. If your account is referred to a collections agency, you agree to pay the balance owed plus any collections expenses of 30-50% of any balances owing, plus any attorney's fees. *A \$50 fee will be assessed for any missed appointments or group sessions if the client fails to cancel the appointment with at least 24 hours notice, unless due to an emergency.* This fee is NOT billable to insurance and is the client's responsibility.

COURT DIRECTED TREATMENT OR EVALUATIONS, TESTIMONY AND COURT REPORTS

If your treatment is related to court involvement, or you are planning to request that your treatment information be provided to the court, there are additional things you need to be aware of. If you are COURT ORDERED to participate in treatment or evaluation, your compliance with treatment can be released to the court without further release from you. If you are not court ordered to attend treatment, but would like Lisa Joyce, MA, LPC to submit treatment reports to the court, or provide court testimony on your behalf, you (if individual therapy) or ALL FAMILY MEMBERS (if family therapy) must sign a release of information. Any report writing will be billed to you at a rate on \$200 per hour, and is not covered by insurance. If your counselor is requested to testify, or required to respond to a subpoena for testimony, you will be charged \$200 per hour, which will be billed for the entire amount of time required to include court preparation, travel time, time waiting in court, and time testifying. For these requests, Lisa Joyce, MA, LPC requires that you have a signed credit card authorization on file to cover all costs.

CONTACTING YOUR THERAPIST AND EMERGENCIES

Due to the nature of the business, Lisa Joyce, MA, LPC may not be immediately available by telephone at all times. Clients are always welcome to leave a message on the confidential voicemail, which is checked frequently. If it is more urgent, clients may contact Lisa Joyce, MA, LPC by cell phone at 719-229-5348. If it is an emergency and you are unable to reach your therapist or cannot wait for a return call, clients should contact the local crisis center at 719-635-7000 or call 911.

CONSENT TO TREAT

derstand my rights and responsibilities as a cli ertake therapy with Lisa Joyce, MA, LPC. I acc		
reliation fees incurred by me (or my child).	cept infancial responsibility for all	services rendered, and for any no snov
nt Signature (adults and teens age 15 or	r older)	Date
<u>Chila</u>	iren age 14 and young	<u>'er:</u>
I attest that I have legal custody (Biological parents that are married, no legal determaking responsibility, etc.) I attest that I have JOINT MEDIC	mination of decision making/custody,	legal determination of FULL medical decision
If joint decision making, it is recommended the Other Parent Name:		
Other Parent Address:		Phone:
I attest that I am not this child's		d legal authority to consent to
		d legal authority to consent to
I attest that I am not this child's		d legal authority to consent to
I attest that I am not this child's treatment for this child (e.g. Social Serv	vices Representative). Custod	d legal authority to consent to ly vests with :
I attest that I am not this child's treatment for this child (e.g. Social Serv	vices Representative). Custod	d legal authority to consent to ly vests with :
I attest that I am not this child's treatment for this child (e.g. Social Serv	vices Representative). Custod	d legal authority to consent to ly vests with :
I attest that I am not this child's treatment for this child (e.g. Social Serventer) Parent/Guardian Name (Print)	Signature	d legal authority to consent to ly vests with :
I attest that I am not this child's treatment for this child (e.g. Social Server) Parent/Guardian Name (Print) TICE OF PRIVACY RIGHTS (HI	Signature [PAA]	d legal authority to consent to dy vests with : Date
I attest that I am not this child's treatment for this child (e.g. Social Serventer) Parent/Guardian Name (Print)	Signature [PAA] We received the agency's Notice	d legal authority to consent to dy vests with : Date
I attest that I am not this child's treatment for this child (e.g. Social Service) Parent/Guardian Name (Print) TICE OF PRIVACY RIGHTS (HIreceived a copy of this statement and have	Signature [PAA] We received the agency's Notice	d legal authority to consent to dy vests with : Date

APPOINTMENTS AND CANCELLATION POLICY

Current clients are welcome to schedule their own appointments either by phone, email, or online via my website at www.lisajoycelpc.om. All clients are expected to provide at least 24 hours notice if you need to cancel or change an appointment. If you fail to provide 24 hours notice, you will be assessed a \$50 missed appointment fee. This fee is strictly enforced and must be paid before your next scheduled appointment.

If you miss your appointment and normally have a standing appointment time, be aware that you may lose that time slot. This is particularly important to remember if you have a high demand time slot, such as afterschool or evenings. Likewise, if I have a waiting list, more than 2 late cancellations or missed appointments may result in your slot being given away and you may have to go back on the waiting list before you can be rescheduled.

Cardholder Signature:

I have been advised of the late cancellation a	and missed appointment policy and agree to abide by this policy.
Client/Parent Signature	Date
aware that certain Protected Health Information my your insurance company may request supporting d	ommunity resource for the services being provided by Lisa Joyce, MA, LPC, please be ust be released to your insurance company in order to submit billing claims, and tha ocumentation including your diagnosis and treatment notes. It is the client's e coverage and limitations (such as number of allowed sessions). Clients are
carrier:) for the purpo	ormation to my current insurance provider (name of insurance ose of claims and billing and authorize insurance payments to ge insurance, this consent will continue for the new carrier
Client/Parent Signature	Date
It is requested that all clients keep a credit can no-show/late cancellation fees will typically be soon as claim is processed by your insurance ***If you choose not to keep a card on file	Credit Card Authorization rd on file to cover session fees, co-pays and deductibles. Session fees and e charged to the card within a week of when the service was provided or as
It is requested that all clients keep a credit can no-show/late cancellation fees will typically be soon as claim is processed by your insurance **If you choose not to keep a card on file appointment. Fees can be paid in pe	Credit Card Authorization rd on file to cover session fees, co-pays and deductibles. Session fees and e charged to the card within a week of when the service was provided or as company. e, all copays and missed appointment fees must be paid before your next
It is requested that all clients keep a credit can no-show/late cancellation fees will typically be soon as claim is processed by your insurance **If you choose not to keep a card on file appointment. Fees can be paid in performance of the card type:	Credit Card Authorization rd on file to cover session fees, co-pays and deductibles. Session fees and e charged to the card within a week of when the service was provided or as company. e, all copays and missed appointment fees must be paid before your next erson or by credit card through my website www.lisajoycelpc.com.**

Date:

Lísa Joyce, MA, LPC

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RELEASE OF INFORMATION FOR COORDINATION OF CARE WITH PRIMARY CARE PHYSICIAN AND/OR PSYCHIATRIST

It is both the policy of Lisa Joyce, MA, LPC and most major insurance carriers that information related to your treatment

should be coordinated with your health care providers in order to ensure the highest level of care. This also allows for Lisa Joyce to make the most appropriate recommendations and referrals for clients. (Client's name) Date of Birth: authorize Lisa Joyce, MA, LPC to provide information to and receive information from my primary care physician: and/or my psychiatrist: for the purpose of coordinating care. The information disclosed and requested may include my medical and mental health/substance abuse symptoms, diagnosis, medication information, progress, concerns and recommendations. Please be aware that this release of information may include mental health condition and treatment information and/or alcohol or substance abuse information. A copy of this release of information may be used with the same effectiveness of the original. This authorization shall remain active as long as I am a client of Lisa Joyce unless otherwise specified. I understand that I may revoke this consent at any time except to the extent Lisa Joyce has already taken action in reliance on this authorization. The information disclosed may be subject to redisclosure by the recipient and thus no longer protected by HIPAA privacy regulation. Signature of Client if 15 years or older Date OR Signature of parent/guardian Relationship to Client

Notice to Recipients of this Release/Authorization: prohibition on Redisclosure

authorized to release information

Clinician Signature

This information has been disclosed to you from records protected by Federal confidentiality rules (42 CFR Part 2). The Federal rules prohibit you from making any further disclosure of this information unless further disclosure is expressly permitted by the written consent of the person to whom it pertains or as otherwise permitted by 42 CFR Part 2. A general authorization for the release of medical or other information is NOT sufficient for this purpose. The federal rules restrict any use of the information to criminally investigate or prosecute any alcohol or drug abuse patient.

Date

Date

HIPAA Omnibus Notice of Privacy Practices Revised 2013

(Effective as of 3/26/2013)

Lisa Joyce, MA, LPC 5527 N. Union Blvd., Suite 203 Colorado Springs, CO 80918 719-598-0982

THIS NOTICE DESCRIBES HOW MEDICAL [INCLUDING MENTAL HEALTH] INFORMATION ABOUT YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS INFORMATION. PLEASE REVIEW IT CAREFULLY.

This Notice of Privacy Practices is NOT an authorization. This Notice of Privacy Practices describes how we, our Business Associates and their subcontractors, may use and disclose your protected health information (PHI) to carry out treatment, payment or health care operations (TPO) and for other purposes that are permitted or required by law. It also describes your rights to access and control your protected health information. "Protected health information about you, including demographic information, that may identify you and that relates to your past, present or future physical or mental health condition and related health care services.

During the process of providing services to you, LISA JOYCE, MA, LPC will obtain, record, and use mental health and medical information about you that is protected health information. Ordinarily, that information is confidential and will not be used or disclosed, except as described below.

I. USES AND DISCLOSURES OF PROTECTED INFORMATION

- A. General Uses and Disclosures Not Requiring the Client's Consent. LISA JOYCE, MA, LPC will use and disclose protected health information (PHI) in the following ways.
- 1. **Treatment.** Treatment refers to the provision, coordination, or management of health care [including mental health care] and related services by one or more health care providers. For example, LISA JOYCE, MA, LPC's staff involved with your care may share your information to plan your course of treatment, coordinate care and consult with other staff, your primary care physician, psychiatrist or another provider to whom you have been referred to ensure the most appropriate methods are being used to assist you.
- 2. **Payment.** Your protected health information will be used, as needed, to obtain payment for your health care services. For example, LISA JOYCE, MA, LPC will use your information to develop accounts receivable information, bill you, and with your consent, provide information to your insurance company for services provided. The information that identifies you, as well as your diagnosis, type of service, date of service, provider name/identifier, and other information about your condition and treatment.
- 3. **Health Care Operations.** Health Care Operations refers to activities undertaken by LISA JOYCE, MA, LPC that are regular functions of management and administrative activities. These activities include, but are not limited to, quality assessment, employee review, training of counseling/social work students, licensing, and conducting or arranging for other business activities. For example, we may disclose your protected health information to counseling/social work students that see patients at our office. We may also call you by name in the waiting room when your counselor is ready to see you. We may use or disclose your protected health information, as necessary, to contact you to remind you of your appointment, and inform you about treatment alternatives or other health-related benefits and services that may be of interest to you.
- 4. **Contacting the Client.** LISA JOYCE, MA, LPC may contact you to remind you of appointments and to tell you about treatments or other services that might be of benefit to you.
- 5. Required by Law. LISA JOYCE, MA, LPC may use or disclose your protected health information in the following situations without your authorization. These situations include: as required by law, public health issues as required by law, communicable diseases, health oversight, abuse or neglect, food and drug administration requirements, legal proceedings, law enforcement, coroners, funeral directors, organ donation, research, criminal activity, military activity and national security, workers' compensation, inmates, and other required uses and disclosures. Under the law, we must make disclosures to you upon your request. Under the law, we must also disclose your protected health information when required by the Secretary of the Department of Health and Human Services to investigate or determine our compliance with the requirements under Section 164.500.
- 6. **Health Oversight Activities.** The Center will disclose protected health information to health oversight agencies for oversight activities authorized by law and necessary for the oversight of the health care system, government health care benefit programs, regulatory programs or determining compliance with program standards.
- 7. Crimes on the premises or observed by LISA JOYCE, MA, LPC's Personnel. Crimes that are observed by LISA JOYCE, MA, LPC's staff, that are directed toward staff, or occur on LISA JOYCE, MA, LPC's premises will be reported to law enforcement.
- 8. **Business Associates.** Some of the functions of LISA JOYCE, MA, LPC's practice are provided by contracts with business associates. For example, some administrative, clinical, quality assurance, billing, legal, auditing, and practice management services may be provided by contracting with outside entities to perform those services. In those situations, protected health information will be provided to those contractors as is needed to perform their contracted tasks. Business associates are required to enter into an agreement maintaining the privacy of the protected health information released to them.
- 9. **Research**. LISA JOYCE, MA, LPC may use or disclose protected health information for research purposes if the relevant limitations of the Federal HIPAA Privacy Regulation are followed. 45 CFR § 164.512(i).
- 10. **Involuntary Clients.** Information regarding clients who are being treated involuntarily, pursuant to law, will be shared with other treatment providers, legal entities, third party payers and others, as necessary to provide the care and management coordination needed.
- 11. **To Notify and/or Communicate with your Family.** Unless you tell us you object, we may use or disclose your health information in order to notify your family or assist in notifying your family, your personal representative or another person responsible for your care about your location, your general condition or in the event of your death. If you are unable or unavailable to agree or object, our health professionals will use their best judgment in any communication with your family and others.
- 12. **Record Storage.** LISÁ JOYCE, MA, LPC maintains client health records electronically. All protected health information is stored on a secure, HIPAA compliant storage database. Any potential breaches to the security of the electronic records will be reported to clients.
- 13. *Emergencies.* In life threatening emergencies, LISA JOYCE, MA, LPC staff will disclose information necessary to avoid serious harm or death.

- B. Client Authorization or Release of Information.
- 1. LISA JOYCE, MA, LPC may not use or disclose protected health information in any other way without a signed authorization or release of information. When you sign an authorization, or a release of information, it may later be revoked, provided that the revocation is in writing. The revocation will apply, except to the extent LISA JOYCE, MA, LPC has already taken action in reliance thereon.
 - 2. No uses or disclosures may be made without an individual authorization for a purpose that is not explicitly described in
- 3. **You may revoke the authorization**, at any time, in writing, except to the extent that your physician or the physician's practice has taken an action in reliance on the use or disclosure indicated in the authorization.

II. YOUR RIGHTS AS A CLIENT

The following are statements of your rights with respect to your protected health information.

- A. You have the right to inspect and copy your protected health information (fees may apply) Pursuant to your written request, you have the right to inspect or copy your protected health information whether in paper or electronic format. Under federal law, however, you may not inspect or copy the following records: Psychotherapy notes, information compiled in reasonable anticipation of, or used in, a civil, criminal, or administrative action or proceeding, protected health information restricted by law, information that is related to medical research in which you have agreed to participate, information whose disclosure may result in harm or injury to you or to another person, or information that was obtained under a promise of confidentiality.
- B. You have the right to request a restriction of your protected health information This means you may ask us not to use or disclose any part of your protected health information for the purposes of treatment, payment or healthcare operations. You may also request that any part of your protected health information not be disclosed to family members or friends who may be involved in your care or for notification purposes as described in this Notice of Privacy Practices. Your request must state the specific restriction requested and to whom you want the restriction to apply. Your physician/counselor/social worker is not required to agree to your requested restriction except if you request that the physician/counselor/social worker not disclose protected health information to your health plan with respect to healthcare for which you have paid in full out of pocket.
- C. You have the right to request to receive confidential communications You have the right to request confidential communication from us by alternative means or at an alternative location. You have the right to obtain a paper copy of this notice from us, upon request, even if you have agreed to accept this notice alternatively i.e. electronically.
- D. You have the right to request an amendment to your protected health information If we deny your request for amendment, you have the right to file a statement of disagreement with us and we may prepare a rebuttal to your statement and will provide you with a copy of any such rebuttal.
- E. You have the right to receive an accounting of certain disclosures You have the right to receive an accounting of disclosures, paper or electronic, except for disclosures: pursuant to an authorization, for purposes of treatment, payment, healthcare operations; required by law, that occurred prior to April 14, 2003, or six years prior to the date of the request.
- F. You have the right to receive notice of a breach We will notify you if your unsecured protected health information has been breached
- G. You have the right to obtain a paper copy of this notice from us even if you have agreed to receive the notice electronically. We reserve the right to change the terms of this notice and we will notify you of such changes on the following appointment. We will also make available copies of our new notice if you wish to obtain one.

III. ADDITIONAL INFORMATION

- A. **Privacy Laws**. The Center is required by State and Federal law to maintain the privacy of protected health information. In addition, LISA JOYCE, MA, LPC is required by law to provide clients with notice of its legal duties and privacy practices with respect to protected health information. That is the purpose of this Notice.
- B. **Terms of the Notice and Changes to the Notice**. LISA JOYCE, MA, LPC is required to abide by the terms of this Notice, or any amended Notice that may follow. The Center reserves the right to change the terms of its Notice and to make the new Notice provisions effective for all protected health information that it maintains. When the Notice is revised, the revised Notice will be posted in the Center's service delivery sites and will be available upon request.
- C. Complaints Regarding Privacy Rights. If you believe LISA JOYCE, MA, LPC has violated your privacy rights, you have the right to complain to Center management. To file your complaint, call **Lisa Joyce at 719-598-0982**. You also have the right to complain to the United States Secretary of Health and Human Services by sending your complaint to the Office of Civil Rights, U.S. Department of Health and Human Services, 200 Independence Avenue, S.W., Room 515F, HHH Bldg., Washington, D.C. 20201. It is the policy of the Center that there will be no retaliation for your filing of such complaints.