

## **Discrimination is Against the Law**

The International Union of Operating Engineers Local 14-14B Welfare Fund (the “Plan”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. the Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Plan:

- 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 Marlene Monterroso.

If you believe that the Plan 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: Marlene Monterroso, Fund Manager, 159-18 Northern Boulevard, Flushing, NY 11358, Telephone: (718) 939-1489. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Marlene Monterroso 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>

**ATTENTION: FREE LANGUAGE ASSISTANCE**

This chart displays, in various languages, the phone number to call for free language assistance services for individuals with limited English proficiency.

Language	Message About Language Assistance
1. Spanish	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
2. Chinese	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 Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
3. French	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le Empire 800-342-9816/OptumRx 800-645-3332 /Fund Office (718) 939-1489
4. Italian	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero Empire 800-342-9816/OptumRx 800-645-3332 /Fund Office (718) 939-1489
5. Vietnamese	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
6. Hindi	ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489 पर कॉल करें।
7. Tagalog	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
8. German	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
9. Korean	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489번으로 전화해 주십시오.
10. Cambodian	របស់យើង៖ បើសិនអ្នកនិយាយខ្មែរ, សេវាជំនួយផ្នែកភាសាមិនគិតលុយឡើយ គឺចំនួនបំប៉ន។ ចូរ ទូរស័ព្ទ Empire 800-342-9816/OptumRx 800-645-3332 /Fund Office (718) 939-1489
11. Polish	UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer Empire 800-342-9816/OptumRx 800-645-3332 /Fund Office (718) 939-1489
12. Gujarati	યુના: જો તમે જરાતી બોલતા હો, તો િન: લુ ભાષા સહાય સેવાઓ તમારા માટ ઉપલબ્ધ છ. ફોન કરો Empire 800-342-9816/OptumRx 800-645-3332 /Fund Office (718) 939-1489
13. Urdu	نیرک رادریخ: رگا پآ ودر اے تلوب نیہ، وت پآ وک نابز یک ددم یک تامدخ تم نیم بایتسد نیہ۔ لاک Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489.
14. French Creole (Haitian)	ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
15. Portuguese	ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489

16. Greek	ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
17. Albanian	KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në Empire 800-342-9816/OptumRx 800-645-3332 /Fund Office (718) 939-1489
18. Pennsylvania Dutch	Wann du [Deitsch (Pennsylvania German / Dutch)] schwetzscht, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489
19. Russian	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните
20. Arabic	Empire 800-342-9816/OptumRx 800-645-3332/Fund Office (718) 939-1489 إذا تنك ثدحتت ركذا ةغلا، نإف تامدخ ةدعاسملا ةيوغلا رفاونت كل ناجملا ب. لصتا مقرب 939-1489 ةظوحلم:

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