



# FOX VALLEY & VICINITY LABORERS

## HEALTH AND WELFARE AND PENSION FUNDS

DATE: October 1, 2021  
TO: Eligible Participants, Retirees and Beneficiaries  
FROM: Board of Trustees  
SUBJECT: Notice of Non-Discrimination  
Fox Valley Laborers Health and Welfare Plan

### **BOARDS OF TRUSTEES**

#### **WELFARE FUND**

##### Employer Trustees

*John P. Bryan, Secretary*  
*Steven E. Lamp*  
*Brian T. Rausch*

##### Employee Trustees

*Vernon A. Bauman, Chairman*  
*Mark A. Castelvechi*  
*Brian M. Urso*

The Fox Valley Laborers Health and Welfare Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Fox Valley Laborers Health and Welfare Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

#### The Fox Valley Laborers Health and Welfare Plan:

#### **PENSION FUND**

##### Employer Trustees

*John P. Bryan, Secretary*  
*Steven E. Lamp*  
*Brian T. Rausch*

##### Employee Trustees

*Alberto Alfaro*  
*Vernon A. Bauman, Chairman*  
*Mark A. Castelvechi*

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 Deborah L. French, Compliance Officer, at (847) 742-0900.

If you believe that the Fox Valley Laborers Health and Welfare Plan has failed to provide these services or discriminated in another way on the

October 1, 2021  
Notice of Non-Discrimination  
Page 2

basis of race, color, national origin, age, disability, or sex, you can file a grievance with:

Deborah L. French, Compliance Officer  
2371 Bowes Road, Suite 500  
Elgin, Illinois 60123-5523  
(847) 742-0900  
or  
[dfrench@fvlab.com](mailto:dfrench@fvlab.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Deborah L. French 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  
(800) 368-1019  
(800) 537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.