



NOTICE OF NONDISCRIMINATION

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

Concordia Village of Tampa:

- ◆ 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 and other formats]
- ◆ Provide 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 Social Services (LuAnn Ligon or Grace Sullivan @ 813-632-2376).

If you believe that Concordia Village of Tampa 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:

Michele Capurso, Director of Health Services
Concordia Village of Tampa
4100 E. Fletcher Ave.
Tampa, Fl 33613
Phone: 813-632-2352 Email: mcapurso@concordialm.org
Fax: 813-632-2456

You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, our Director of Health Services 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 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
1-800-868-1019 TDD 800-537-7697

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

Translated Tagline for Language Assistance Services

Top 15 Non-English Languages Spoken in Florida

Sample Tagline English: If you speak English, language assistance services, free of charge, are available to you. Call 1-800-481-3293.

1. **Spanish:** ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-481-3293.
2. **French Creole (Haitian Creole):** ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-800-481-3293.
3. **Vietnamese:** CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-800-481-3293.
4. **Portuguese:** ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-800-481-3293.
5. **Chinese:** 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 1-800-481-3293.
6. **French:** ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-481-3293.
7. **Tagalog:** PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-481-3293.
8. **Russian:** ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-800-481-3293.
9. **Arabic:** إذا تنك تدهت ت [جاردإة ل لا]، تامدخ ءدعاس م لا، ءة يوغل لا ءمانا م، ر فوت ت ك ل. ءاعدت س ا 1-800-481-3293.
10. **Italian:** ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-800-481-3293.
11. **German:** ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-800-481-3293.
12. **Korean:** 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-481-3293 번으로 전화해 주십시오.
13. **Polish:** UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-800-481-3293.
14. **Gujarati:** તમે ગુજરાતી બોલે છે, ભાષા સહાય સેવાઓ વિના મૂલ્યે તમારા માટે ઉપલબ્ધ છે. કોલ 1-800-481-3293.
15. **Thai:** เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 1-800-481-3293.

Visit the [Office of Civil Rights website](#) for more resources.