

# Notice Informing Individuals About Nondiscrimination and Accessibility Requirements

Xeron Clinical Laboratories (XCL) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. XCL does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Company will:

- 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)
- Will 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, ask your XCL healthcare provider. If you believe that XCL 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 one of XCL's Patient Advocate offices by calling either (866) 937-6652; or by mail to an XCL Patient Advocate at 48-25 36th Street, Long Island City, NY 11101. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Patient Advocate at (866) 937-6652 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, DC 20201, 1-800-868-1019, 800-537-7697 (TDD).