

Discrimination is Against the Law

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

Life Therapeutic 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)

Life Therapeutic 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 please contact our Compliance Officer, Alice Hobson, at (479) 763-1085 or admin@upchurchholdings.com

If you believe that **Life Therapeutic** 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: Alice Hobson, Compliance Officer, 3514 Country Club Ave., Ste 2, Ft. Smith, AR 72903, Office (479) 763-1085, Fax (479) 755-3567, Email admin@upchurchholdings.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Alice Hobson, 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:

By mail:

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

By phone:

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

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