

## Discrimination is Against the Law

The Highlands at Wyomissing complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, religious creed, disability, ancestry, national origin, age, sex or limited English proficiency (LEP) except for an age threshold applicable to applicants for residency in the apartments and cottages as permitted by the applicable statutes and regulations and as necessary to promote the welfare of The Highlands' residents and the programs of The Highlands community. The Highlands at Wyomissing does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Highlands at Wyomissing:

- 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)
- Provides free language services to people whose primary language is not English, such as:
- Qualified interpreters
- Information written in other languages

If you need services, contact the Compliance Officer. If you believe that The Highlands at Wyomissing 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: the Compliance Officer, either in person, by mail: 2000 Cambridge Avenue, Wyomissing, PA 19610; telephone: 610-775-2300; fax: 610-775-9851; or email: [info@thehighlands.org](mailto:info@thehighlands.org).

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

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

ATTENTION: Language assistance services, free of charge, are available to you. Call 610-775-2300.

Español (Spanish): ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 610-775-2300.

繁體中文 (Chinese): 注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 610-775-2300。

**Tiếng Việt (Vietnamese) CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 610-775-2300**

**Русский (Russian) ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 610-775-2300**

Deutsch (Pennsylvania Dutch): Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 610-775-2300

한국어 (Korean): 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 610-775-2300 번으로 전화해 주십시오.

Italiano (Italian): ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 610-775-2300

العربية (Arabic): مقرر (610-775-2300) - فتوح لم - غللا ركذا شحتت تنك اذا: فتوح لم - مكبلا او حصل افتاه - 2300

Français (French): ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 610-775-2300

Deutsch (German): ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 610-775-2300

ગુજરાતી (Gujarati): ધુના: જો તમે ગુજરાતી બોલતા હો, તો નિઃપલ્કુ ભાષા સહાય સેવાઓ તમારા માટા ઉપલબ્ધ છ. ફો ન કરો 610-775-2300.

Polski (Polish): UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 610-775-2300

Kreyòl Ayisyen (French Creole): ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 610-775-2300

ខ្មែរ (Cambodian): ប្រយ័ត្ន៖ បើសិនអ្នកនិយាយខ្មែរ, សេចក្តីនូវយើងផ្តល់ឲ្យមិនគិតថ្លៃឲ្យអ្នក។ ជូរ ទូរស័ព្ទ 610-775-2300

Português (Portuguese): ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 610-775-2300

## Equal Employment Opportunity Policy

It is the policy of The Highlands at Wyomissing to provide equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. The Highlands at Wyomissing complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

