

## **Envision Eye care – Pittsburgh Non- Discrimination Grievance Procedures**

It is the policy of Envision Eye Care – Pittsburgh to not discriminate on the basis of race, color, national origin, sex, age or disability. Envision Eye Care – Pittsburgh has adopted internal grievance resolution procedures for prompt and equitable resolution of any allegation of discrimination as prohibited by Section 1557 of the Affordable Care Act. These actions may be examined by any patient by contacting:

Li8sa Liberati  
429 4<sup>th</sup> Ave. Suite 1800  
Pittsburgh, PA 15219  
(P) 412-391-5040  
(F) 412-391-8769  
[Admin@envisioneyecarepgh.com](mailto:Admin@envisioneyecarepgh.com)

Any person who believes someone has been subject to discrimination on the basis of race, color, national origin, sex, age or disability may file a grievance under this procedure. It is against the law for Envision Eye Care – Pittsburgh to retaliate against anyone who opposes discrimination, files a grievance, or participate in the investigation of a grievance.

### Procedure

- Grievance must be submitted to the grievance Coordinator within (60 Days) of the date of the person filing the grievance becomes aware of the alleged discriminatory action.
- A complaint must be in writing, containing the name and address of the person filing it. The complaint must state the problem or action alleged to be discrimination and the remedy or relief sought.
- The Grievance Coordinator (or her/his designee) shall conduct an investigation of the complaint. This investigation may be formal, but it will be thorough, affording all interested persons and opportunity to submit evidence relevant to the complaint.
- The Grievance Coordinator will maintain the files and records of Envision Eye Care – Pittsburgh relating to such grievances. To the extent possible, and in accordance with applicable law, the Grievance Coordinator will take appropriate steps to preserve the confidentiality of files and records relating to grievance and will share them only with those who have a need to know.
- The Grievance Coordinator will issue a written decision on the grievance, based on a preponderance of the evidence, no later than 30 days after its filing, including a notice to the complainant of their rights to pursue further administrative or legal remedies.
- The person filing the grievance may appeal the decision of the Grievance Coordinator by writing to Envision Eye Care – Pittsburgh within 15 days of receiving the Grievance Coordinator's decision. Envision Eye Care – Pittsburgh shall issue a written decision in response to the appeal no later than 30 days after its filing.

Envision Eye Care – Pittsburgh will make appropriate arrangements to ensure that individuals with disabilities and individuals with limited English proficiency are provided auxiliary aids and services or language assistance services, respectively, if needed to participate in this grievance process. Such arrangements may include, but are not limited to, providing qualified interpreters, providing taped

cassettes of material for individuals with low vision, or assuring a barrier-free location for the proceedings. The Section 1557 Coordinator will be responsible for such arrangements.

The ability and use of this grievance procedure does not prevent a person from pursuing other legal or administrative remedies, including filing a complaint of discrimination on the basis of race, color, national origin, sex, age or disability in court or with the U.S. dept. of Health and Human Services, Office for Civil Rights. A person can file a complaint of discrimination electronically through the Office of Civil Rights Complaint Portal, which is 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