

Nondiscrimination Notice

Discrimination Is Against the Law

VNS Health does not exclude people or treat them differently because of race, religion, color, national origin, age, disability, sex, sexual orientation, gender identity, or gender expression. VNS Health and all of its subsidiaries and affiliates (“VNS Health”) comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex, which, under Federal law, also includes sexual orientation, gender identity, and gender expression.

VNS Health provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats available in large print, audio, and accessible electronically. We also provide free language services to people whose primary language is not English. If you need these services, contact the VNS Health civil rights coordinator at:

Estelle Masiello

Director, Regulatory Affairs & Deputy Privacy Officer

220 East 42nd Street, 6th Floor

New York, NY 10017

Telephone: [1-212-609-7884](tel:1-212-609-7884)

If you believe that VNS Health has failed to provide these services or discriminated in another way on the basis of race, religion, color, national origin, age, disability, sex, sexual orientation, gender identity, or gender expression, you can file a grievance with the above-named civil rights coordinator, or:

By TYY/TDD: [711](tel:711)

By fax: 1-646-459-7729

By email: CivilRightsCoordinator@vnshealth.org

On the web: www.vnshealth.ethicspoint.com

If you need help filing a grievance, the civil rights coordinator 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](tel:1-800-368-1019)
[1-800-537-7697](tel:1-800-537-7697) (TDD)

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