

## **Nondiscrimination Notice for Health Programs and Activities (<http://eop.ua.edu/law.html>)**

The University of Alabama complies with applicable laws prohibiting discrimination, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002 (VEVRAA), the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008 and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability or veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries or concerns regarding The University's Title IX or gender-related compliance may be directed to the University's [Title IX Coordinator](#). All other inquiries and concerns, ***except those regarding Section 1557 of the Affordable Care Act discussed below***, may be directed to the Office of [Equal Opportunity Programs](#).

### **Section 1557 Nondiscrimination Notice Applicable to HHS-funded Health Care Programs and Activities and University's Group Health Plan(s) and Wellness Program**

Section 1557 of the Affordable Care Act (42 U.S.C. § 18116) and its implementing regulations at 45 C.F.R. pt. 92, issued by the U.S. Department of Health and Human Services, is the nondiscrimination provision of the Affordable Care Act (ACA). This law prohibits discrimination on the basis of race, color, national origin, sex, age, or disability in certain health programs or activities and in the University's group health plan and wellness programs available to employees working in covered health programs or activities. Section 1557 and its implementing regulations and a list of the certain health programs and activities of the University covered by Section 1557 may be examined in the office of [Compliance, Ethics and Regulatory Affairs](#).

In complying with Section 1557 of the ACA, certain health care programs and activities of the University of Alabama and its group health plan(s) and wellness program covering employees of those certain health care programs and activities:

- Provide 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 requested formats)
- Provide free language services to people whose primary language is not English to communicate effectively with us, such as:
  - Qualified interpreters
  - Information written in other languages

The University of Alabama has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by Section 1557. If you believe that The University of Alabama has failed to provide these services or discriminated in another way against you or others on the basis of race, color, national origin, age, disability, or sex in health programs or activities or group health plans covered by Section 1557, you can file a grievance with:

Compliance, Ethics, and Regulatory Affairs  
401 Queen City Avenue  
Box 870107  
Tuscaloosa, AL 35487  
205-348-2334  
[cera@ua.edu](mailto:cera@ua.edu)

It is against the law for The University of Alabama to retaliate against anyone who opposes discrimination, files a grievance, or participates in the investigation of a grievance.

**Grievance Procedure:**

- Grievances must be submitted to Compliance, Ethics, and Regulatory Affairs within 60 days of the date the person filing the grievance becomes aware of the alleged discriminatory action.
- A complaint must be in writing, containing the name and address of the person filing it. The complaint must state the problem or action alleged to be discriminatory and the remedy or relief sought.
- The Section 1557 designee shall conduct an investigation of the complaint. This investigation may be informal, but it will be thorough, affording all interested persons an opportunity to submit evidence relevant to the complaint. The designee will maintain the files and records of The University of Alabama relating to such grievances. To the extent possible, and in accordance with applicable law, the designee will take appropriate steps to preserve the confidentiality of files and records relating to grievances and will share them only with those who have a need to know.
- The Section 1557 designee will issue a written decision on the grievance, based on a preponderance of the evidence, no later than 30 days after its filing.

The availability and use of this grievance procedure does not prevent a person from pursuing other legal or administrative remedies, including filing a complaint of discrimination on the basis of race, color, national origin, sex, age or disability in court or with the U.S. Department of Health and Human Services, Office for Civil Rights. A person can file a complaint of discrimination electronically through the Office for Civil Rights Complaint Portal, which is 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

Complaint forms are available at: <http://www.hhs.gov/ocr/office/file/index.html>. Such complaints must be filed within 180 days of the date of the alleged discrimination.

The University of Alabama will make appropriate arrangements to ensure that individuals with disabilities and individuals with limited English proficiency are provided auxiliary aids and services or language assistance services, respectively, if needed to participate in this grievance process. Such arrangements may include, but are not limited to, providing qualified interpreters, providing taped cassettes of material for individuals with low vision, or assuring a barrier-free location for the proceedings. The Section 1557 designee will be responsible for such arrangements.