



C.C. Young (CCY) complies with applicable state and Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

CCY:

- Provides free aids and services in a timely manner 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 in a timely manner to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services or other assistance, contact Chris Zinkand at the main CCY office at 4847 W. Lawther Dr. #100, Dallas, TX 75214, by phone at 214-841-2842, by fax at 214-273-9711, or by email to czinkand@ccyoung.org.

If you believe that CCY has failed to provide these services or discriminated in another way on the basis of race, color, national original, age, disability, or sex, you can file a grievance with the CCY Corporate Compliance Office, in person or by mail at 4847 W. Lawther Dr. #100, Dallas, TX 75214, by phone at 214-841-2842, by fax at 214-273-9711, or by email to czinkand@ccyoung.org.

If you need help filing a grievance, the CCY Corporate Compliance Office 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>.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 214-841-2842

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 214-841-2842

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 214-841-2842

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 214-841-2842

ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያግዙዎት ተዘጋጅተዋል። ወደ ሚከተለው ቁጥር ይደውሉ 214-841-2842

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 214-841-2842

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 214-841-2842 번으로 전화해 주십시오.

Ige nti: O buru na asu Ibo asusu, enyemaka diri gi site na call 214-841-2842

AKIYESI: Ti o ba nso ede Yoruba ofe ni iranlowo lori ede wa fun yin o. E pe ero ibanisoro yi 214-841-2842

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك (رقم هاتف الصم والبكم: 214-841-2842 بالمجان. اتصل برقم

کی مدد کی زبان کو آپ تو ہیں، بولتے اردو آپ اگر: خبردار 214-841-2842 کال - ہیں دستیاب میں مفت خدمات

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 214-841-2842

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 214-841-2842

OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 214-841-2842

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 214-841-2842

ប្រយ័ត្ន: បើសិនជាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយ ផ្នែកភាសា ដោយមិនគិតល្អល គឺអាចមានសំរាប់អ្នក ក៏។ ចូរ ទូរស័ព្ទ 214-841-2842