
NONDISCRIMINATION POLICY AND GRIEVANCE PROCESS
Policy No. C:1-013.1**PURPOSE**

To prevent organization personnel from discriminating against other personnel, patients, or other organizations on the basis of race, color, religion, age, gender, sexual orientation, disability (mental or physical), communicable disease, or place of national origin.

POLICY

In accordance with Title VI of the Civil Rights Act of 1964, Section 1557 of the Affordable Care Act (ACA) of 2010 and its implementing regulation, DMHHSS will, directly or through contractual or other arrangement, admit and treat all persons without regard to race, color, or place of national origin in its provision of services and benefits, including assignments or transfers within facilities.

In accordance with Section 504 of the Rehabilitation Act of 1973, Section 1557 of the Affordable Care Act (ACA) of 2010 and its implementing regulations, DMHHSS will not, directly or through contractual or other arrangements, discriminate on the basis of disability (mental or physical) in admissions, access, treatment or employment.

In accordance with the Age Discrimination Act of 1975, Section 1557 of the Affordable Care Act (ACA) of 2010 and its implementing regulation, DMHHSS will not, directly or through contractual or other arrangements, discriminate on the basis of age in the provision of services unless age is a factor necessary to the normal operation or the achievement of any statutory objective.

In accordance with Title II of the Americans with Disabilities Act of 1990, DMHHSS will not, on the basis of disability, exclude or deny a qualified individual with a disability from participation in, or benefits of, the services, programs or activities of the organization.

In accordance with other regulations the organization will not discriminate in admissions, access, treatment, or employment on the basis of gender, sexual orientation, religion, or communicable disease.

PROCEDURE

1. The Section 504/ADA Compliance Coordinator and Section 1557 Civil Rights Coordinator (DMHHSS ADMINISTRATOR) designated to coordinate the efforts of DMHHSS to comply with the regulations will be the Executive Director/Administrator. Contact the Executive Director/Administrator at 215-624-6038.

2. DMHHSS will identify an organization or person in their service area who can interpret or translate for persons with limited English proficiency and who can disseminate information to and communicate with sensory impaired persons. These contacts will be listed and kept in the policy manual. (See "Facilitating Communication" Policy No. 1-011.)
3. A copy of this policy will be posted in the reception area of DMHHSS, given to each organization staff member, and sent to each referral source.
4. A nondiscrimination statement (See #5) will be posted in a conspicuous place, such as the reception area of the organization and will be printed on brochures, other printed public materials and in a conspicuous location on the organization's web site accessible from the home page, in English and at least the top 15 non-English languages spoken in the state.
5. The nondiscrimination statement will read: *"DMHHSS complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. DMHHSS does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex. DMHHSS provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written materials in other formats (e.g. large print, audio, accessible electronic formats). DMHHSS provides free language services to people whose primary language is not English such as qualified interpreters and information written in other languages. If you need these services, contact the Section 504/ADA Coordinator/Section 1557 Civil Rights Coordinator at 215-624-6038. If you believe that DMHHSS 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: Stanley Rynkiewicz, Administrator, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD/State Relay 711 (fax) 215-624-5258 (email) srynkiewicz@DMHHSS.org*

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Stanley Rynkiewicz, Administrator, 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 of Civil Rights Compliant 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, DC 2020; 1-800-368-1019, 800-537-7697(TDD)"
6. Any person who believes she or he has been subjected to discrimination or who believes he or she has witnessed discrimination, in contradiction of the policy stated above, may file a grievance under this procedure. It is against the law for DMHHSS to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.
7. Grievances must be submitted to the Section 504/ADA Compliance Coordinator/ Section 1557 Civil Rights Coordinator within 60 days of the date the person filing the grievance becomes aware of the alleged discriminatory action.

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8. A complaint may be filed in writing, or verbally, containing the name and address of the person filing it ("the grievant"). The complaint must state the problem or action alleged to be discriminatory and the remedy or relief sought by the grievant.
9. The Section 504 Coordinator/Section 1557 Civil Rights Coordinator (or her/his representative) will conduct an investigation of the complaint to determine its validity. This investigation may be informal, but it must be thorough, affording all interested persons an opportunity to submit evidence relevant to the complaint.
10. The Section 504/ADA Compliance Coordinator/ Section 1557 Civil Rights Coordinator will issue a written decision on the grievance no later than 30 days after its filing.
11. The grievant may appeal the decision of the Section 504/ADA Compliance Coordinator/Section 1557 Civil Rights Coordinator by filing an appeal in writing to DMHHSS within 15 days of receiving the Section 504/ADA Compliance Coordinator/Section 1557 Civil Rights Coordinator's decision.
12. DMHHSS will issue a written decision in response to the appeal no later than 30 days after its filing.
13. The Section 504/ADA Compliance Coordinator/Section 1557 Civil Rights Coordinator will maintain the files and records of DMHHSS relating to such grievances.
14. The availability and use of this grievance procedure does not preclude a person from filing a complaint of discrimination on the basis of handicap with the regional office for Civil Rights of the U.S. Department of Health and Human Services.
15. All organization personnel will be informed of this process during their orientation process.
16. DMHHSS will make appropriate arrangements to assure that persons with disabilities can participate in or make use of this grievance process on the same basis as the nondisabled. Such arrangements may include, but will not be limited to, the providing interpreters for the deaf, providing taped cassettes of material for the blind, or assuring a barrier-free location for the proceedings. The Section 504 Coordinator will be responsible for providing such arrangements. In accordance with Title VI of the Civil Rights Act of 1964 and its implementing regulation, DMHHSS will, directly or through contractual or other arrangement, admit and treat all persons without regard to race, color, or place of national origin in its provision of services and benefits, including assignments or transfers within facilities.

Non Discrimination Policy Translations

<p>1</p>	<p>English</p> <p>DMHHSS complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. DMHHSS does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex. DMHHSS provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written materials in other formats (e.g. large print, audio, accessible electronic formats). DMHHSS provides free language services to people whose primary language is not English such as qualified interpreters and information written in other languages. If you need these services, contact the Section 504/ADA Coordinator/Section 1557 Civil Rights Coordinator at 215-624-6038. If you believe that DMHHSS 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:</p> <p>Stanley Rynkiewicz, Administrator, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD/State Relay 711 (fax) 215-624-5258 (email) srynkievicz@DMHHSS.org</p>	<p>231,122,908</p>
<p>2</p>	<p>Spanish</p> <p>DMHHSS cumple con las leyes federales de derechos civiles aplicables y no discrimina por raza, color, origen nacional, edad, discapacidad o sexo. DMHHSS no excluye a las personas o las trata de manera diferente debido a raza, color, origen nacional, edad, discapacidad o sexo. DMHHSS proporciona servicios y ayudas gratuitas a las personas con discapacidad para comunicarse eficazmente con nosotros, como intérpretes calificados de lenguaje de señas y materiales escritos en otros formatos (por ejemplo, impresos de gran tamaño, audio y formatos electrónicos accesibles). DMHHSS ofrece servicios gratuitos de idiomas a personas cuyo idioma principal no es el inglés, tales como intérpretes calificados e información escrita en otros idiomas. Si necesita estos servicios, comuníquese con el Coordinador de Sección 504 / ADA / Coordinador de Derechos Civiles de la Sección 1557 al 215-624-6038. Si cree que el DMHHSS no ha proporcionado estos servicios o ha sido discriminado de otra manera por motivos de raza, color, origen nacional, edad, discapacidad o sexo, puede presentar una queja con:</p> <p>Stanley Rynkiewicz, Administrador, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / Relé de Estado 711 (Fax) 215-624-5258 (Correo electrónico) srynkievicz@DMHHSS.org</p>	<p>37,458,470</p>

Chinese (incl. Cantonese, Mandarin, other Chinese languages)

DMHHSS符合适用的联邦民权法律，并且不基于种族，肤色，国籍，国籍，年龄，残疾或性别进行歧视。DMHHSS不排除人们或因种族，肤色，国籍，年龄，残疾或性别而对待他们。DMHHSS为残疾人提供免费的帮助和服务，以便与我们进行有效沟通，如合格的手语翻译和其他格式的书面材料（例如大字体，音频，可访问的电子格式）。DMHHSS为主要语言不是英语的人士提供免费语言服务，如合格口译员和其他语言写成的信息。如果您需要这些服务，请联系第504 / ADA 协调员/第1557款民权协调员，电话：215-624-6038。如果您认为DMHHSS未能提供这些服务或以种族，肤色，国籍，年龄，残疾或性别为基础以其他方式歧视，您可以向以下人士提出申诉：

Stanley Rynkiewicz, 行政长官,

8301 Roosevelt Blvd, Philadelphia PA 19152。

TDD /状态中继711

(传真) 215-624-5258

(电子邮件) srynkievicz@DMHHSS.org

DMHHSS fùhé shìyòng de liánbāng mínquán fǎlǜ, bìngqiè bù jīyú zhǒngzú, fūsè, guójí, niánlíng, cánjí huò xìngbié jìnxíng qīshì. DMHHSS bù páichū rénmén huò yīn zhǒngzú, fūsè, guójí, niánlíng, cánjí huò xìngbié ér duìdài tāmen. DMHHSS wèi cánjí rén tígōng miǎnfèi de bāngzhù hé fúwù, yǐbiàn yǔ wǒmen jìnxíng yǒuxiào gōutōng, rú hégé de shǒuyǔ fānyì hé qítā géshì de shūmiàn cáiliào (lǐrú dà zìtǐ, yīnpín, kě fāngwèn de diànzì géshì). DMHHSS wéi zhǔyào yǔyán bùshì yīngyǔ de rénshì tígōng miǎnfèi yǔyán fúwù, rú hégé kǒuyǔ yuán hé yǐ qítā yǔyán xiéchéng de xīnxī. Rúguò nín xūyào zhèxiē fúwù, qǐng liánxì dì 504/ ADA xiétíáo yuán/dì 1557 kuǎn mínquán xiétíáo yuán, diànhuà:215-624-6038. Rúguò nín rènwéi DMHHSS wèi néng tígōng zhèxiē fúwù huò yǐ zhǒngzú, fūsè, guójí, niánlíng, cánjí huò xìngbié wéi jīchǔ yǐ qítā fāngshì qīshì, nín kěyǐxiàng yǐ xià rénshì tíchū shēnsù:

Stanley Rynkiewicz, xíngzhèng zhǎngguān,

8301 Roosevelt Blvd, Philadelphia PA 19152.

TDD/zhuàngtài zhōng jì 711

(chuánzhēn)215-624-5258

(diànzì yóujiàn)srynkievicz@DMHHSS.Org

4	<p>French and French Creole</p> <p>Le DMHHSS respecte les lois fédérales sur les droits civils applicables et ne fait aucune discrimination fondée sur la race, la couleur, l'origine nationale, l'âge, le handicap ou le sexe. Le DMHHSS n'exclut pas les gens ou les traite différemment en raison de la race, de la couleur, de l'origine nationale, de l'âge, du handicap ou du sexe. Le DMHHSS offre des services et des aides gratuits aux personnes handicapées pour communiquer efficacement avec nous, comme des interprètes qualifiés en langue des signes et des documents écrits dans d'autres formats (par exemple, en gros caractères, en formats audio et électroniques accessibles). DMHHSS offre des services de langue gratuits à des personnes dont la langue principale n'est pas l'anglais, comme des interprètes qualifiés et des informations écrites dans d'autres langues. Si vous avez besoin de ces services, communiquez avec le coordonnateur de la Section 504 / ADA / Section 1557, coordonnateur des droits civils au 215-624-6038. Si vous croyez que le DMHHSS n'a pas fourni ces services ou fait l'objet d'une discrimination fondée sur la race, la couleur, l'origine nationale, l'âge, le handicap ou le sexe, vous pouvez déposer un grief auprès de:</p> <p>Stanley Rynkiewicz, administrateur, 8301 Roosevelt Blvd, Philadelphie PA 19152. TDD / Relais d'État 711 (Télécopieur) 215-624-5258 (Courriel) sryniewicz@DMHHSS.org</p>	2,047,467
5	<p>Tagalog/ Filipino</p> <p>DMHHSS ay sumusunod sa mga natatanging Pambansa batas karapatan bilang mamamayan at hindi maaaring makita ang kaibhan sa batayan ng lahi, kulay, bansang pinagmulan, edad, kapansanan, o sex. DMHHSS ay hindi ibukod ang mga tao o tinatratong mga ito sa ibang paraan dahil sa lahi, kulay, bansang pinagmulan, edad, kapansanan, o sex. DMHHSS nagbibigay ng libreng tulong at serbisyo sa mga taong may mga kapansanan upang makipag-usap epektibo sa amin, tulad ng mga kuwalipikadong tagasalin sign language at nakasulat na mga materyales sa iba pang mga format (halimbawa malaking print, audio, na-access electronic format). DMHHSS nagbibigay ng libreng serbisyo sa wika sa mga tao na ang pangunahing wika ay hindi Ingles tulad ng qualified interpreter at impormasyon na nakasulat sa ibang wika. Kung kailangan mo ng mga serbisyong ito, makipag-ugnayan sa Section 504 / ADA Coordinator / Section 1557 Civil Rights Coordinator sa 215-624-6038. Kung naniniwala ka na DMHHSS ay nabigo upang magbigay ng mga serbisyo o discriminated sa ibang paraan sa batayan ng lahi, kulay, bansang pinagmulan, edad, kapansanan, o Grupong maaari kang magsampa ng karangian sa: Stanley Rynkiewicz, Administrator, 8301 Roosevelt Blvd, Philadelphia PA 19,152. TDD / State Relay 711 (Fax) 215-624-5258 (Email) sryniewicz@DMHHSS.org</p>	1,613,346

6	<p>Vietnamese</p> <p>DMHSS tuân thủ luật về quyền dân sự liên bang áp dụng và không phân biệt đối xử trên cơ sở chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, khuyết tật, hoặc quan hệ tình dục. DMHSS không loại trừ người hoặc đối xử với họ khác nhau về chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, khuyết tật, hoặc quan hệ tình dục. DMHSS cung cấp hỗ trợ miễn phí và dịch vụ cho người khuyết tật để giao tiếp hiệu quả với chúng tôi, chẳng hạn như thông dịch viên có trình độ ngôn ngữ ký hiệu và các tài liệu bằng văn bản trong các định dạng khác (ví dụ in khổ lớn, âm thanh, định dạng điện tử truy cập). DMHSS cung cấp các dịch vụ ngôn ngữ miễn phí cho người có ngôn ngữ chính không phải là tiếng Anh như thông dịch viên có trình độ và thông tin viết bằng các ngôn ngữ khác. Nếu bạn cần các dịch vụ này, liên hệ với điều phối viên 504 / ADA Điều phối viên / Mục 1557 Dân Quyền tại 215-624-6038. Nếu bạn tin rằng DMHSS đã thất bại trong việc cung cấp các dịch vụ hoặc phân biệt đối xử theo cách khác trên cơ sở chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, khuyết tật, hoặc quan hệ tình dục, bạn có thể nộp đơn khiếu nại với:</p> <p>Stanley Rynkiewicz, Administrator, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / Nhà nước tiếp sức 711 (Fax) 215-624-5258 (Email) sryniewicz@DMHSS.org</p>	1,399,936
7	<p>Korean</p> <p>DMHSS는 해당 연방 민권 법을 준수하며 인종, 피부색, 국적, 연령, 장애 또는 성별에 근거하여 차별하지 않습니다. DMHSS는 인종, 피부색, 국적, 연령, 장애 또는 성 때문에 다른 사람들을 배제하거나 치료하지 않습니다. DMHSS는 자격있는 수화 통역사 및 다른 형식의 서면 자료 (예 : 대형 인쇄물, 오디오, 접근 가능한 전자 형식)와 같이 장애인에게 무료로 도움을주고 서비스를 제공합니다. DMHSS는 자격있는 통역사 및 다른 언어로 작성된 정보와 같이 영어가 아닌 사람들에게 무료 언어 서비스를 제공합니다. 이러한 서비스가 필요하면 504 / ADA 코디네이터 / 섹션 1557 시민권 코디네이터 (215-624-6038)에게 문의하십시오. DMHSS가 인종, 피부색, 출신 국가, 나이, 장애 또는 성에 따라 이러한 서비스를 제공하지 못했거나 차별적 인 것으로 판단되면 다음과 같은 불만을 제기 할 수 있습니다.</p> <p>Stanley Rynkiewicz, 관리자, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / 상태 릴레이 711 (팩스) 215-624-5258 (email) sryniewicz@DMHSS.org</p>	1,117,343

	<p>DMHSSneun haedang yeonbang mingwon beob-eul junsuhamyero injong, pibusaeg, gugjeog, yeonlyeong, jang-ae ttooneun seongbyeol-e geungeohayeo chabyeolhaji anhseubnida. DMHSSneun injong, pibusaeg, gugjeog, yeonlyeong, jang-ae ttooneun seong taemun-e daleun salamdeul-eul baejehageona chilyohaji anhseubnida. DMHSSneun jagyeog-issneun suhwa tong-yeogsa mich daleun hyeongsig-ui seomyeon jalyo (ye : daehyeong inswaemul, odio, jeobgeun ganeunghan jeonja hyeongsig)wa gat-i jang-aein-ege mulyolo doum-euljugo seobiseuleul jegonghabnida. DMHSSneun jagyeog-issneun tong-yeogsa mich daleun eon-eolo jagseongdoen jeongbowa gat-i yeong-eoga anin salamdeul-ege mulyo eon-eo seobiseuleul jegonghabnida. ileohan seobiseuga pil-yohamyeron 504 / ADA kodineiteo / segsyeon 1557 simingwon kodineiteo (215-624-6038)ege mun-uhasisbio. DMHSSga injong, pibusaeg, chulsin gugga, nai, jang-ae ttooneuseong-e ttaala ileohan seobiseuleul jegonghaji moshaesseona chabyeoljeog in geos-eulo pandandoemyeon da-eumgywa gat-eun bulman-eul jegi hal su isseubnida.</p> <p>Stanley Rynkiewicz, gwaniija, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / sangtae lillei 711 (paegseu) 215-624-5258 (email) srynkiewicz@DMHSS.org</p>	1,063,773
8	<p>German</p> <p>DMHSS entspricht den geltenden bürgerlichen Zivilrechtsgesetzen und diskriminiert nicht aufgrund der Rasse, der Hautfarbe, der nationalen Herkunft, des Alters, einer Behinderung oder des Geschlechts. DMHSS schließt Menschen nicht aus oder behandelt sie nicht aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht. DMHSS stellt für Menschen mit Behinderungen kostenlose Hilfsmittel zur Verfügung, um effektiv mit uns zu kommunizieren, wie zB qualifizierte Gebärdensprachdolmetscher und schriftliche Materialien in anderen Formaten (z. B. große Druck-, Audio- und zugängliche elektronische Formate). DMHSS bietet kostenlose Sprachdienste für Personen, deren Muttersprache nicht Englisch ist, wie z. B. qualifizierte Dolmetscher und in anderen Sprachen verfasste Informationen. Wenn Sie diese Dienste benötigen, wenden Sie sich bitte an den Section 504 / ADA Coordinator / Section 1557 Civil Rights Coordinator unter 215-624-6038. Wenn Sie glauben, dass DMHSS diese Dienste nicht erbracht hat oder auf andere Weise aufgrund von Rasse, Farbe, nationaler Herkunft, Alter, Behinderung oder Sex diskriminiert wurde, können Sie eine Beschwerde einreichen mit:</p> <p>Stanley Rynkiewicz, Verwalter, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / Zustandsrelais 711 (Fax) 215-624-5258 (E-Mail) srynkiewicz@DMHSS.org</p>	

DMHHSS يتوافق مع القوانين الاتحادية السارية الحقوق المدنية ولا تميز على أساس العرق أو اللون أو الأصل القومي أو السن أو الإعاقة، أو الجنس. DMHHSS لا يستبعد الناس أو التعامل معهم بشكل مختلف بسبب العرق أو اللون أو الأصل القومي أو السن أو الإعاقة، أو الجنس. يوفر DMHHSS المساعات المجانية والخدمات للأشخاص ذوي الإعاقة على التواصل بفعالية معنا، مثل المترجمين المؤهلين لغة الإشارة ومواد مكتوبة في صيغ أخرى (مثل الطباعة الكبيرة، والصوت، وأشكال إلكترونية يمكن الوصول إليها). يوفر DMHHSS الخدمات اللغوية مجانية للأشخاص الذين ليست اللغة الإنجليزية مثل المترجمين المؤهلين ومعلومات مكتوبة بلغات أخرى لغتهم الأساسية. إذا كنت بحاجة إلى هذه الخدمات، يرجى الاتصال بقسم ADA / 504 منسق الحقوق المدنية في 215-624-6038. إذا كنت تعتقد أن DMHHSS فشلت في توفير هذه الخدمات أو التمييز بطريقة أخرى على أساس العرق أو اللون أو الأصل القومي أو السن أو الإعاقة، أو الجنس يمكنك تقديم شكوى مع:

ستانلي زنكيوسز، مدير،
8301 روزفلت الجادة، فيلادلفيا 19152.

TDD / الدولة ترحيل 711

فاكس) 215-624-5258

(البريد الإلكتروني) sryniewicz@DMHHSS.org

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sitanli rinkyusz, mudirun,

8301 rawzfil aljadat, filadilfia 19152.

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11	<p>Italian</p> <p>DMHHSS conforme alle leggi federali vigenti diritti civili e non discrimina sulla base di razza, colore, nazionalità, età, disabilità, o di sesso. DMHHSS non esclude la gente o li trattano in modo diverso a causa della razza, colore, nazionalità, età, disabilità, o di sesso. DMHHSS fornisce aiuti gratuiti e servizi alle persone con disabilità di comunicare efficacemente con noi, come interpreti qualificati del linguaggio dei segni e materiali scritti in altri formati (ad esempio stampa a grandi caratteri, audio, formati elettronici accessibili). DMHHSS offre servizi linguistici gratuiti per persone la cui lingua principale non è l'inglese, come interpreti qualificati e informazioni scritte in altre lingue. Se avete bisogno di questi servizi, contattare la Sezione 504 / ADA Coordinatore / Sezione 1557 diritti civili coordinatore al 215-624-6038. Se credi che DMHHSS non è riuscita a fornire questi servizi o discriminato in un altro modo, sulla base di razza, colore, nazionalità, età, disabilità, o il sesso si può presentare un reclamo con:</p> <p>Stanley Rynkiewicz, amministratore, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / relè a stato 711 (Fax) 215-624-5258 (E-mail) sryniewicz@DMHHSS.org</p>	708,966
12	<p>Portuguese</p> <p>DMHHSS cumpre com as leis federais de direitos civis aplicáveis e não discrimina com base na raça, cor, origem nacional, idade, deficiência ou sexo. DMHHSS não exclui as pessoas ou as trata de forma diferente por causa de raça, cor, origem nacional, idade, deficiência ou sexo. O DMHHSS fornece assistência e serviços gratuitos a pessoas com deficiência para se comunicar eficazmente conosco, como intérpretes de língua de sinais qualificados e materiais escritos em outros formatos (por exemplo, grandes formatos de impressão, áudio e formatos eletrônicos acessíveis). O DMHHSS oferece serviços gratuitos de idiomas para pessoas cuja língua materna não é o inglês, como intérpretes qualificados e informações escritas em outras línguas. Se você precisar desses serviços, entre em contato com o Coordenador de Seção 504 / ADA / Seção 1557 Coordenador de Direitos Civis no 215-624-6038. Se você acredita que o DMHHSS não forneceu esses serviços ou discriminado de outra maneira com base na raça, cor, origem nacional, idade, deficiência ou sexo, você pode registrar uma queixa com:</p> <p>Stanley Rynkiewicz, Administrador, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / Relé Estadual 711 (Fax) 215-624-5258 (E-mail) sryniewicz@DMHHSS.org</p>	693,469

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8301 रूजवेल्ट बुलेवार्ड, फिलाडेल्फिया PA 19152।

TDD / राज्य रिले 711

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(ईमेल) stynkiewicz@dmhhss.org

dmhhss laagoo sangheey naagarik adhikaaron ke kaanoon ke anuroop hai aur jaati, rang, raashtreey mool, aayu, vikalaangata, ya ling ke aadhaar par bhedabhaav nahin karata. dmhhss logon ko baahar nikaalane ya kyonki jaati, rang, raashtreey mool, aayu, vikalaangata, ya seks kee alag dhang se unhen ilaaj nahin hai. dmhhss is tarah ke any svaroopon mein yogy saanketik bhaasha dubhaashiyon aur likhit saamagree (jaise bade print, odiyoo, sulabh ilektronik svaroop) ke roop mein logon ko mupht eds aur sevaon vikalaang hamaare saath prabhaavee dhang se sanvaad karane ke saath pradaan karata hai. dmhhss logon jisaka praathamik bhaasha mein is tarah ke yogy dubhaashiyon aur jaanakaaree any bhaashaon mein likhit roop mein angrejee nahin hai karane ke lie svatantr bhaasha sevaen pradaan karata hai. aap in sevaon kee jaroorat hai, 215-624-6038 par dhaara 504 / edeey samanvayak / dhaara 1557 naagarik adhikaar samanvayak se sampark karen. yadi aapako lagata hai ki dmhhss in sevaon ko pradaan karane mein viphal raha ya jaati, rang, raashtreey mool, aayu, vikalaangata ke aadhaar par ek aur tarah se bhedabhaav kiya gaya hai, ya seks aap ke saath ek shikaayat daayar kar sakte hain:

stenaalee rinakiviz, prashaasak,

8301 roojavelt bulevaard, philaadelpihiya pa 19152।

tdd / raajy rile 711

(phaiks) 215-624-5258

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14	<p>Polish</p> <p>DMHHSS jest zgodny z obowiązującymi przepisami federalnymi praw obywatelskich i nie dyskryminacji ze względu na rasę, kolor skóry, pochodzenie narodowe, wiek, niepełnosprawność, czy płeć. DMHHSS nie wyklucza ludzi lub traktują je w różny sposób ze względu na rasę, kolor skóry, pochodzenie narodowe, wiek, niepełnosprawność, czy płeć. DMHHSS zapewnia bezpłatne słuchowców i usług dla osób niepełnosprawnych, aby skutecznie komunikować się z nami, jak wykwalifikowanych tłumaczy języka migowego i materiałów pisanych w innych formatach (np. duży druk, audio, dostępnych formatów elektronicznych). DMHHSS zapewnia bezpłatne usługi językowe dla osób, których głównym językiem nie jest angielski, takich jak wykwalifikowanych tłumaczy usłuchowych i pisemnych informacji w innych językach. Jeśli potrzebujesz tych usług, kontakt z Sekcją 504 / ADA koordynatora / koordynatora Sekcji 1557 Civil Rights na 215-624-6038. Jeśli uważasz, że DMHHSS nie powiodło się do świadczenia tych usług lub w inny sposób dyskryminowane na rasę, kolor skóry, pochodzenie narodowe, wiek, niepełnosprawność, płeć czy można złożyć zażalenie w:</p> <p>Stanley Rynkiewicz, administrator, 8301 Roosevelt Blvd, Filadelfia 19152. TDD / przekazywanych 711 (Fax) 215-624-5258 (E-mail) sryniewicz@DMHHSS.org</p>	580,153
15	<p>Japanese</p> <p>DMHHSSは、適用される連邦の市民権法を遵守し、人種、色、国籍、年齢、障害または性別に基づいて差別を受けません。DMHHSSは、人種、色、国籍、年齢、身体障害、または性別のために、人々を排除したり、治療したりすることはありません。DMHHSSは、手話通訳者や他の形式の書面（例：大きな印刷物、オーディオ、アクセシブルな電子形式）など、障害を持つ人々に無料の援助とサービスを提供しています。DMHHSSは、資格のある通訳者や他の言語で書かれた情報など、第一言語が英語でない人たちに無料の言語サービスを提供します。これらのサービスの必要な場合は、504 / ADA コーディネーター / セクション 1557 市民権 コーディネーター (215-624-6038) にお問い合わせください。DMHHSS が人種、色、国籍、年齢、身体障害、または性別に基づいてこれらのサービスを提供できなかったり、別の方法で差別を犯したと思われる場合は、次のような苦情を申し立てることができます：</p> <p>Stanley Rynkiewicz, 管理者, 8301 Roosevelt Blvd, Philadelphia PA 19152. TDD / 状態リレー 711 (ファックス) 215-624-5258 (電子メール) sryniewicz@DMHHSS.org</p>	449,475

<p>DMHHSS wa, tekiyō sa reru renpō no shiminkenhō o junshu shi, jinshu, -iro, kokuseki, nenrei, shōgai matawa seibetsu nimotozuite sabetsu o ukemasen. DMHHSS wa, jinshu, -iro, kokuseki, nenrei, karada shōgai, matawa seibetsu no tame ni, hitobito o hajjo shi tari, chiryō shi tari suru koto wa arimasen. DMHHSS wa, shuwa tsūyaku-sha ya hoka no keishiki no shomen (rei: Ōkina insatsubutsu, ōdio, akusesu kanōna denshi keishiki) nado, shōgai o motsu hitobito ni muryō no enjo to sābisu o teikyō shite imasu. DMHHSS wa, shikaku no aru tsūyaku-sha ya hoka no gengo de kaka reta jōhō nado, daiichigengo ga eigodenai hito-tachi ni muryō no gengo sābisu o teikyō shimasu. Korera no sābisu ga hitsuyōna baai wa, 504/ eida kōdinētā/ sekushon 1557 shimin-ken kōdinētā ni o toiwase kudasai. DMHHSS ga jinshu, -iro, kokuseki, nenrei, karada shōgai, matawa seibetsu ni motodzuite korera no sābisu o teikyō dekinakattari, -betsu no hōhō de sabetsu o okashita to omowa reru baai wa, -ji no yōna kujō o mōshitateru koto ga dekimasu: Sutanrē Rynkiewicz, kanrisha, 8301 Roosevelt Blvd, firaderufia PA 19152. TDD/ jōtai rirē 711 (fakkusu) 215 - 624 - 5258 (denshi mēru) sryniewicz@ DMHHSS. Orugu</p>	<p>397,502</p>
<p>16 Urdu</p>	<p>DMHHSS قابل اطلاق وفاقى شہرى حقوق كے قوانین كے مطابق ہے اور نسل، رنگ، قومیت، عمر، معذوری، یا جنس كی بنیاد پر تفریق نہیں كرتا. DMHHSS لوگوں كو خارج یا نسل، رنگ، قومى نژاد، عمر، معذوری، یا جنس كے مختلف طریقے سے ان كا علاج نہیں كرتا. DMHHSS جیسے دیگر فارمیٹس میں اہل نشانی زبان ترجمانوں اور تحریری مواد (جیسے بڑے پرنٹ، آڈیو، قابل رسائی الیکٹرانك فارمیٹس) لوگوں كو مفت امداد اور خدمات ہمارے ساتھ مؤثر طریقے سے بات چیت كرنے میں مشكلات والے، فراہم كرتا ہے. DMHHSS جن كی بنیادی زبان جیسے تعلیم یافتہ ترجمانوں اور معلومات دیگر زبانوں میں لكھی انگریزی نہیں ہے لوگوں كو مفت زبان كی خدمات فراہم كرتا ہے. آپ كو ان كی خدمات كی ضرورت ہو تو، 215-624-6038 پر دفعہ ADA / 504 كو آرڈینیٹر / سیکشن 1557 سول رائٹس ریٹ دہندہ سے رابطہ. اگر آپ كو یقین ہے كہ DMHHSS، ان كی خدمات فراہم كرنے میں ناكام رہے یا نسل، رنگ، قومیت، عمر، معذوری كی بنیاد پر كسی اور طرح سے امتیازی سلوك یا جنسى آپ كے ساتھ ایک شكایت درج كرا سكتے ہیں ہے:</p> <p>اسٹینلے Ryniewicz، ایڈمنسٹریٹر، 8301 روزویلٹ ریڈ، فلاڈیلفیا PA 19152. TDD / اسٹینلے ریڈ 711 (فیکس) 215-624-5258 (ای میل) sryniewicz@DMHHSS.org</p>

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