



Discrimination Is Against the Law

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

Navis Clinical Laboratories:

- 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 Navis Clinical Laboratories Compliance Department.

If you believe that Navis Clinical Laboratories 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: Navis Compliance Department, 751 Cool Springs Blvd., Franklin, TN 37067, phone: (253) 328-8007, email: compliance@navisclinical.com. You can file a grievance in person or by mail, or email. If you need help filing a grievance, Gwendolyn Hassan, Chief Compliance Officer, 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, Washington, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)