



(Sample Notice for ACA Non Discrimination Provision)

Columbia University in the City of New York complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Columbia University in the City of New York does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Columbia University in the City of New York:

- 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 believe that Columbia University in the City of New York 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: [Jazmin Taylor], [Office of Equal Opportunity and Affirmative Action, 103 Low Library] [(212) 851-2730], [jt2903@columbia.edu]

]. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, [Jazmin Taylor, Office of Equal Opportunity and Affirmative Action] 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>.

Sincerely,

Michael Bloom

Assistant Vice President, Benefits and Compensation

Columbia University HR Benefits