

Notice of Nondiscrimination



Aspirus Health complies with applicable Federal civil rights laws, including Section 1557 of the Affordable Care Act (Section 1557). Aspirus Health does not discriminate, exclude or treat people differently on the basis of race, color, national origin (including limited English proficiency and primary language) age, disability, sex, (including sex characteristics, intersex traits; pregnancy or related conditions; sexual orientation; gender identity, and sex stereotypes) religion, political beliefs, or filing of a prior civil rights complaint.

In compliance with Section 1557 and other federal civil rights laws, we provide individuals the following in a timely manner and free of charge:

• Language assistance services.

Aspirus Health will provide language assistance services for individuals with limited English proficiency (including individuals' companions with limited English proficiency) to ensure meaningful access to our programs, activities, services, and other benefits. Language assistance services may include:

- Electronic and written translated documents
- Qualified interpreters
- Qualified bilingual/multilingual staff at certain locations

• Appropriate auxiliary aids and services.

Aspirus Health will provide appropriate auxiliary aids and services for individuals with disabilities (including individuals' companions with disabilities) to ensure effective communication. Appropriate auxiliary aids and services may include:

- Qualified interpreters, including American Sign Language interpreters
- Video remote interpreting
- Information in alternate formats (including but not limited to large print, recorded audio, and accessible electronic formats)

• Reasonable modifications.

Aspirus Health will provide reasonable modifications for qualified individuals with disabilities, when necessary to ensure accessibility and equal opportunity to participate in our programs, activities, services, or other benefits.

To access our language assistance services, auxiliary aids and services, and for assistance in getting a reasonable modification, please refer to **Aspirus Health's Limited English Proficiency & Patient Rights notifications.** (Available on our website at Aspirus.org)

For additional assistance, you may also contact: Aspirus Patient Experience 2200 Westwood Drive Wausau, WI 54401 1.800.513.4101 PXTeam-AspirusInc-PatientExperience@aspirus.org

If you believe Aspirus Health has failed to provide these services or has discriminated in another way on the basis of race, color, national origin, (including limited English proficiency and primary language) age, disability, sex, religion, political beliefs, or filing of a prior civil rights complaint; you can:

1. File a grievance with **Aspirus Corporate Compliance** 2200 Westwood Drive, Suite 315 Wausau, WI 54401 1.800.450.2339 compliance@aspirus.org
2. File a complaint with HHS Office for Civil Rights 200 Independence Avenue, S.W. Washington, D.C. 20201 1.800.368.1019 1.800.537.7697 (TDD) www.hhs.gov/ocr/office/file/index.html

Language Assistance and Auxiliary Aids & Services Available

ATTENTION: If you speak another language other than English or are a person who is deaf or hard of hearing, free language assistance services are available to you. Appropriate auxiliary aids and services to provide information in accessible formats are also available free of charge.

<p>Spanish (Español) ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. También están disponibles de forma gratuita ayuda y servicios auxiliares apropiados para proporcionar información en formatos accesibles.</p>	<p>Hmong (Hmoob) LUS CEEV TSHWJ XEEB: Yog hais tias koj hais Lus Hmoob muaj cov kev pab cuam txhais lus pub dawb rau koj. Cov kev pab thiab cov kev pab cuam ntxiv uas tsim nyog txhawm rau muab lus qhia paub ua cov hom ntaub ntauv uas tuaj yeem nkag cuag tau rau los kuj yeej tseem muaj pab dawb tsis xam tus nqi dab tsi ib yam nkaus.</p>
<p>Amharic (አማርኛ) ማሳሰቢያ:- አማርኛ የሚናገሩ ከሆነ፣ የቋንቋ ድጋፍ አገልግሎት በነፃ ይቀርብልዎታል። መረጃን በተደራሽ ቅርጽ ለማቅረብ ተገቢ የሆኑ ተጨማሪ አገዛዎች እና አገልግሎቶች እንዲሁ በነፃ ይገኛሉ። በስ</p>	<p>Chinese (Simplified) (简体中文) 注意: 如果您说[中文], 我们将免费为您提供语言协助服务。我们还免费提供适当的辅助工具和服务, 以无障碍格式提供信息。致</p>
<p>Yoruba (Yorùbá) ÀKÍYÈSÍ: Tí o bá ní sọ èdè Yorùbá, àwọn èka tó ní sẹ̀rànwọ́ fún èdè wà lárọ̀wọ́tó rẹ́ lófẹ́ẹ́. Àwọn ohun èlò irànìlọ̀wọ́ tí ó yẹ àti àwọn isẹ́ láti pèsè àlàyé ní ọ̀nà tó rọ̀rùn tún wà láísí idíyẹ́lé</p>	<p>Vietnamese (Tiếng Việt) LƯU Ý: Nếu bạn nói tiếng Việt, chúng tôi cung cấp miễn phí các dịch vụ hỗ trợ ngôn ngữ. Các hỗ trợ dịch vụ phù hợp để cung cấp thông tin theo các định dạng dễ tiếp cận cũng được cung cấp miễn phí.</p>
<p>German (Deutsch) ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlose Sprachassistentendienste zur Verfügung. Entsprechende Hilfsmittel und Dienste zur Bereitstellung von Informationen in barrierefreien Formaten stehen ebenfalls kostenlos zur Verfügung.</p>	<p>Swahili (Kiswahili) MAKINIKA: Ikiwa wewe huzungumza Kiswahili, msaada na huduma za lugha bila malipo unapatikana kwako. Vifaa vya usaidizi vinavyofaa na huduma bila malipo ili kutoa taarifa katika mifumo inayofikiwa pia inapatikana bila malipo.</p>
<p>French (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.</p>	<p>Arabic (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. ات</p>
<p>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.</p>	<p>Russian (РУССКИЙ) ВНИМАНИЕ: Если вы говорите на русский, вам доступны бесплатные услуги языковой поддержки. Соответствующие вспомогательные средства и услуги по предоставлению информации в доступных форматах также предоставляются бесплатно.</p>
<p>Hindi (हिंदी) ध्यान दें: यदि आप हिंदी बोलते हैं, तो आपके लिए निःशुल्क भाषा सहायता सेवाएं उपलब्ध होती हैं। सुलभ प्रारूपों में जानकारी प्रदान करने के लिए उपयुक्त सहायक साधन और सेवाएँ भी निःशुल्क उपलब्ध</p>	<p>Lao (ລາວ) ເຂົາ ນຊາບ: ຖ້າທ່ານເວົ້າພາສາລາວ, ຈະມີ ບໍລິ ການຊ່ວຍ ດ້ານພາສາແບບບໍ່ເສຍຄ່າໃຫ້ທ່ານ. ມີ ເຄື່ອງຊ່ວຍ ແລະ ການ ບໍລິ ການແບບບໍ່ເສຍຄ່າທີ່ເໝາະສົມເພື່ອໃຫ້ຂໍ້ມູນໃນຮູບແບບ ທີ່ສາມາດເຂົ້າເຖິງໄດ້.</p>
<p>Telugu (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.</p>	<p>Ukrainian (Українська) УВАГА: Якщо ви розмовляєте українська мова, вам доступні безкоштовні мовні послуги. Відповідні допоміжні засоби та послуги для надання інформації у доступних форматах також доступні безкоштовно.</p>