

Notice Informing Individuals About Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement:

Discrimination is Against the Law

Essence of Life LLC complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)) (or sex, including sex characteristics, including intersex traits; pregnancy or related conditions; sexual orientation; gender identity, and sex stereotypes).¹ Essence of Life LLC does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Essence of Life LLC currently holds a [**religious and/or conscience**] exemption from the HHS Office for Civil Rights, which exempts **Essence of Life LLC** from complying with [**list provisions of Section 1557 to which the exemption applies, and the scope/terms of that exemption**].

Essence of Life LLC

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services 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 assistance services to people whose primary language is not English, which may include:
 - Qualified interpreters
 - Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact Jacque Aanestad 319-622-3195.

If you believe that Essence of Life LLC 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: Jacque Aanestad Administrator, 606 39th Ave Amana, IA 52203, **[319-622-3195 phone]**, **[319-622-3330 fax]**, **[Jacque.aanestad@essencehospice.com]**. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Jacque Aanestad 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 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

¹ This language/approach is not required under Section 1557 regulations.

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>.
This notice is available at Essence of Life LLC website: www.essencehospice.com