

# Nondiscrimination Notice Under Section 1557 of the Affordable Care Act

## Discrimination Is Against the Law

Minnesota Laborers Health & Welfare Fund complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Minnesota Laborers Health & Welfare Fund does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Minnesota Laborers Health & Welfare Fund:

- 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 Mr. Rod Skoog, the Civil Rights Coordinator.

If you believe that Minnesota Laborers Health & Welfare Fund 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: Mr. Rod Skoog, Civil Rights Coordinator, Minnesota Laborers Health & Welfare Fund, c/o Zenith American Solutions, 2520 Pilot Knob Road, Mendota Heights, Minnesota 55120, Telephone: 1-651-256-1781, Fax: 1-651-256-1901, E-Mail: [rskoog@zenith-american.com](mailto:rskoog@zenith-american.com). You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Mr. Rod Skoog 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:

(Over)

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>.

**Minnesota Top 15 Languages**

Language	Message About Language Assistance
Spanish	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-651-256-1781.
Hmong	LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-651-256-1781.
Cushite	XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-651-256-1781.
Vietnamese	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-651-256-1781.
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 1-651-256-1781.
Russian	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-651-256-1781.
Lao	ໂບດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ຄວນມີພ້ອມໃຫ້ທ່ານ. ໂທ 1-651-256-1781.
Amharic	ማስታወሻ: የሚናገሩት ቋንቋ ኣማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በገንዘብ ሊያግዝዎት ተዘጋጅተዋል። ወደ ሚከተለው ቁጥር ይደውሉ 1-651-256-1781.
Karen	ymol.ymo;= erh>uwdRAunD AusdmtCd<AerRM>Ausdmtw>rRpXRvXAwvXmbl.vXmphRAeDwrHRb.ohM. vDRIAud; 1-651-256-1781.
German	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-651-256-1781.
Cambodian	របស់គ្រូ៖ ើបើសិនអ្នកនិយាយ ើខ្មែរ, ើស្តីជំនួយផ្លូវភាសា ើយមិនគិតល្អល គឺច្រើនសំបប់ើរអ្នក។ ចូរ ទូរស័ព្ទ1-651-256-1781. ។
Arabic	تنك نحدثت ركذا ةغلا، نإف تامدخ ةدعاسملا ةيوغلا رفاونت كل ناجملا ب. لصتا مقرب (مقر) 1-651-256-1781. ةظوحلم: اذا
French	ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-651-256-1781.
Korean	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-651-256-1781.번으로 전화해 주십시오.
Tagalog	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-651-256-1781.