



Non-Discrimination Statement for Employee Health Benefit Programs

Piedmont Healthcare complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex in its provision and administration of its employee health benefit programs (“Health Programs”). The Health Programs do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Piedmont Healthcare:

- Provides free aids and services to people with disabilities to communicate effectively with us about the Health Programs, such as: Qualified sign language interpreters and 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 to help them access the Health Programs, such as: Qualified interpreters and information written in other languages

If you need these services for the Health Programs, contact the HR Service Center at 678-503-1900.

If you believe that the Health Programs have 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: Compliance Department, 1800 Howell Mill Rd., Ste. 350, Atlanta, GA 30318, Phone: 404-425-7350, Fax: 770-916-7647, compliance@piedmont.org. You can file a grievance related to the Health Programs in person or by mail, fax, or email. If you need help filing a grievance, the Compliance Department is available to help you.

If you believe Piedmont Healthcare has not complied with this statement in its provision or administration of the Health Programs, 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, 1-800-868-1019, 800-537-7697 (TDD).

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