



Notice of Nondiscrimination

Mind Springs, Inc. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, religion, national origin, age, disability, sexual orientation, marital status, veteran status or sex. Mind Springs, Inc. does not exclude people or treat them differently because of race, color, religion, national origin, age, disability, sexual orientation, marital status, veteran status or sex.

Mind Springs, Inc.:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - o Qualified sign language interpreters.
 - o 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:
 - o Qualified interpreters.
 - o Information written in other languages.

If you need these services or you believe that Mind Springs, Inc. has failed to provide these services or discriminated in another way on the basis of race, color, religion, national origin, age, disability, sexual orientation, marital status, veteran status or sex, you can contact or file a grievance with:

Nevada Drollinger-Smith
Civil Rights Coordinator
515 28 3/4 Road
Grand Junction, CO 81501
Phone 970-683-7114
Toll Free 1-866-470-5928
Fax 970-683-7160
Email advocate@mindspringshealth.org

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, a staff member 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/smartscreen/main.jsf> or by email 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). You can access the complaint forms on the website: <https://www.hhs.gov/civil-rights/filing-a-complaint/index.html>.