

## **Important Notice Informing Individuals About Nondiscrimination and Accessibility Requirements Applicable to the Employees Security Fund of the Electrical Products Industries Health & Welfare Plan**

### Discrimination is Against the Law

The Employees Security Fund of the Electrical Products Industries Health & Welfare Plan (“ESF”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)). The ESF does not exclude people or treat them less favorably because of race, color, national origin, age or disability or sex.

### The ESF:

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services 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 assistance services to people whose primary language is not English, which may include:
  - Qualified interpreters
  - Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact the Civil Rights Coordinator of the ESF.

If you believe that the ESF 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: Civil Rights Coordinator, Employees Security Fund of the Electrical Products Industries Health & Welfare Plan, 158-11 Harry Van Arsdale Jr. Avenue, Flushing, NY 11365, 718-591-2000, 718-380-7741, [membersrecords@jibe.com](mailto:membersrecords@jibe.com). You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, the Civil Rights Coordinator 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  
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>.

This notice is available on the ESF Health Plan page of the Joint Industry Board of the Electrical Industry’s website: <https://www.jibe.org/>.