The University of Alabama at Birmingham complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The University of Alabama at Birmingham does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The University of Alabama at Birmingham:

- 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 these services, contact Heather de la Piedra, Director of Human Resources.

If you believe that the University of Alabama at Birmingham 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: Anita Clemon, Staff Institutional Equity Officer, AB 254, 1720 2ND Avenue South, Birmingham, Alabama 35294-0102, (phone): (205) 975-8935; (fax) (205) 975-6344; TDD: (205) 975-9973; aclemon@uab.edu. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Anita Clemon, Staff Institutional Equity Officer, 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)
LANGUAGE ASSISTANCE SERVICES

Spanish

Chinese
注意：如果您使用繁體中文，您可以免费获得语言援助服务。请致电 1-xxx-xxx-xxxx（TTY：1-xxx-xxx-xxxx）。

Korean

Vietnamese

Arabic

German

French

Gujarati

Tagalog

Hindi
चाहिये कि आप हिंदी को बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-xxx-xxx-xxxx (TTY: 1-xxx-xxx-xxxx) पर कॉल करें।

Laotian

Russian

Portuguese

Turkish

Japanese
注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-xxx-xxx-xxxx（TTY:1-xxx-xxx-xxxx）まで、お電話にてご連絡ください。