
Notice of Nondiscrimination and Accessibility Requirements

Discrimination is Against the Law

Connecticut Oncology Group 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 § 92.101(a)(2)). **Connecticut Oncology Group** does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

The Connecticut Fair Employment Practices Act (CFEPA) provides broader non-discrimination protections than federal law in both the number of protected classes and employer coverage thresholds. The protected classes unique to or broader under Connecticut law include discrimination based on marital or civil union status; sexual orientation; gender identity or expression; ancestry that is distinct from national origin under Title VII; intellectual disability and learning disability; victims of domestic violence; victims of sexual assault; victims of human trafficking;

Connecticut Oncology Group:

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, and other formats)
- Provides free language assistance services to people whose primary language is not English, which may include:
 - Qualified interpreters
 - Information written in other languages

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact **Kimberlee Kegley, Practice Administrator, 860-358-2218.**

If you believe that Connecticut Oncology Group: 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:

Kimberlee Kegley, Practice Administrator,
536 Saybrook Road, Middletown, CT 06457
860-358-2218
info@ctoncgrp.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the contact listed above 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 at <https://www.hhs.gov/civil-rights/filing-a-complaint/index.html>, 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>.

This notice is available at Connecticut Oncology Group's website: CTOncGroup.com