



COUNTRY MANOR
MEMORY CARE

Non-Discrimination Disclaimer

Country Manor Memory Care complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Country Manor Memory Care does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Country Manor Memory Care:

- 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 Country Manor Memory Care at 563-391-1111

If you believe that Country Manor Memory Care 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:

Allison Law, Senior Vice President, Jaybird Senior Living, 208 35th Street Drive SE, Suite 500, Cedar Rapids, IA 52403-1361. Call 319-363-6105 or email alaw@jaybirdSL.com

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 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)