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ACTION REQUIRED

Office of the Chief Operating Officer
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

November 3, 2016

MEMORANDUM

To: Principals and Directors

From: Andrew M. Zuckerman, Chief Operating Officer 

Subject: ACTION—Required Notice of Nondiscrimination under Section 1557 of the *Affordable Care Act*

Summary

Section 1557 is the nondiscrimination provision of the *Affordable Care Act* (ACA). The law prohibits discrimination on the basis of race, color, national origin, sex, age, or disability in certain health programs or activities. Section 1557 has been in effect since ACA's enactment in 2010. The U.S. Department of Health and Human Services (HHS) recently issued the final federal regulation implementing Section 1557. The regulation applies to any health program or activity, any part of which receives funding from HHS, such as hospitals that accept Medicare or doctors who receive Medicaid payments; the Health Insurance Marketplaces and issuers that participate in those Marketplaces; and any health program that HHS itself administers.

As part of the regulation, HHS requires employers, such as Montgomery County Public Schools (MCPS), to post the attached notice in employee areas such as break rooms or lounges and include taglines informing individuals with Limited English Proficiency of the availability of language assistance services.

Please note that the protections afforded by Section 1557 build upon and supplement the safeguards provided by other federal civil rights laws, as well as state laws and MCPS policies and regulations on nondiscrimination.

Action

- Please print and post the attached notice, including the language assistance taglines, appropriately.

Questions

- Please contact Mrs. Susanne G. DeGraba, chief financial officer, Department of Financial Services, at 301-279-7265 or via e-mail.

AMZ:SGD:tdg

Attachment

Copy to: Executive Staff Mrs. DeGraba Mr. Koutsos

SECTION 1557 of the *Affordable Care Act* Discrimination is Against the Law

Section 1557 is the nondiscrimination provision of the *Affordable Care Act* (ACA). The law prohibits discrimination on the basis of race, color, national origin, sex, age, or disability in certain health programs or activities. Montgomery County Public Schools (MCPS) complies with Section 1557 and other applicable federal civil rights laws, as well as MCPS policies and regulations, including Montgomery County Board of Education Policy ACB, *Nondiscrimination*, which affirms MCPS' commitment not to exclude people or treat them differently based on race, color, national origin, religion, gender, age, marital status, socio-economic status, sexual orientation, physical characteristics, or disability.

In addition, MCPS 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)

- 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 Ms. Heather L. Dublinske, coordinator, Department of Performance Evaluation and Compliance, at 301-279-3270.

If you believe that MCPS has failed to provide these services or discriminated in another way, you can file a grievance with:

Ms. Heather L. Dublinske, coordinator
Department of Performance Evaluation and Compliance
Office of Human Resources and Development
45 West Gude Drive
Rockville, Maryland 20850
301-279-3270, fax 301-279-3024

You can file a grievance in person or by mail, fax, or e-mail. If you need help filing a grievance, Ms. Dublinske is available to help you. You also can file a civil rights complaint regarding health programs or activities 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 <http://www.hhs.gov/ocr/office/file/index.html>.

**SECTION 1557 of the Affordable Care Act
Discrimination is Against the Law**

*Information for Individuals with Limited English Proficiency regarding
Availability of Language Assistance Services*

Español (Spanish)

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

繁體中文 (Chinese) 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 (800) 368-1019 or 1 (800) 537-7697 (TDD).

한국어 (Korean)

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1 (800) 368-1019 or 1 (800) 537-7697 (TDD). 번으로 전화해 주십시오.

Tiếng Việt (Vietnamese)

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

Français (French)

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

Tagalog (Tagalog – Filipino)

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

Русский (Russian)

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

አማርኛ (Amharic)

ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያገዝዎት ተዘጋጅተዋል። ወደ ሚከተለው ቁጥር ይደውሉ 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

èdè Yorùbá (Yoruba)

AKIYESI: Bi o ba nsò èdè Yorùbú ofé ni iranlọwọ lori èdè wa fun yin o. E pe ẹ̀rọ-ibanisọ̀rọ̀ yì 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

أُردُو (Urdu)

کال - بیں دستیاب میں مفت خدمات کی مدد کی زبان کو آپ تو ہیں، بولتے اردو آپ اگر: خبردار کریں. (800) 368-1019 or 1 (800) 537-7697 (TDD) 11

Kreyòl Ayisyen (French Creole)

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

Português (Portuguese)

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

العربية (Arabic)

تنبيه: إذا كنت تتحدث العربية، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1 (800) 368-1019 أو 1 (800) 537-7697 (TDD) هاتف الصم والبكم:

ગુજરાતી (Gujarati)

જીવના: જો તમે જીજરાતી બોલતા હો, તો િન:જીજી સાધા સહાય સેવાઓ તમારા માટજ ઉપલબ્ધ છ. ફોન કરો 1 (800) 368-1019 or 1 (800) 537-7697 (TDD).

Persian-Farsi

اطلاعات و کمک که دارید را این حق باشید داشته ، مورد در سوال ، میکنید کمک او به شما که کسی یا شما، اگر تماس. (800) 368-1019 or 1 (800) 537-7697 (TDD) 1 نماینده دریافت رایگان طور به را خود زبان به نماینده حاصل.