

Nondiscrimination Notice

Howry Residential Services

Howry Residential Services complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex (including pregnancy, sexual orientation, gender identity, and sex characteristics). Howry Residential Services does not exclude people or treat them less favorably because of any protected characteristic.

Howry Residential Services provides:

- Reasonable modifications for qualified individuals with disabilities, when necessary to provide equal access to our services.
- Appropriate auxiliary aids and services, free of charge, to communicate effectively with people with disabilities, such as:
 - Qualified sign language interpreters;
 - Written information in alternative formats (large print, audio, accessible electronic formats, or other formats upon request).
- Free language assistance services to people whose primary language is not English, including:
 - Qualified interpreters;
 - Information translated into other languages, when appropriate.

If you need reasonable modifications, auxiliary aids or services, or language assistance services, please contact a member of your care team.

Filing a Grievance

If you believe that Howry Residential Services has failed to provide these services or has discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you may file a grievance with:

Howry Residential Services Grievance Coordinator

1150 Centre Pointe Curve

Mendota Heights, MN 55120

Phone: (651) 917-9111

Email: tdecker@howryinc.com

You may file a grievance in person, by mail, by email, or by telephone. If you need assistance filing a grievance, the Grievance Coordinator is available to help you.

You may 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, by mail, or by phone:

U.S. Department of Health and Human Services
Office for Civil Rights
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, DC 20201

Phone: 1-800-368-1019

TDD: 1-800-537-7697

Complaint Portal: <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>

For additional information about filing a civil rights complaint, visit: <https://www.hhs.gov/ocr>

Language Assistance Notification

If you, or someone you are assisting, have questions about Howry Residential Services and need language assistance services, free of charge, please contact a member of your care team.

ATTENTION: If you speak one of the languages listed below, language assistance services are available to you free of charge.

Español (Spanish): Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística.

Hmoob (Hmong): Yog koj hais lus Hmoob, muaj kev pab txhais lus pub dawb rau koj.

Soomaali (Somali): Haddii aad ku hadasho Af-Soomaali, adeegyada caawinta luqadda ayaa bilaash kuu ah.

Tiếng Việt (Vietnamese): Nếu quý vị nói tiếng Việt, quý vị có quyền nhận dịch vụ hỗ trợ ngôn ngữ miễn phí.

Русский (Russian): Если вы говорите на русском языке, вам доступны бесплатные услуги языковой помощи.

አማርኛ (Amharic): አማርኛ የሚናገሩ ከሆኑ፣ የቋንቋ ድጋፍ አገልግሎቶች በነፃ ይገኛሉ።

العربية (Arabic): إذا كنت تتحدث العربية، فإن خدمات المساعدة اللغوية متاحة لك مجاناً.

中文 (Chinese): 如果您说中文，我们可以为您提供免费的语言协助服务。

한국어 (Korean): 한국어를 사용하시는 경우, 무료 언어 지원 서비스를 이용하실 수 있습니다.

Oromoo (Oromo): Yoo Afaan Oromoo dubbattu, tajaajilli gargaarsa afaanii bilisaan ni argama.

ខ្មែរ (Khmer): ប្រសិនបើអ្នកនិយាយភាសាខ្មែរ សេវាជំនួយភាសាឥតគិតថ្លៃមានសម្រាប់អ្នក។

ພາສາລາວ (Lao): ຖ້າທ່ານເວົ້າພາສາລາວ, ທ່ານສາມາດໃຊ້ບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາໄດ້ຟຣີ.

Tagalog (Tagalog/Filipino): Kung nagsasalita ka ng Tagalog, magagamit mo ang mga libreng serbisyo ng tulong sa wika.

Українська (Ukrainian): Якщо ви розмовляєте українською мовою, вам доступні безкоштовні послуги мовної допомоги.

Polski (Polish): Jeśli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej.

Français (French): Si vous parlez français, des services d'assistance linguistique gratuits sont à votre disposition.

پښتو (Pashto): که تاسو پښتو خبرې کوئ، د ژبې مرستې خدمتونه تاسو ته وړیا شتون لري.

Fulfulde (Fulani): So aɗa waawi Fulfulde, ɗaɓɓude ballal ɗemngal ena woodi e maa no feewi.

Deutsch (German): Wenn Sie Deutsch sprechen, stehen Ihnen kostenlose Sprachassistentendienste zur Verfügung.

हिन्दी (Hindi): यदि आप हिंदी बोलते हैं, तो आपके लिए निःशुल्क भाषा सहायता सेवाएँ उपलब्ध हैं।

ગુજરાતી (Gujarati): જો તમે ગુજરાતી બોલતા હો, તો તમારા માટે મફત ભાષા સહાય સેવાઓ ઉપલબ્ધ છે।