

Nondiscrimination Notice

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

Mary Free Bed:

- 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 electric 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 the Director of Compliance & Internal Audit

If you believe that Mary Free Bed 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: Director of Compliance & Internal Audit, 235 Wealthy St. SE, Grand Rapids MI 49503, phone: 616.840.8341, fax: 616.840.9650. You can file a grievance in person, by mail or fax. If you need help filing a grievance, the Director of Compliance & Internal Audit 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 of 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
1-800-868-1019, 800-537-7697 (TDD)

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

SATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-616-840-8341.

616-840-8341-توافر لك بالمجان. اتصل برقم 1-616-840-8341 لتحدثت اذكر اللغة، فإن خدمات المساعدة ال لغو هاتفا الصم وال بكم:

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 1-616-840-8341

1-616-840-8341-توافر لك بالمجان. اتصل برقم 1-616-840-8341 لتحدثت اذكر اللغة، فإن خدمات المساعدة ال لغو هاتفا الصم وال بكم:

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-616-840-8341.

KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-616-840-8341.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-616-840-8341번으로 전화해 주십시오.

লক্ষ্য করনঃ যিদ আপিন বাংলা, কথা বলেত পারেন, তাহেল িনঃখরচায় ভাষা সহায়তা পিরেশবা উপলব্ধি আছ।
েফান করন ১১-616-840-8341

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-616-840-8341.

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-616-840-8341

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-616-840-8341

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。1-616-840-8341まで、お電話にてご連絡ください。

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-616-840-8341

OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-616-840-8341

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-616-840-8341