



Association of Washington Cities Employee Benefit Trust Nondiscrimination notice

Discrimination is against the law

The Association of Washington Cities Employee Benefit Trust (AWC Trust) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. AWC Trust does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

AWC Trust:

- 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 the AWC Trust Civil Rights Coordinator.

If you believe that the AWC Trust 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:

AWC Employee Benefit Trust Civil Rights Coordinator, Association of Washington Cities Employee Benefit Trust, 1076 Franklin Street S.E., Olympia, WA 98501. 360-753-4137. 360-753-0149 (fax). complianceofficer@awcnet.org. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the AWC Trust 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, DC 20201
1-800-868-1019, 800-537-7697 (TDD).

Complaint forms are available at www.hhs.gov/ocr/office/file/index.html.

ATTENTION: If you speak another language, language assistance services, free of charge, are available to you. Call 1-800-562-8981 (TTY: 1-800-562-8981).

ATENCIÓN: Si habla Español, los servicios de asistencia lingüística están a su disposición gratuitamente. Llame al 1-800-562-8981 (TTY: 1-800-562-8981).

ПРИМЕЧАНИЕ: Если вы говорите по-русски, Вам бесплатно предоставляются услуги по языковой поддержке. Звоните по номеру 1-800-562-8981 (TTY: 1-800-562-8981).

CHÚ Ý: Nếu quý vị nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho quý vị. Xin gọi 1- 800-562-8981 (TTY: 1-800-562-8981).

DGTOONI: Haddii aad ku hadasho Soomaali, adeegyada caawimada luqadda, oo bilaash ah, ayaa lagu heli

karaa adiga. Was 1-800-562-8981 (TTY: 1-800-562-8981).

УВАГА! Якщо ви розмовляєте українською мовою, для вас доступні безкоштовні послуги перекладу. Телефонуйте за номером 1-800-562-8981 (Телетайп: 1-800-562-8981).

주의: 한국어는 분은 무료로 언어 지원을 받으실 수 있습니다. 1-800-562-8981 (TTY: 1-800-562-8981) 로 연락해 주십시오.

Paunawa: Kung nakapagsalita ka ng Tagalog, mga serbisyong nakakatulong sa wika, nang walang bayad, ay mayroon para sa iyo. Tumawag 1-800-562-8981 (TTY: 1-800-562-8981).

8981-562-800-1 اتصل على رقم الهاتف. إن الخدمات اللغوية مجانية لك بالمجان. (TTY: 1-800-562-8981)

ਧਿਆਨ ਧਿਓ: ਜੇਕਰ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਿਓ ਹੋ, ਤਾਂ ਤੁਹਾਡੇ ਲਈ, ਭਾਸ਼ਾ ਸਹਾਇਤਾ ਸੇਵਾਵਾਂ ਮੁਫਤ ਉਪਲਬਧਿ ਹਨ। 1-800-562-8981 (TTY: 1-800-562-8981) 'ਤੇ ਫੋਨ ਕਰੋ।

සුභසාදනවලට සහාය සැපයීම සඳහා ඔබගේ භාෂාවට අනුව සහාය සැපයීමක් ලබා ගත හැකිය. 1-800-562-8981 (TTY: 1-800-562-8981) දුරකථන සංචාරක සේවාවට දුරකථන කථනානුකූලව 1-800-562-8981 (TTY: 1-800-562-8981) දුරකථන කථනානුකූලව

注意：如果你講廣東話，需要語言輔助服務，可以免費為你提供。致電：1-800-562-8981 (TTY: 1-800-562-8981)。

Kejela: Elane kwoj konono kajin Majol, ijo ej lewaj jiban ikijen kajin, ilo an ejelok onen, enaj iwoj nan kwe. Kirlok 1-800-562-8981 (TTY: 1-800-562-8981).

UTAGIA MAI: Afai e te tautala I le Gagana Samoa, o loo iai auaunaga fesoasoani mo oe, e le totogia. Valaau le 1-800-562-8981 (TTY: 1-800-562-8981).

የስፔራት: አማርኛ የሚናገሩ ስዎን፣ ቋንቋን በማስተርጎም የእርዳታ አገልግሎት፣ በነጻ ቁጥጥር 1-800-562-8981 (ውስጥ መስመር: 1-800-562-8981) ላይ ይደውሉ።

注意：如果您使用简体中文，您可获得免费的语言协助服务。请拨打 1-800-562-8981 (TTY: 1-800-562-8981)

ご注意：日本語を話される場合は、無料の通訳サービスをご利用いただけます 1-800-562-8981 (TTY: 1-800-562-8981)までご連絡ください

ATENȚIE: dacă vorbiți limba română, aveți la dispoziție servicii gratuite de asistență lingvistică. Sunați la 1-800-562-8981 (TTY: 1-800-562-8981).

À NOTER : Si vous parlez français, un service d'assistance linguistique gratuit est à votre disposition. Appelez le 1-800-562-8981 (ATS : 1-800-562-8981).

ध्यान दिनुहोस्: यद्यदि तपाईं नैपाली भाषा बोलुहुन्छ भने, तपाईंका लागि नेपाली भाषा सहायता सेवामा सहयोग गनःशुल्क रूपमा उपलब्ध छन्। 1-800-562-8981 (TTY: 1-800-562-8981) मा फोन दिनुहोस्।

KASII TU'UNDI NUUNI: Taa ka'ani tu'un nda'avi, ii naa chindyee meeni tu'un ka'ani, chindyee uuna meeni uun ke'en ya'avina nuuni. Ka'ani numero telefono yo'o 1-800-562-8981 (Taa koo kuu kuuní so'oni ka'ani numero telefono yo'o: 1-800-562-8981).

සේවාව: ඔබගේ භාෂාවට අනුව සහාය සැපයීමක් ලබා ගත හැකිය. 1-800-562-8981 (TTY: 1-800-562-8981) දුරකථන සංචාරක සේවාවට දුරකථන කථනානුකූලව 1-800-562-8981 (TTY: 1-800-562-8981) දුරකථන කථනානුකූලව

ध्यान ियद ि आप हहिं िी भाषा बोलते हैं, तो आपके गलए भाषा सहायता सेवाएं गनिःशुल्क उपलब्ध ह
कॉल करें: 1-800-562-8981 (TTY: 1-800-562-8981)