**Notice Informing Individuals About Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement:**

**Discrimination is Against the Law**

Northland Applied Kinesiology A Chiropractic Center complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Northland Applied Kinesiology A Chiropractic Centerdoes not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

  Northland Applied Kinesiology A Chiropractic Center:

  • 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 electronic 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 Carl Crawford.

If you believe that Northland Applied Kinesiology A Chiropractic Center 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: Carl Crawford, Human Rights Officer, City Hall, Room 407 411 West First Street Duluth, MN 55802, (218) 730-5291, ccrawford@duluthmn.gov. You can file a grievance in person or by mail or email. If you need help filing a grievance, Carl Crawford 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/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

1-800-368-1019, 800-537-7697 (TDD)

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

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia

lingüística.

Llame

al 1-800-368-1019 (TTY: 1-800-537-7697)

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

1-800-368-1019（TTY：1-800-537-7697）。

주의: 한국어를사용하시는경우, 언어지원서비스를무료로이용하실수있습니다.

1-800-368-1019 (TTY: 1-800-537-7697)번으로전화해주십시오.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụhỗtrợngôn ngữmiễn phí dành cho bạn.Gọi số1-800-368-1019(TTY: 1-800-537-7697).

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-800-368-1019 (телетайп: 1-800-537-7697).

)رقم 800-368-1019-1ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدةاللغویة تتوافر لك بالمجان. اتصل برقم .(800-537-7697-1ھاتف الصم والبكم:

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-368-1019 (ATS: 1-800-537-7697).

ACHTUNG: Wenn Sie Deutschsprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-800-368-1019 (TTY:1-800-537-7697).

LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus,muaj kev pab dawb rau koj.Hu rau1-800-368-1019 (TTY: 1-800-537-7697).

ማስታወሻ:የሚናገሩትቋንቋኣማርኛከሆነየትርጉምእርዳታድርጅቶች፣በነጻሊያግዝዎትተዘጋጀተዋል፡ወደሚከተለውቁጥርይደውሉ1-800-368-1019 (መስማትለተሳናቸው: 1-800-537-7697).

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-368-1019 (TTY: 1-800-537-7697).

ໂປດ ຊາບ: ຖ້າວ່າທ່ານ ເວົ້າ ພາສາລາວ, ການ ບໍລິ ການ ຊ່ວຍ ເຫຼືອ ດ້ານ ພາສາ, ໂດຍບໍ່ເສັຽ ຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ1- 800-368-1019 (TTY: 1-800-537-7697).