

## Non-Discrimination Policy

Our community complies with all applicable civil rights laws and does not exclude, deny benefits to, or otherwise discriminate against any individual (i.e. residents, clients, stakeholders, or visitors) on the basis of race, color, creed, religion, national origin, age, sexual orientation, gender (including gender expression and/or identity), disability or any other legally protected status in admission to, participation in, or receipt of services and benefits under any of our programs and/or health programs, activities, financial assistance programs, admission policies, training programs, or employment practices.

Our community 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 sign language interpreters, Information written in other languages.

If you need these services, contact the Compliance Officer for our community: [compliance@lhsliving.org](mailto:compliance@lhsliving.org)

It is the policy of this community that admission, recruitment, employment, and all administrative practices be conducted in compliance with these applicable laws. Any person who feels he or she has not received treatment in accordance with our policies and practices may submit a complaint to the contact listed below:

Compliance Officer  
2350 Kanell Blvd.  
Poplar Bluff, MO 63901  
Email: [compliance@lhsliving.org](mailto:compliance@lhsliving.org)  
Telephone: (573) 785-0188

You may also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf> or by mail at:

U.S. Department of Health and Human Services  
200 Independence Avenue SW  
Room 509F, HHH Building  
Washington, DC 20201  
Phone: 1-800-368-1019, TTD: 800-537-7697  
Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>