



## **Nondiscrimination and Accessibility Policy**

Equity Services of St. Paul complies with all applicable federal civil rights laws, including, but not limited to, Section 504 of the Rehabilitation Act of 1973, American with Disabilities Act of 1990, Family Medical Leave Act of 1993, Title VII of Civil Rights Act of 1964, MN Human Rights Act, Section 1557 of the Affordable Care Act and other state and federal laws and regulations and does not discriminate on the basis of race, color, national origin (including limited English proficiency and primary language), age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)) or sex, including sex characteristics, including intersex traits; pregnancy or related conditions; sexual orientation; gender identity, and sex stereotypes.

Equity Services of St Paul Inc 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 available.

If you require these services they are available through Equity Services, free of charge. Please contact Alisha Jasinski RN DON at 651-489-4656 or Kim Tong Translation Services at 651-252-3200 to request.

If you believe Equity Services of St. Paul has failed to provide these services or has discriminated in another way on the basis of race, color, national origin, sex, age, or disability, you can:

1. File a formal complaint to Equity Services of St. Paul.
  - a. The person designated to coordinate compliance with Section 504 of the Rehabilitation Act of 1973 (nondiscrimination against the disabled) is Alisha Jasinski DON who can be reached at 651-489-4656
2. Contact the Civil Rights Coordinator
  - a. MnDOT Office of Civil Rights  
Transportation Building, MS 170  
395 John Ireland Blvd  
St. Paul, MN 55155-1899  
651-366-3073 (main office line)  
651-366-3129 (fax)  
[ocrformsubmissions.dot@state.mn.us](mailto:ocrformsubmissions.dot@state.mn.us)
3. File a complaint with the U.S. Department of Health and Human Services, Office for Civil Rights:
  - a. Electronically: <https://ocrportal.hhs.gov/ocr/smartscreen/main.jsf>
  - b. Via mail: U.S. Department of Health & Human Services
    - i. 200 Independence Avenue, S.W. – 509F  
Washington, D.C. 20201

