

Discrimination is Against the Law

The Sheet Metal Workers' Local 73 Welfare Fund (the "Welfare Fund") complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

The Welfare Fund does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Welfare Fund also:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats.
- Provides free language services to people whose primary language is not English, including qualified interpreters and information written in other languages.

If you need these services, you should contact the Welfare Fund by calling 708-449-7373 or in writing at:

The Sheet Metal Workers' Local 73 Welfare Fund
4350 Roosevelt Rd.
Hillside, IL 60162

If you believe that the Welfare Fund 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 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>.

The U.S. Department of Health and Human Services, Office for Civil Rights can also be reached by mail or phone at:

Mail

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201

Phone

1-800-368-1019
800-537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.