

NOTICE

DISCRIMINATION IS AGAINST THE LAW

BLACK BEAR LODGE complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. **BLACK BEAR LODGE** does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

BLACK BEAR LODGE:

- 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 **Vince Foley**, Civil Rights Coordinator

If you believe that **BLACK BEAR LODGE** 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:

Vince Foley, Civil Rights Coordinator
BLACK BEAR LODGE
310 Black Bear Ridge
Sautee Nacoochee, GA 30571
(478) 477-3829 x2055
Vince.Foley@frnmail.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance **Vince Foley**, 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, 800-537-7697 (TDD)

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