



Nondiscrimination Policy

As a recipient of Federal and State financial assistance, Cherish does not exclude, deny benefits to, or otherwise discriminate against any person because of race, color, national origin, sex, gender identity, sexual orientation, national origin, disability, Status as a protected veteran or age, in admission to, participation in, or receipt of the services and benefits under any of its programs, activities or in employment.

Contact: Kimberly A Tyler – 504 Coordinator
2900 E Beltline Suite #8 - Hibbing, MN 55746
(218) 263-9000 - MN Relay 1-800-627-3529

Policy and Procedure for Communication with People with Limited English Proficiency

Cherish will take reasonable steps to ensure that people with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in our services, activities, programs and other benefits. The policy of Cherish is to ensure meaningful communication with LEP consumers and their authorized representatives regarding their plan of care, rights, protections and other pertinent communications. All interpreters, translators and other aids needed to comply with this policy shall be provided without cost to the consumer and their families.

Cherish complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, national origin, disability, Status as a protected veteran or age. Cherish does not exclude people or treat them differently because of race, color, national origin, sex, gender identity, sexual orientation, national origin, disability, Status as a protected veteran or age.

Cherish 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 Kimberly A Tyler.

If you believe that Cherish has failed to provide these services or discriminated in another way on the basis of race, color, national origin, sex, gender identity, sexual orientation, national origin, disability, Status as a protected veteran or age, you can file a grievance with: Kimberly A Tyler 2900 E Beltline Suite # 8 Hibbing , MN 55746, (218) 263-9000, FAX (218) 263-8336, kim@cherished1.co. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance Kimberly A Tyler 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:



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>.

- ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-218-263-9000.
- 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1-218-263-9000。
- CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-218-263-9000
- 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-218-263-9000번으로 전화해 주십시오.
- PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-218-263-9000.
- ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-218-263-9000.
- ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 12182639000 (رقم هاتف الصم والبكم) -
- ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-218-263-9000.
- ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-218-263-9000.
- UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-218-263-9000.
- ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-218-263-9000.
- ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-218-263-9000.
- ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-218-263-9000
- 注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-218-263-9000 まで、お電話にてご連絡ください。
- توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد. با 1-218-263-9000 تماس بگیرید.
- ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-218-263-9000
- ՈՒՇԱԴՐՈՒԹՅՈՒՆՆԵՐ՝ Եթե խոսում եք հայերեն, ապա ձեզ անվճար կարող են տրամադրվել լեզվական աջակցության ծառայություններ: Ձանգահարեք 1-218-263-9000
- સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-218-263-9000
- LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-218-263-9000

