



## **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, disability 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  
2506 E Beltline - 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, age, disability, or sex. Cherish does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

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, age, disability, or sex, you can file a grievance with: Kimberly A Tyler 2506 E Beltline 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
- ՈՒՇԱԴՐՈՒԹՅՈՒՆ՝ Եթե խոսում եք հայերեն, ապա ձեզ անվճար կարող են տրամադրվել լեզվական աջակցության ծառայություններ: Ջանգահարեք 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
- ymo1.ymo;=erh>uwdRAuD  
AusdmtCd<AerRM>Ausdmtw>rRpXRvXAwvXmbl.vXmphRAeDwrHRb.ohM.  
vDRIAud; 1-218-263-9000.



**Cherish**

- ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያገዝዎት ተዘጋጅተዋል፡ ወደ ሚከተለው ቁጥር ይደውሉ 1-218-263-9000.
  - XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-218-263-9000.
  - ပြည်ထွား ပြေလိဒ်အမှုကနီယာယ နာမည်ပေးမှု၊ လေ့လာရေးနှင့် သင်တန်းများ ပေးသော အဖွဲ့အစည်းများ၏ အဖွဲ့ဝင်များအား အခမဲ့ အကူအညီ ပေးခြင်း 1-218-263-9000
- 1-218- خیردار: اگر آپ اردو بولتے ہیں، تو آپ کو زبان کی مدد کی خدمات مفت میں دستیاب ہیں۔ کال کریں - 1-218-263-9000

**Reasonable Accommodation for People with Disabilities**

Cherish will take appropriate steps to ensure that people including people who are deaf, hard of hearing, blind or who have other sensory, speech or manual impairments, have equal opportunity to participate in our services, activities, programs or other benefits. Cherish assures that the office shall be accessible to people with mobility impairments and that communication services will be provided at no cost to the consumer to assure critical communication is provided in a meaningful way.

Written materials will be provided in alternative format ie: large print, taped, Brailled or in electronic format upon request. Writing materials and other writing technology will be available to consumers with speech impairment.

To request an interpreter\translator, alternatively formatted written materials or auxiliary aid contact:  
Kimberly A Tyler – 2506 E Beltline - Hibbing MN 55746  
(218) 263-9000 - MN Relay 1-800-627-3529

**Nondiscrimination Practices and Affirmative Action Policy**

Cherish does not discriminate in its programs. Every effort will be made to serve those seeking admission to the program without regard to race, creed, color, sex, sexual orientation, national origin, religion, ancestry, age, marital status, or disability. Equal consideration will also be given to those applying for the positions of SILS\Waiver Designated Coordinator and specialist\trainer without regard to race, creed, sex, sexual orientation, national origin, color, religion, ancestry, marital status or disability.

Policy reviewed and authorized by the Cherish owners at a formal Board of Directors meeting  
Last policy review: 5/30/2019