

NON-DISCRIMINATION NOTICE

The City of Lakeland and Lakeland School System comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex.

The City of Lakeland and Lakeland School System do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex. The City of Lakeland and Lakeland School System provide:

- free aids and services to people with disabilities to communicate effectively with us;
- written information in other formats (large print, audio, accessible electronic formats, other formats); and
- free language services to people whose primary language is not English.

If you need these services, contact Sue Lipscomb, the City of Lakeland and Lakeland School System's Civil Rights Coordinator. If you believe that the City of Lakeland or Lakeland School System 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 Sue Lipscomb, City of Lakeland and Lakeland School System's Civil Rights Coordinator or call City Hall at (901) 867-2717, or send a fax to (901) 867-2063, or e-mail at slipscomb@lakelandtn.org.

You can file a grievance in person or by mail, fax, or e-mail. If you need help filing a grievance, City of Lakeland and Lakeland School System's Civil Rights Coordinator 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>.

English: ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-877-696-6775.

Spanish: ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-877-696-6775.

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 1-877-696-6775。

German: ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: **Pennsylvania Dutch:** Wann du Deitsch schwetzsch, kannsch du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-877-696-6775.

Arabic: ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر: لك بالمجان. اتصل برقم هاتف الصم والبكم - 1-877-696-6775

Vietnamese: CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-877-696-6775.

Russian: ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-877-696-6775.

French: ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-877-696-6775.

Korean: 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-877-696-6775.

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。1-877-696-6775.

Tagalog: PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-877-696-6775.

Serbo-Croatian: OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-877-696-6775.

Nepali: ध्यान □दनुहोसः तपाइ□ले नेपाल□ बोल्नहन्छ भन तपाइ□को □निम्त भाषा सहायता सवाहरू □नःशल्क रूपमा उपलब्ध छ । फोन गनुहोसर् 1-877-696-6775.