



## **Discrimination is Against the Law**

Family Allergy & Asthma complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Family Allergy & Asthma does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Family Allergy & Asthma:

- Provides free aids and services to people with disabilities to communicate effectively with us.
- Provides free language services to people whose primary language is not English.

If you need these services, contact Kay Tyler.

If you believe that Family Allergy & Asthma 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 in person or by mail, fax, or email.

Kay Tyler, CEO  
9800 Shelbyville Road, Suite 220, Louisville, KY 40223  
Phone: 800-999-1249 Toll Free Fax: 855-656-7325  
Email: [ktyler@familyallergy.com](mailto:ktyler@familyallergy.com)

If you need help filing a grievance, Kay Tyler is available to help you.

**Indiana Patients:** You can also file a civil rights complaint with the Indiana Civil Rights Commission (ICRC) by calling **1-800-628-2909** or **filing electronically at [in.gov/icrc/](http://in.gov/icrc/)**.

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 telephone 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)

# Discrimination is Against the Law

**Español (Spanish):** Family Allergy & Asthma cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo.

**繁體中文 (Chinese):** Family Allergy & Asthma 遵守適用的聯邦民權法律規定，不因種族、膚色、民族血統、年齡、殘障或性別而歧視任何人。

**Deutsch (German):** Family Allergy & Asthma erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab.

**Deitsch (Pennsylvania Dutch):** Family Allergy & Asthma iss willich, die Gsetze (federal civil rights) vun die Owwerichkeit zu folliche un duht alle Leit behandle in der seem Weg. Es macht nix aus, vun welle Schtamm ebber beikummt, aus welle Land die Voreldre kumme sinn, was fer en Elt ebber hot, ebber en Mann iss odder en Fraa, verkrippelt iss odder net.

**မြန်မာစာ (Burmese):** Family Allergy & Asthma မှာ ဗဟိုအစိုးရ နှင့် သက်ဆိုင်သော အများပြည်သူ ရပိုင်ခွင့် ဥပဒေ နှင့် လက်တွေ့

အကျိုးဝင်သည် သာမက လူမျိုး၊ အသားရောင်၊ ဓမ္မေဗ္ဗာသည့်နိုင်ငံ၊ အသက်၊ မသန်စွမ်းခြင်း၊ သို့မဟုတ် လိင် နှင့် ဖတ်သက်၍လည်း ခွဲခြားဆက်ဆံမှု အလျဉ်းမရှိပါ။

**العربية (Arabic):** يلتزم Family Allergy & Asthma بقوانين الحقوق المدنية الفدرالية المعمول بها ولا يميز على أساس العرق أو اللون أو الأصل الوطني أو السن أو الإعاقة أو الجنس.

**한국어 (Korean):** Family Allergy & Asthma 은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.

**Tiếng Việt (Vietnamese):** Family Allergy & Asthma tuân thủ luật dân quyền hiện hành của Liên bang và không phân biệt đối xử dựa trên chủng tộc, màu da, nguồn gốc quốc gia, độ tuổi, khuyết tật, hoặc giới tính.

**Français (French):** Family Allergy & Asthma respecte les lois fédérales en vigueur relatives aux droits civiques et ne pratique aucune discrimination basée sur la race, la couleur de peau, l'origine nationale, l'âge, le sexe ou un handicap.

**日本語 (Japanese):** Family Allergy & Asthma は適用される連邦公民権法を遵守し、人種、肌の色、出身国、年齢、障害または性別に基づく差別をいたしません。

**Nederlands (Dutch):** Family Allergy & Asthma voldoet aan de geldende wettelijke bepalingen over burgerrechten en discrimineert niet op basis van ras, huidskleur, afkomst, leeftijd, handicap of geslacht.

**Tagalog (Tagalog – Filipino):** Sumusunod ang Family Allergy & Asthma sa mga naaangkop na Pederal na batas sa karapatang sibil at hindi nandiskrimina batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan o kasarian.

**Русский (Russian):** Family Allergy & Asthma соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола.

**ਪੰਜਾਬੀ (Punjabi):** Family Allergy & Asthma ਲਾਗੂ ਸੰਬੰਧੀ ਨਾਗਰਿਕ ਹੱਕਾਂ ਦੇ ਕਾਨੂੰਨਾਂ ਦੀ ਪਾਲਣਾ ਕਰਦੀ ਹੈ ਅਤੇ ਨਸਲ, ਚੰਗਾ, ਰਾਸ਼ਟਰੀ ਮੂਲ, ਉਮਰ, ਅਸਮਰਥਤਾ, ਜਾਂ ਲਿੰਗ 'ਤੇ ਅਧਾਰ 'ਤੇ ਵਿਤਕਰਾ ਨਹੀਂ ਕਰਦੀ ਹੈ।

**हिंदी (Hindi):** Family Allergy & Asthma लागू होने योग्य संघीय नागरिक अधिकार क़ानून का पालन करता है और जाति, रंग, राष्ट्रीय मूल, आयु, विकलांगता, या लिंग के आधार पर भेदभाव नहीं करता है।

**Srpskohrvatski (Serbo-Croatian):** Family Allergy & Asthma pridržava se važećih saveznih zakona o građanskim pravima i ne pravi diskriminaciju po osnovu rase, boje kože, nacionalnog porijekla, godina starosti, invaliditeta ili pola.

**नेपाली (Nepali):** Family Allergy & Asthma ले उपयुक्त संघीय अधिकारको व्यवस्थासँगै पालन गछ र वंश, रङ, राष्ट्रियता, उमेर, अपाङ्गता वा लङ्गको आधारमा भेदभाव गद न ।

**Oroomiffa (Oromo - Cushite):** Family Allergy & Asthma Seera hariiroo hawwaasummaa Fedeeraalaan wal qabatan sanyiidhaan, bifaan, dhiigaan, umriidhaan, hiri'ina qaamaan, yookiin koorniyaadhaan hin loogu.

**Ikirundi (Bantu – Kirundi):** Urwego Family Allergy & Asthma rurubaha amategeko ya Reta Zunze Ubumwe arengera uburenganzira bw'abanyagihugu kandi ata kuvangura rukora rwishimikije ubwoko, ibara ry'urukoba, amamuko, imyaka, ubumuga, canke igitsina.