



COBIMET, INC.

NON-DISCRIMINATION NOTICE

COBIMET, Inc. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex, including sex characteristics such as intersex traits; pregnancy or related conditions; sexual orientation; gender identity; or sex stereotypes. COBIMET, Inc. does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

COBIMET, Inc.:

- Provides individuals with disabilities reasonable modifications and appropriate auxiliary aids and services to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in alternative formats (large print, audio, accessible electronic formats, or other formats)
- Provides free language assistance services to individuals whose primary language is not English, which may include:
 - Qualified interpreters
 - Information written in other languages

If you need reasonable modifications, auxiliary aids and services, or language assistance services, please contact the COBIMET, Inc. Executive Director.



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If you believe that COBIMET, Inc. has failed to provide these services or has discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you may file a grievance with COBIMET, Inc. You may file a grievance in person, by mail, or by email. If you need help filing a grievance, COBIMET staff will assist 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 (<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>