

# Non-Discrimination Notice

This organization does not discriminate against any person on the basis of color, race, gender, age, religion, national origin, ethnicity, culture, language, disability, genetic information, gender identity or expression, socioeconomic status, sexual orientation, veteran's status or any other basis protected by applicable federal, state or local law or agency policy, in admission, treatment, visitation, or participation in our programs, services and activities, or employment. Our organization:

- 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 Vice President of Development & Marketing listed below.

Michael Norvell  
(804) 758-2386, Ext 1231  
[mnorvell@bayaging.org](mailto:mnorvell@bayaging.org)  
5306 Old Virginia Street  
Urbanna, VA 23175

If you believe that our organization has failed to provide these services or discriminated in another way on the basis of color, race, gender, age, religion, national origin, ethnicity, culture, language, disability, genetic information, gender identity or expression, socioeconomic status, sexual orientation, veteran's status or any other basis protected by applicable federal, state or local law or agency policy, you can file a grievance in person or by mail, fax or email.

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>.