

Non-Discrimination Statement

Discrimination is Against the Law

Bright Side Wellness complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, sex, age or disability. Bright Side Wellness does not exclude people or treat them differently because of race, color, national origin, sex, age or disability.

Bright Side Wellness:

- 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 believe that Bright Side Wellness has failed to provide these services or discriminated in another way on the basis of race, color, national origin, sex, age or disability, you can file a grievance with the Bright Side Wellness Civil Rights Coordinator via the following: NJ Civil Rights Coordinator, NJ Department of Human Services, Office of Legal and Regulatory Affairs, P.O. Box 700, Trenton, NJ 08625-0700, 1-888-347-5345 or email: DHS-CO.OLRA@dhs.nj.gov. If you need help filing a grievance, the Civil Rights Coordinator is available to help you.

You can also electronically file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, 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
SW, Room 509F, HHH Building
200 Independence Avenue
Washington, D.C. 20201
1-800-368-1019, 1-800-537-7697 (TDD)

U.S. Department of Health and Human Services complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

If you speak any other language, language assistance services are available at no cost to you. Call 1-800-701-0710 (TTY: 711).

New Jersey Non-Discrimination Statement

Bright Side Wellness complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, sex, age or disability. If you speak **any other language**, language assistance services are available at no cost to you. Call 1-800-701-0710 (TTY: 711).

Spanish. Bright Side Wellness cumple con las leyes federales de derechos civiles correspondientes y no discrimina con base en la raza, el color, la nacionalidad, el sexo, la edad o la discapacidad. Si usted habla **español**, tiene a su disposición los servicios de asistencia con el idioma sin costo alguno. Llame al 1-800-701-0710 (TTY: 711).

Chinese. Bright Side Wellness 遵守适用的联邦人权法律，不会因为种族、肤色、原国籍、性别、年龄或残障而进行歧视。如果您讲中文，您可免费获得语言协助服务。请致电 1-800-701-0710 (TTY: 711)。

Korean. Bright Side Wellness 는 적용되는 연방 민권법을 준수하며 인종, 피부색, 출신 국가, 성별, 나이 또는 장애 여부에 따라 차별을 하지 않습니다. **한국어**를 쓰시는 경우, 언어 지원 서비스가 무료로 제공됩니다. 1-800-701-0710 (TTY: 711)으로 문의해 주십시오.

Portuguese. O Bright Side Wellness cumpre as leis federais aplicáveis de direitos civis e não discrimina com base em raça, cor, origem nacional, sexo, idade ou deficiência. Se você fala **português**, serviços linguísticos gratuitos estão à sua disposição. Ligue para 1-800-701-0710 (TTY: 711).

Gujarati. Bright Side Wellness લાગુ પડતી ફેડરલ નાગરિક અધિકાર કાયદાઓનું પાલન કરે છે અને જાતિ, રંગ, રાષ્ટ્રીય મૂળ, લિંગ, વય અથવા અપંગતાને આધારે ભેદભાવ કરતું નથી. જો તમે ગુજરાતી બોલતા હોવ તો ભાષા સહાય સેવાઓ તમારે માટે ભિ:શુલ્ક ઉપલબ્ધ છે. ફોન કરો 1-800-701-0710 (TTY: 711).

Polish. Bright Side Wellness przestrzega wszelkich obowiązujących przepisów federalnych dotyczących praw człowieka i nie dopuszcza się dyskryminacji ze względu na rasę, kolor skóry, pochodzenie narodowe, płeć, wiek lub niepełnosprawność. Dla osób mówiących po **polsku** dostępna jest bezpłatna pomoc językowa. Prosimy zadzwonić pod numer 1-800-701-0710 (TTY: 711).

Italian. Bright Side Wellness si attiene a tutte le leggi federali per i diritti civili e non discrimina sulla base di etnia, colore, nazionalità, genere, età o disabilità. Se lei parla **Italiano**, sono a sua disposizione servizi gratuiti nella sua lingua. Chiami il numero 1-800-701-0710 (TTY: 711).

Arabic. تتلزم Bright Side Wellness بحقوق الحقوق المدنية السارية ولا تميز على أساس العرق أو اللون أو الأصل القومي أو الجنس أو السن أو الإعاقة. إذا كنت تتحدث العربية، تتوفر لك خدمات المساعدة اللغوية دون تحميلك أي تكلفة. اتصل بالرقم 1-800-701-0710 (TTY: 711).

Tagalog. Ang Bright Side Wellness ay tumutupad sa mga angkop na Pederal na batas ukol sa mga sibil na karapatan at hindi ito nagdidiskrimina batay sa lahi, kulay, bansang pinanggalingan, kasarian, edad, o kapansanan. Kung nagsasalita ka ng **Tagalog**, makakakuha ka ng walang bayad na serbisyo ng tulong sa wika. Tumawag sa 1-800-701-0710 (TTY: 711).

Russian. Программа Bright Side Wellness действует в соответствии с федеральным законодательством о гражданских правах и не дискриминирует на основе расовой принадлежности, цвета кожи, национального происхождения, пола, возраста или инвалидности. Если вы говорите **по-русски**, то можете получить бесплатную языковую поддержку. Позвоните по номеру телефона 1-800-701-0710 (TTY: 711).

French Creole (Haitian Creole). Bright Side Wellness obeyi lwa federal konsènan dwa sivil e li pa diskrimine nonplis selon ras yo, koulè po yo, peyi kote yo sot, sèks, laj, oswa poutèt yo endikape. Si w pale **kreyòl**, gen sèvis asistans lang disponib pou w gratis. Rele nan 1-800-701-0710 (TTY : 711).

Hindi. Bright Side Wellness लागू संधीय मानव अधिकार कानूनों का अनुपालन करता है और जाति, रंग, राष्ट्रीय मूल, लिंग, उम्र या विकलांगता के आधार पर भेदभाव नहीं करता है। यदि आप हिन्दी बोलते हैं तो, आपको भाषा सहायता सेवाएँ नि: शुल्क उपलब्ध हैं। 1-800-701-0710 (TTY: 711) पर कॉल करें।

Vietnamese. Bright Side Wellness tuân thủ theo luật dân quyền Liên Bang hiện hành và không kỳ thị dựa trên chủng tộc, màu da, nguồn gốc quốc gia, giới tính, độ tuổi hoặc khuyết tật. Nếu quý vị nói **Tiếng Việt**, hiện có các dịch vụ trợ giúp về ngôn ngữ miễn phí cho quý vị. Gọi số 1-800-701-0710 (TTY: 711).

French. Bright Side Wellness respecte les lois applicables aux États-Unis en matière de droits civiques et ne pratique aucune discrimination fondée sur la race, la couleur, l'origine nationale, le sexe, l'âge ou le handicap. Si vous parlez le **français**, vous pouvez bénéficier de services d'assistance linguistique gratuits. Appelez le 1-800-701-0710 (TTY : 711).

قابل اطلاق وفاقى شبرى حقوق كے قوانين كى پابندى كرتا ہے اور نسل، رنگ، قومى نژاد، جنس، عمر يا معذورى كى بنياد پر امتياز نهيں برتتا. اكر آپ اردو بولتے ہیں تو زبان سے متعلق مدد كى خدمات آپ كے ليے مفت دستياب هيں۔ كال كيجيے 1-800-701-0710 (TTY: 711)۔