



Laborers Funds Administrative Office of Northern California, Inc.

220 Campus Lane, Fairfield, CA 94534-1498 | Telephone: 707-864-2800 or 800-244-4530

Nondiscrimination Notice Under Section 1557 of the Affordable Care Act

Discrimination Is Against the Law

Laborers Funds Administrative Office of Northern California, Inc. (LFAO) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. LFAO does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Laborers Funds Administrative Office of Northern California, Inc.:

- 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 believe that LFAO 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: Matt Clizbe, Director of Operations, Laborers Funds Administrative Office of Northern California, Inc., 220 Campus Lane, Fairfield, CA 94534, Telephone: 707-864-3300, Fax: 707-864-2645, Email: mclizbe@norcalaborers.org. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Matt Clizbe 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, 1-800-537-7697 (TDD)

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

Keep this announcement with your Summary Plan Description.