

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

The Marshes of Skidaway Island:

- 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 Angie Carroll, Director of Human Resources.

If you believe that The Marshes of Skidaway Island 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: Angie Carroll, Director of Human Resources, 95 Skidaway Island Park Road, Savannah, GA 31411, P: 912-598-3675, T-F: 1-800-889-6238, [carrollangie@marshesofskidaway.com](mailto:carrollangie@marshesofskidaway.com). You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Angie Carroll, Director of Human Resources, 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>.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-912-598-3675.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-912-598-3675. 번으로 전화해 주십시오.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-912-598-3675.

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-912-598-3675.

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 1-912-598-3675。

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-912-598-3675.

ध्यान दः यद आप हदी बोलते ह तो आपके िलए मुफ्त म भाषा सहायता सेवाएं उपलब्ध ह। 1-912-598-3675. पर कॉल कर।

Dè dè nià kè dyédé gbo: Ɔ jǔ ké m̀ [Bàsɔ̀-wùdù-po-nyò] jǔ ní, níí, à wuɖu kà kò d̀ò po-poò b̀éin m̀ gbo kpáa. Ɖá 1-912-598-3675.

Nti: Ɔ buru na asu lbo, asusu aka osu n'efu, defu, aka. Call 1-912-598-3675.

AKIYESI: Bi o ba nsò èdè Yorùbú ofé ni iranlọwọ lori èdè wa fun yin o. Ẹ pe ẹrọ-ibanisọrọ yi 1-912-598-3675.

યુ ના: જો તમે જરાતી બોલતા હો, તો િન: ્રુ ભાષા સહાય સેવાઓ તમારા માટ ઉપલબ્ધ છ. ફોન કરો 1-912-598-3675.

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-912-598-3675.

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-912-598-3675.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-912-598-3675.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-912-598-3675.