

Health Benefits Fund

International Union of Operating Engineers
Local Union 478

International Union of Operating Engineers Local No. 478 Health Benefits Fund

Discrimination is Against the Law

The International Union of Operating Engineers Local No. 478 Health Benefits Fund (Fund) is a tax-qualified multiemployer health benefits fund which provides comprehensive health and welfare benefits to eligible union operating engineers and their dependents. The Fund 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 Section 92.101(a)(2)). Also, the Fund does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex. In addition, the Fund will, as appropriate:

- ✓ Provide people with disabilities reasonable modifications and free appropriate auxiliary aids and services to communicate effectively with us, such as:
 - Qualified sign language interpreters, or
 - Written information in other formats (large print, audio, accessible electronic formats, other formats).

- ✓ Provide free language services to people whose primary language is not English, such as:
 - Qualified interpreters, or
 - Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact the Fund's administrative office, specifically Ms. Deborah Palmieri, who is the Executive Director, at 203-288-9261 (extension 222).

If you believe that the Fund 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: Ms. Deborah Palmieri, Executive Director, 1965 Dixwell Avenue, Hamden, CT 06514, telephone: 203-288-9261 (extension 222), fax: 203-230-4442, e-mail: Debbie.Palmieri@local478benefits.org. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Ms. Deborah Palmieri 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>.