Notice of Nondiscrimination

Discrimination is Against the Law

The **University of South Alabama, USA HealthCare Management, LLC, and University of South Alabama Health Care Authority**, complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis.

The University of South Alabama, the USA HealthCare Management, LLC, and the University of South Alabama Health Care Authority does not exclude people or treat them differently because of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis.

The University of South Alabama, the USA HealthCare Management, LLC, and the University of South Alabama Health Care Authority:

- Provides assistance 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 Yamayra Betler, Senior Manager Human Resources, Benefits, EEO & Employee Relations at (251) 460-7892 or ybetler@southalabama.edu.

If you believe that the University of South Alabama, the USA HealthCare Management, LLC, or the University of South Alabama Health Care Authority has failed to provide these services because of discrimination on the basis of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis, you can file a complaint with:

University of South Alabama
Attn: Yamayra Betler, Senior Manager Human Resources, Benefits, EEO & Employee Relations
650 Clinic Drive TRP III Suite 2200
Mobile, AL 36688
Phone: (251) 460-7892
Fax: (251) 460-7483
Email: ybetler@southalabama.edu

You can file a complaint in person or by mail, fax or email. If you need help filing a complaint, Yamayra Betler, Senior Manager Human Resources, Benefits, EEO & Employee Relations, 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.

Additional information may be obtained from:

University of South Alabama
Human Resources
650 Clinic Drive TRP III Suite 2200
Mobile, AL 36688
Phone: (251) 460-6133