



Discrimination Is Against the Law

Navis Clinical Laboratories (“Navis”), Secon of New England (“Secon”), American Forensic Toxicology Services (“AFTS”) and Regional Toxicology Services (“RTS”) comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex. Navis, Secon, AFTS, and RTS do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Navis, Secon, AFTS and RTS:

- 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 formats)
- Provide 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 Compliance Department.

If you believe that Navis, Secon, AFTS or RTS 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: 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, Cheryl Green, 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)