
Notice of Non-Discrimination and Language Availability

Discrimination is against the law.

Lifespark complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)). Lifespark does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

I. Lifespark:

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services 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 assistance services to people whose primary language is not English, which may include:
 - Qualified interpreters
 - Information written in other languages

II. Contact Lifespark's Chief Compliance Officer for the following:

1. If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services.
2. If you believe that Lifespark has failed to provide the above services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex.
3. If you need help filing a grievance. A grievance can be filed in person or by mail, fax, or email.

Amanda Johnson
Chief Compliance Officer
5320 West 23rd St., Suite 130
St. Louis Park, MN 55416
Phone: 952-345-8770
Fax: 952-345-8771
compliance@lifespark.com

III. Filing a Civil Rights Complaint:

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, D.C. 20201

800-368-1019; 800-537-7697 (TDD) Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>. This notice is available on Lifespark's website: lifespark.com

العربية

تنبيه: إذا كنت تتحدث اللغة العربية، فستتوفر لك خدمات المساعدة اللغوية المجانية. كما تتوفر وسائل مساعدة وخدمات مناسبة لتوفير المعلومات بتنسيقات يمكن الوصول إليها مجانًا. اتصل على الرقم 8770-345-952

Français

ATTENTION : Si vous parlez Français, des services d'assistance linguistique gratuits sont à votre disposition. Des aides et services auxiliaires appropriés pour fournir des informations dans des formats accessibles sont également disponibles gratuitement. Appelez le 952-345-8770 (TTY : 952-345-8770) ou parlez à votre fournisseur.

한국어

주의: [한국어]를 사용하시는 경우 무료 언어 지원 서비스를 이용하실 수 있습니다. 이용 가능한 형식으로 정보를 제공하는 적절한 보조 기구 및 서비스도 무료로 제공됩니다. 952-345-8770번으로 전화하거나 서비스 제공업체에 문의하십시오.

Tagalog

PAALALA: Kung nagsasalita ka ng Tagalog, magagamit mo ang mga libreng serbisyong tulong sa wika. Magagamit din nang libre ang mga naaangkop na auxiliary na tulong at serbisyo upang magbigay ng impormasyon sa mga naa-access na format. Tumawag sa 952-345-8770 o makipag-usap sa iyong provider.

తెలుగు

సావధానం: మీరు తెలుగు మాట్లాడితే, మీకు ఉచిత భాషా సహాయ సేవలు అందుబాటులో ఉంటాయి. యాక్సెస్ చేయగల ఫార్మాట్లలో సమాచారాన్ని అందించడానికి తగిన సహాయక సహాయాలు మరియు సేవలు కూడా ఉచితంగా అందుబాటులో ఉంటాయి. 952-345-8770 కి కాల్ చేయండి లేదా మీ ప్రొవైడర్ తో మాట్లాడండి.