

Blue Skies of Texas (BST) complies with applicable state and Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

BST:

- Provides free aids and services in a timely manner 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 in a timely manner to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, contact Kathleen Estrada.

If you believe BST 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: Kathleen Estrada, Director of Corporate Compliance, in person or by mail at 5100 John D. Ryan Blvd, San Antonio, TX 78245, by phone 210-568-3225, fax to 210-568-3225, or by email to [KathieEstrada@blueskiestx.org](mailto:KathieEstrada@blueskiestx.org).

You can file a grievance in person, by mail, fax, or email.

If you need help filing a grievance, Kathleen Estrada, Director of Corporate Compliance 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>

Blue Skies of Texas cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo - Spanish

Blue Skies of Texas tuân thủ luật dân quyền hiện hành của Liên bang không phân biệt đối xử dựa trên chủng tộc, màu da, nguồn gốc quốc gia, độ tuổi, khuyết tật, hoặc giới tính. -Vietnamese

Sumusunod ang Blue Skies of Texas sa mga naaangkop na Pederal na batas sa karapatang sibil at hindi nandiskrimina batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan o kasarian. - Tagalog

Blue Skies of Texas respecte les lois fédérales en vigueur relatives aux droits civiques et ne pratique aucune discrimination basée sur la race, la couleur de peau, l'origine nationale, l'âge, le sexe ou un handicap. French

Blue Skies of Texas erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab. -German

Blue Skies of Texas 遵守適用的聯邦民權法律規定，不因種族、膚色、民族血統、年齡、殘障或性別而歧視任何人。-Chinese

Blue Skies of Texas은(는) 관련 연방 공민권법을준수하며인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.Korean

Blue Skies of Texas соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола. –Russian

Blue Skies of Texas は適用される連邦公民権法を遵守し、人種、肌の色、出身国、年齢、障害または性別に基づく差別をいたしません。Japanese

ابے کرتا تعامل کی قوانین کے حقوق شہری و فاقی اطلاق ل قاب کرتا۔ نہیں امتیاز پر بنیاد کی جنس یا معنوری عمر، قومیت، رنگ نسل، کہ بے اور (Urdu)

Blue Skies of لाग होन योग्य संघीय नागरक अधिकार कानून का पालन करता ह ह और जित, रंग, रा दीय मूल, आयु, विवकलांगता, या लग के आधार पर भेदभाव नह करता ह। -Hindi

Blue Skies of Texas  
 ປະເທດ ປັນຍາມກົງ ດັບມາລັກ ຈຸດ ວິໄລຈົ້າ ດັບ ພູນ  
 ນະມູນ ທົງຂອງ ຖໍາຫານກົງກົງ ປູງ ຕີ ປົກສູງ  
 ແລະ ດັບ ດັບ ກົມບັນດາລັກ ເງື່ອ ພູນ ນຸ້າມັນ ສົມ  
 ອຸ ທຳມະດູ, ນີ້ ດູ້, ອາດາ ສົມ ດັບ, ດັບ,  
 ອົມມູນ, ຫຼື ແວດ.-Laotian

افر اد Blue Skies of Texas از قو انين حقوق مدنی فدرال مر بوطه تبعیت می کند و د. هیچگونه عیضی بر اساس نژاد، رنگ پوست، صلیت ملیتی، سن، ناتو ای یا جنسیت قابل نمی شو -Persian Farsi

Blue Skies of Texas લા રૂપડતા સમવાયી નાગ રક અધિકાર કાયદા સાથે સંગત હું છેઅને ઠિત, રંગ, રાષ્ટ્ર થ ણ, મર, અશક્તતા અથવા લ ગના આધાર ભેદભાવ રાખવામા ઠ આવતો નથી. -Gujarati

هیچگونه و کند می تبعیت مربوطه درال Blue Skies of Texas ف مدنی حقوق قوانین از نمی قابل افراد جنسیت یا ناتوانی سن، ملیتی، اصلیت پوست، رنگ نژاد، اساس بر تبعیضی شود.

أساس على يميز ولا بها المعمول الفدرالية المدنية الحقوق بقوانين Blue Skies of Texas يلتزم

أو اللون أو العرق

-Arabic الجنس أو الإعاقة أو السن أو الوطني الأصل