

## Discrimination is Against the Law

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

Novant Health:

- 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:

- Your departmental leader or email Novant Health People and Culture at [AskHR@novanthealth.org](mailto:AskHR@novanthealth.org)

If you believe that Novant Health 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:

- Your departmental leader or email Novant Health People and Culture at [AskHR@novanthealth.org](mailto:AskHR@novanthealth.org)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, our People and Culture 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>,

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

OR by mail, phone or email at:

Centralized Care Management Operations  
U.S. Department of Health and Human Services  
200 Independence Avenue SW.  
Room 509F, HHH Building  
Washington, DC 20201  
1-800-368-1019, 800-537-7697 (TDD)  
[OCRComplaint@hhs.gov](mailto:OCRComplaint@hhs.gov)

