

**NECA Local No. 145 IBEW Welfare Plan  
Notice of Non-Discrimination**

**NECA Local No. 145 IBEW Welfare Plan** complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. **NECA Local No. 145 IBEW Welfare Plan** does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

**NECA Local No. 145 IBEW Welfare Plan:**

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 the **Benefits Office** at **(309)-764-8080**.

If you believe that **NECA Local No. 145 IBEW Welfare Plan** 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: **The Board of Trustees, 1700 52<sup>nd</sup> Avenue Suite B, Moline, Illinois 61265; (309) 764-8080; email [timkearns@rjlellp.com](mailto:timkearns@rjlellp.com) or via fax at (309) 764-3438**. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, **Tim Kearns** 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>.

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-877-696-6775.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-877-696-6775.

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 1-877-696-6775。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-877-696-6775.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-877-696-6775 번으로 전화해 주십시오.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-877-696-6775.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-877-696-6775.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-877-696-6775.

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-877-696-6775.

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-877-696-6775.

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-877-696-6775.

) 1-877-696-6775 āáæùÉ: ÅÐÇ ßäÊ ÊËÏÏË ÇÐßÑ ÇááÚÉ; ÝÄä ÌäÇÊ ÇáãÓÇÚÍÉ ÇááÚæÉ ÊËæÇÝÑ áß ÊÇäãìÇä. ÇËÓá ÊÑþã 1  
(1-877-696-6775- æÇËÝ ÇáÓã æÇáËËã:

മുഖ്യം: ജി തമെ ജ്ജരാതീ ഹിഹതാ ഹി, തി ിന:ജ്ജു ഹാഘ സഹയ സേവായി തമാരാ മാജ്ജ ഉപലബ്ധ ധ. ങ്ങിന കര 1-877-696-6775

ÏËÑÍÇÑ: Ç• Ñ Å• ÇÑÏæ ÊæáËÿ Àÿÿ; Êæ Å• ãæ ÒËÇä ~ÿ äÏÏ ~ÿ ÌäÇÊ äÝË äÿÿ ÌÓËÿÇË Àÿÿ. ~Çá 1-877-696-6775 ~Ñÿ

ध्यान दः यद आप हदी बोलते ह तः तो आपके िलए मुफ्त मः भाषा सहायता सेवाएं उपलब्ध ह। 1-877-696-6775 पर कॉल कर।

ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε 1-877-696-6775

OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-877-696-6775

ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທ 1-877-696-6775

Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kantscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-877-696-6775

เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 1-877-696-6775

ဟ်သုဉ်ဟ်သး- နမုာ်ကတိၤ ကညီ ကျိာ်အသိၤ, နမုာ်န့ၢ် ကျိာ်အတၢ်မၤတၢ်လၢ တလၢာ်ဘျုးလၢာ်စ့ၤ နီတမံၤဘၣ်သ့န့ၢ်လီၤ. ကိး

1-877-696-6775