Title	Non-Discrimination Policy Statements for Publications, *including* Accessibility Statements for University Events and Section 1557 Statements for Health Programs
Policy Owner	Office for Inclusion and Civil Rights
Applies to	All University Publications
Campus Applicability	All UConn Campuses
Approval Date	September 15, 2025
Effective Date	September 15, 2025
For More Information Contact	Office for Inclusion and Civil Rights
Contact Information	860-486-2943 (Storrs and Regionals), 860-679-3563 (UConn Health) Email: civilrights@uconn.edu
Official Website	https://inclusioncivilrights.uconn.edu

PURPOSE

All University publications describing or inviting participation in UConn programs or activities must contain one of the non-discrimination statements set forth below. The inclusion of the non-discrimination statement is required by federal regulations and is designed to make clear to current and future participants, beneficiaries, enrollees, applicants, patients, visitors and members of the public the University's commitment to equal opportunity and access to its programs, activities, and health programs.

DEFINITIONS

The term "publications" includes, but is not limited to, printed, electronic or online materials or documents.

POLICY STATEMENT

With the understanding that publications are produced in different formats and sizes, including printed and electronic, the University has developed two forms of the non-discrimination statements: long and short. The selected form of the non-discrimination statement is generally dependent on the availability of space.

Effort should be given to publish the long form to the maximum extent feasible. When options to provide the long form have been exhausted, the short form may be considered.

The non-discrimination statement is embedded within the footer of all University website pages, therefore a non-discrimination statement is not required on individual departmental website pages.

Any questions related to the University's non-discrimination policies and reasonable accommodations process may be directed to the Office for Inclusion and Civil Rights at 860-486-2943 or civilrights@uconn.edu.

General University Communications

Long Form

Required for books, booklets, brochures, catalogs, directories, and similar documents or publications that offer more flexibility in the use of space.

The University of Connecticut complies with all applicable federal and state laws regarding non-discrimination, equal opportunity and affirmative action, including the provision of reasonable accommodations for persons with disabilities. UConn does not discriminate on the basis of race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability, veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or political beliefs in its programs and activities. Employees, students, visitors, and applicants with disabilities may request reasonable accommodations to address limitations resulting from a disability. For questions or more information, please contact the Associate Vice President, Office for Inclusion and Civil Rights, 241 Glenbrook Road, Unit 4175, Storrs, CT 06269-4175; Phone: 860-486-2943; Email: civilrights@uconn.edu / Website: https://inclusioncivilrights.uconn.edu.

Short Form

Required for publications with significant space limitations such as pamphlets, postcards, advertisements and one-page announcements (flyers and posters).

UConn complies with all applicable federal and state laws regarding non-discrimination, equal opportunity, affirmative action, and providing reasonable accommodations for persons with disabilities. Contact: Office for Inclusion and Civil Rights; 860-486-2943; civilrights@uconn.edu; https://inclusioncivilrights.uconn.edu.

Event Accessibility Statement

General Information

The following statement is intended for event-specific publications for the purposes of ensuring an opportunity for participants with disabilities to request accommodations and fully participate in the event or activity.

The event accessibility statement is required for all publications that describe or invite participation in a University-sponsored event or activity, whether the publication is dispersed via print or electronic

means, published on the Internet, or advertised using social media. Event materials should include **both** the non-discrimination statement and the event accessibility statement.

For further information regarding policies and procedures for disability-related accommodations at University events, refer to the University's Accessibility webpage on Planning Accessible Events at https://accessibility.uconn.edu/event-planning/.

Event Accessibility Statement

Required for all University-sponsored events.

If you require an accommodation to participate in this event, please contact (INSERT SPONSORING DEPARTMENT CONTACT NAME) at (INSERT TELEPHONE AND EMAIL CONTACT INFORMATION) by (SPECIFIC DATE (suggestion: at least 5 days in advance)).

Health Program or Activity Communications (Patient-Facing)

General Information

This section applies only to those University units that meet the definition of "covered entity" as defined in Section 1557 of the Affordable Care Act and their communications specific to patients or anticipated patients (i.e. communications aimed at members of the public advertising patient-related programs, services or activities). These requirements are specific to the following:

- UConn Health – John Dempsey Hospital (JDH), UConn Medical Group (UMG), School of Dental Medicine Outpatient Clinics and all other UConn Health patient-related clinics and services;
- UConn Student Health and Wellness (Storrs campus);
- UConn Speech and Hearing Clinic; and
- UConn Fire Department.

Publications and communications of health programs or activities subject to Section 1557 of the Affordable Care Act (covered entities) must include one of the non-discrimination statements set forth below. The inclusion of the non-discrimination statement is specifically required by Section 1557 of the Affordable Care Act and is designed to advance health equity and reduce health care disparities.

University units subject to Section 1557 must determine, within reason, which of their communications and publications are "significant" in the context of their health programs and activities. Examples of publications and communications considered to be "significant" include applications to participate in, or receive benefits or services from, a covered entity's health program or activity, as well as written correspondence related to an individual's rights, benefits, or services, including correspondence requiring a response. Effort must primarily be given to publish the long version as stated below.

Additional guidance and information regarding Section 1557 of the Affordable Care Act is available at https://www.hhs.gov/civil-rights/for-individuals/faqs/index.html.

Health Program or Activity Long Form (UConn Health)

Required for significant publications and communications targeted to beneficiaries, enrollees, applicants, and members of the public which may include patient handbooks, outreach publications, or written notices pertaining to rights or benefits or requiring a response from an individual.

UConn Health complies with all applicable federal laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. UConn Health does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

UConn Health:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and/or written information in other formats (large print, audio, accessible electronic formats); and,
- Provides free language services to people whose primary language is not English, such as qualified interpreters and/or information written in other languages.

If you need these services, contact 860-679-2626 (TTY: 1-800-833-8134).

If you believe that UConn Health failed to provide the above-described services or subjected you to discrimination, please contact Sarah Chipman, Interim Associate Vice President, Office for Inclusion and Civil Rights, 16 Munson Road, MC 5310, Farmington, CT 06030-5310; Phone: 860-679-3563; Email: civilrights@uconn.edu; Website: https://inclusioncivilrights.uconn.edu You can file a grievance in person or by mail, phone or email. If you need help filing a grievance, the Office for Inclusion and Civil Rights is available to help you. Call 860-679-3563.

You also can 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; 1-800-868-1019, 800-537-7697 (TDD). Complaint forms are available at https://www.hhs.gov/civil-rights/filing-a-complaint/index.html

(Spanish) ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 860-679-2626 (TTY: 1-800-833-8134).

(Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 860-679-2626 (TTY: 1-800-833-8134).

(Portuguese) ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 860-679-2626 (TTY: 1-800-833-8134).

(Italian) ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 860-679-2626 (TTY: 1-800-833-8134).

(French) ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 860-679-2626 (TTY: 1-800-833-8134).

(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 860-679-2626 (TTY: 1-800-833-8134).

(French Creole) ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 860-679-2626 (TTY: 1-800-833-8134).

(German) ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 860-679-2626 (TTY: 1-800-833-8134).

(Hindi) ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 860-679-2626 (TTY: 1-800-833-8134) पर कॉल करें।

(Russian) ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 860-679-2626 (TTY: 1-800-833-8134).

(Arabic) ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 860-679-2626 (TTY: 1-800-833-8134).
(Greek) ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε 860-679-2626 (TTY: 1-800-833-8134).

(Tagalog) PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 860-679-2626 (TTY: 1-800-833-8134).

(Vietnamese) CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 860-679-2626 (TTY: 1-800-833-8134).

(Albanian) KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 860-679-2626 (TTY: 1-800-833-8134).

(Korean) 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 860-679-2626 (TTY: 1-800-833-8134)번으로 전화해 주십시오.

Health Program or Activity Short Form (UConn Health)

Required for postcards, tri-fold brochures, and pamphlets and other significant publications that are small-size, or where the long form is not feasible, targeted to beneficiaries, enrollees, applicants, and members of the public.

UConn Health complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

(Spanish) ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 860-679-2626 (TTY: 1-800-833-8134).

(Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 860-679-2626 (TTY: 1-800-833-8134).

Health Program or Activity Long Form (Storrs: UConn Student Health and Wellness, UConn Speech and Hearing Clinic, UConn Fire Department)

Required for significant publications and communications targeted to beneficiaries, enrollees, applicants, and members of the public, which may include patient handbooks, outreach publications, or written notices pertaining to rights or benefits or requiring a response from an individual.

(UConn Student Health and Wellness / UConn Speech and Hearing Clinic / UConn Fire Department) complies with all applicable federal laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. (UConn Student Health and Wellness / UConn Speech and Hearing Clinic / UConn Fire Department) does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

(UConn Student Health and Wellness / UConn Speech and Hearing Clinic / UConn Fire Department):

- Provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and/or written information in other formats (large print, audio, accessible electronic formats); and,
- Provides free language services to people whose primary language is not English, such as qualified interpreters and/or information written in other languages.

If you need these services, contact (UConn Student Health and Wellness) 860-486-4700 / (UConn Speech and Hearing Clinic) 860-486-2629 / (UConn Fire Department) 860-486-4925.

If you believe that (UConn Student Health and Wellness / UConn Speech and Hearing Clinic / UConn Fire Department) failed to provide the above-described services or subjected you to discrimination, please contact Sarah Chipman, Interim Associate Vice President, Office for Inclusion and Civil Rights, 241 Glenbrook Road, Unit 4175, Storrs, CT 06269-4175; Phone: 860-486-2943; Phone: 860-679-3563; Email: civilrights@uconn.edu; Website: https://inclusioncivilrights.uconn.edu. You can file a grievance in person or by mail, phone or email. If you need help filing a grievance, the Office for Inclusion and Civil Rights is available to help you. Call 860-486-2943.

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Health Program or Activity Short Form (Storrs: UConn Student Health and Wellness, UConn Speech and Hearing Clinic, UConn Fire Department)

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(Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer (UConn Student Health and Wellness) 860-486-4700 / (UConn Speech and Hearing Clinic) 860-486-2629 / (UConn Fire Department) 860-486-4925

ENFORCEMENT

Violations of this policy and any related procedures may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, and the University of Connecticut Student Code.

POLICY HISTORY

Revisions:
09/15/2025
06/13/2017