



# Do you have a disability?

If you have a disability, you have the same rights as others.

Please tell us if you have a disability so we can help you access county or Tribal Nation human services benefits and services.

## What medical conditions may be disabilities?

A disability is a physical, sensory, or mental impairment that substantially limits a major life activity.

Types of disabilities may include:

- Diseases like diabetes, epilepsy or cancer
- Learning disorders like dyslexia
- Developmental delays
- Mental health conditions
- Hearing loss or low vision
- Movement restrictions like trouble with walking, reaching or grasping
- History of substance use disorder, although current illegal drug use is not a disability.

If you are asking for or are getting benefits through either a county human services agency or a Tribal Nation, that office will let you know if you have a disability based on information from you and your doctor.

## What help is available?

If you have a disability, your county or Tribal Nation can help you by:

- Calling or meeting with you in another place if you are not able to come into the office

- Using a sign language interpreter
- Giving you letters and forms in other formats like computer files, audio recordings, large print or Braille
- Telling you the meaning of the information we give you
- Helping you fill out forms
- Helping you make a plan so you can work, even with your disability
- Sending you to other services that may provide help
- Helping you to appeal agency decisions if you disagree with them.

You will not have to pay extra for help. If you want help, ask your agency as soon as possible. An agency may not be able to accommodate requests made within 48 hours of need.

## How does the law protect people with disabilities?

The Americans with Disabilities Act (ADA) and the ADA Amendments Act are federal laws, and the Minnesota Human Rights Act is a state law. Each gives individuals with disabilities the same legal rights and protections as people without disabilities, including access to public assistance benefits. You will not be denied benefits because you have a disability. Your benefits will not be stopped because of your disability. If your disability makes getting benefits hard for you, your county human services agency or Tribal Nation will help you access all of the programs that are available to you.

# Civil Rights Notice

**Discrimination is against the law.** The Minnesota Department of Human Services (DHS) does not discriminate on the basis of any of the following:

- race
- public assistance status
- color
- marital status
- national origin
- age
- creed
- disability
- religion
- sex
- sexual orientation
- political beliefs

## Civil Rights Complaints

You have the right to file a discrimination complaint if you believe you were treated in a discriminatory way by a human services agency.

Contact **DHS** directly only if you have a discrimination complaint:

Civil Rights Coordinator  
 Minnesota Department of Human Services  
 Equal Opportunity and Access Division  
 P.O. Box 64997  
 St. Paul, MN 55164-0997  
 651-431-3040 (voice) or use your preferred relay service

## Minnesota Department of Human Rights (MDHR)

In Minnesota, you have the right to file a complaint with the MDHR if you believe you have been discriminated against because of any of the following:

- race
- sex
- color
- sexual orientation
- national origin
- marital status
- religion
- public assistance status
- creed
- disability

Contact the **MDHR** directly to file a complaint:

Minnesota Department of Human Rights  
 540 Fairview Avenue North, Suite 201  
 St. Paul, MN 55104  
 651-539-1100 (voice) 800-657-3704 (toll free)  
 711 or 1-800-627-3529 (MN Relay)  
 651-296-9042 (fax)  
 mail to: [Info.mdhr@state.mn.us](mailto:Info.mdhr@state.mn.us)

## U.S. Department of Health and Human Services' Office for Civil Rights (OCR)

You have the right to file a complaint with the OCR, a federal agency, if you believe you have been discriminated against because of any of the following:

- race
- national origin
- sex
- color
- age
- religion
- disability

Contact the **OCR** directly to file a complaint:

Office for Civil Rights  
 U.S. Department of Health and Human Services  
 Midwest Region  
 233 N. Michigan Avenue Suite 240  
 Chicago, IL 60601  
 Customer Response Center:  
 Toll-free: 800-368-1019  
 TDD Toll-free: 800-537-7697  
 Email: [ocrmail@hhs.gov](mailto:ocrmail@hhs.gov)

## U.S. Department of Agriculture

### Do Not Send Applications Here

In accordance with federal civil rights law and **U.S. Department of Agriculture (USDA)** civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), religious creed, disability, age, political beliefs, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the agency (state or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a [Form AD-3027, USDA Program Discrimination Complaint Form](https://www.usda.gov/sites/default/files/documents/ad-3027.pdf) which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (833) 620-1071, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to:

1. mail:  
 Food and Nutrition Service, USDA  
 1320 Braddock Place, Room 334  
 Alexandria, VA 22314; or
2. fax:(833) 256-1665 or (202) 690-7442; or
3. email: [FNSCIVILRIGHTSCOMPLAINTS@usda.gov](mailto:FNSCIVILRIGHTSCOMPLAINTS@usda.gov)

### Do Not Send Applications Here

**Please return to your local county or tribal human services office.**

**This institution is an equal opportunity provider.**

agency



For accessible formats of this information, ask your county worker.  
For assistance with additional equal access to human services, contact  
your county's ADA coordinator. ADA4 (2-18)

# NO ENGLISH



Attention. If you need free help interpreting this document, call the number in the box above.

**ማስተዳደሪያ:-** ከለ ደክማኑት ነገር ገልፉ ከፈለጊ፡ ማረተኞችን የነጋግሩ፡ Amharic

انتباه. إذا احتجت إلى مساعدة مجانية في ترجمة هذه الوثيقة، اتصل بالرقم الموجود في المربع أعلاه.

মেনাযোগ দিন। যদি আপিন বিনামূলেয় এই নিখটির ব্যায়ার জেনয় সহায় চান তাহেল  
উপেরাকত বাকেস থাকা নমবরটিতে কল করুণ। Bengali

သတိပြရန်။ ဤစာတမ်းကို ဘယ်ပြန်ဆိုန်အတွက် အခမဲ့အကူအညီ လိုအပ်ပါက၊  
အထက်ဖော်ပြပါ အကျက်ရှိ နံပါတ်ကို ခေါ်ဆိုပါ။ Burmese

ការយកចិត្តទុកដាក់។ ប្រសិនបើអ្នកត្រូវការដំឡើយពាក្យកិត្តផ្លូវ, អារបក្សាយជកសារនេះ សូមមែនទ្វារសព្វទៅលេខក្នុងប្រអប់ខាងលើ<sup>4</sup> Cambodian

注意！如果您需要免費的口譯支持，請撥打上方方框中的電話號碼。

## Cantonese (Traditional Chinese)

wáŋ. héčiŋhaŋ niyé wačhíŋyAŋ wayúiyeska ki de wówapi sutá, ečíyA kiŋ wóiyawa ed ophíye wan̄. Dakota

Paunawa. Kung kailangan mo ng libreng tulong sa pag-unawa sa kahulugan ng dokumentong ito, tawagan ang numero sa kahon sa itaas. Filipino (Tagalog)

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સાવધાન. જો તમને આ દસ્તાવેજને સમજવા માટે નિઃશુલ્ક મદદની જરૂર હોય, તો ઉપરના બોક્સ પૈકીના નંબર પર કોલ કરો. Gujarati

ध्यान दें। यदि आपको इस दस्तावेज़ की व्याख्या में निशुल्क सहायता की आवश्यकता है, तो ऊपर बॉक्स में दिए गए नंबर पर कॉल करें। Hindi

**NO ENGLISH**



Lus Ceeb Toom. Yog tias koj xav tau kev pab txhais lus dawb ntawm cov ntaub ntawv no, ces hu rau tus nab npawb xov tooj nyob hauv lub npov plaub fab saum toj no. Hmong

ហួយខ្សោយខ្សោយវាំ. អាមុនីលិក្យិវាទំ ពីរមុនទីកាលីលី និងការប្រើប្រាស់តីលីមិនាចំណុច។ កំណើនីវិញ្ញុលី និងការប្រើប្រាស់តីលីមិនាចំណុច។ Karen

이 문서의 내용을 이해하는 데 도움이 필요하시면 위에 있는 전화번호로 연락해 무료 통역 서비스를 받으실 수 있습니다. Korean

تکایه سەرنج بده. ئەگەر بۇ وەركىرانى ئەم بەلگەنامەيە پىيوىستت بە يارمەتى بىبىر امبىرە، ئەوا پەمپەندى بەو ژمارەيەو بىكە كە لە بۆكسەكەي سەرەوداپە. Kurdish Sorani

Baldarî. Ger ji bo wergerandina vê belgeyê hewcedariya we bi alîkariya belaş hebe, ji kerema xwe bi hejmara li qutiya jorîn re telefon bikin. Kurdish Kurmanji

Hočpíŋ. Tóháŋ wanží thí wíyukčanpi kiŋ yuhá níyuŋspe héčha čhéya, lé tkíčhuŋ kiŋ k'é náŋpa opáwiŋyaŋ. Lakota

ເວົ້າໃຈໃສ່. ຖ້າທ່ານຕົ້ນງານຄວາມຈຸ່ວຍເຫຼືອຝຣີໃນການຕື່ອວາມເອກະສານນີ້, ໃຫ້ຕິດຫາເປີທີ່ຢູ່ໃນປ່ອງຂ້າງເທິງ. Lao

注意！如果您需要免费的口译帮助，请拨打上方方框中的电话号码。  
Mandarin (Simplified Chinese)

Pälse rɔ̄ piny: Mi gööri luäk lɔ̄rä ke luɔ̄c kä mɛmɛ, yɔtni nämbär emɔ̄ të̄e nhial guäth emɛ. Nuer

Mah Biz'sin'dan.

Keesh'pin nan'deh'dam'mun chi'wee'chi'goo'yan chi'nis'too'ta'man oo'weh ooshii'be'kan.

Ishi'kidoon ah'kin'das'soon ka'ooshi'bee'kadehk ish'peh'mik ka'shi ka'ka'kak. Ojibwe

**NO ENGLISH**



Hubachiisa:-Yoo barreeffama kana hiikuuf gargaarsa bilisaa barbaaddan, lakkoofsa saanduqa armaan olii keessa jirun bilbilaa Oromo

Atenção. Se você precisar de ajuda gratuita para interpretar este documento, ligue para o número na caixa acima. Portuguese

Внимание! Если Вам нужна бесплатная помощь в переводе этого документа, позвоните по телефону, указанному в рамке выше. Russian

Pažnja. Ukoliko vam je potrebna besplatna pomoć u tumačenju ovog dokumenta, pozovite broj naveden u kvadratu iznad. Serbian

Fiiro gaar ah. Haddii aad u baahan tahay caawimo bilaash si laguugu turjumo dukumiintigan, wac lambarka ku jira sanduuqa sare. Somali

Atención. Si necesita ayuda gratuita para interpretar este documento, llame al número que aparece en el recuadro superior. Spanish

Zingatia. Iwapo unahitaji msaada usio na malipo wa kutafsiri hati hii, piga simu kwa namba iliyo kwenye kisanduku hapo juu. Swahili

ሰለ በለ፡ ካሬ ሰነድ ጽምጥርጋም ነፃ እገዢ እንተ ደልየም፡ በተ እበላ እብ ወጪ ስራቸውን ከለ ቁጽሪ ይደውሉ፡ Tigrinya

Увага! Якщо Вам потрібна безкоштовна допомога в перекладі цього документа, зателефонуйте за номером, вказаним у рамці вище. Ukrainian

Xin lưu ý: Hãy liên hệ theo số điện thoại trong ô trên nếu bạn cần bất kỳ sự hỗ trợ miễn phí nào để hiểu rõ về tài liệu này. Vietnamese

Àkíyèsí. Tí o bá nílò ìrànlówó pèlú tí tú mò àkòólè yíí, pe nómbà tó wà nínú àpótí tí wà ló kè. Yoruba