

## **DISCRIMINATION IS AGAINST THE LAW**

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

Watauga Orthopaedics 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)

Watauga Orthopaedics provides free language services to people whose primary language is not English, such as information written in other languages.

If you need these services, contact Watauga Orthopaedics Compliance Officer:

Kim Wishon  
Watauga Orthopaedics  
2410 Susannah Street  
Johnson City, TN 37601  
P: (423) 282-9011  
F: (423) 282-0035

If you believe that Watauga Orthopaedics 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 the Compliance Officer. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Watauga Orthopaedics' Compliance Officer 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>.

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 423-282-9011

ATENCIÓN: Si usted habla Inglés, los servicios de asistencia de idioma, de forma gratuita, están disponibles para usted. llame 423-282-9011

تنبيه: إذا كنت تتحدث خدمات المساعدة اللغوية، مجاناً الإنكليزية وتوفر لك. دعوة 9011-282-423

注意: 如果你说英语, 语言协助服务, 免费的, 都可以给你。拨打423-282-9011

Chú ý: Nếu bạn nói tiếng Anh, dịch vụ hỗ trợ ngôn ngữ, miễn phí, có sẵn cho bạn. gọi 423-282-9011

주의: 당신이 영어, 무료 언어 지원 서비스를 말하는 경우 사용할 수 있습니다. 423-282-9011전화

ATTENTION: Si vous parlez anglais, les services d'assistance de langues, gratuitement, sont à votre disposition. Appelez 423-282-9011

ຄວນລະວັງ: ຖ້າຫາກວ່າທ່ານເວົ້າພາສາອັງກິດ, ການບໍລິການການຊ່ວຍເຫຼືອພາສາ, ເສຍຄ່າໃຊ້ຈ່າຍ, ແມ່ນມີໃຫ້ເພື່ອທ່ານ. ໂທຫາ 423-282-9011

አዳምጥ: እንግሊዘኛ, ከክፍያ ነፃ የቋንቋ እርዳታ አገልግሎቶች, የሚኖሩ ከሆነ, ለእርስዎ የሚገኙ ናቸው. 423-282-9011ይደውሉ

ACHTUNG: Wenn Sie Englisch sprechen, Sprachassistentendienste sind kostenlos, zur Verfügung. Rufen Sie 423-282-9011

સાવધાની: જો તમે ઇંગલિશ ભાષા સહાય સેવાઓ વિના મૂલ્યે, વાત, તો તમે કરવા માટે ઉપલબ્ધ છે. ફોન કરો 423-282-9011

注意: あなたが英語を話す場合は、言語支援サービス、無料で、あなたに利用可能です。423-282-9011を呼び出します

pansin: kung ikaw ay nagsasalita ng ingles, tulong sa wikang mga paglilingkod, libreng bayad sa, iyo na ito. tawagan 423-282-9011

ध्यान दें: आप अंग्रेजी, भाषा सहायता सेवाओं, नि: शुल्क बोलते हैं, तो आप के लिए उपलब्ध हैं। कॉल 423-282-9011

ВНИМАНИЕ: Если вы говорите по-английски, переводческие услуги, бесплатно, доступны для вас. Звоните 423-282-9011

توجه: اگر شما انگلیسی، خدمات کمک زبان، رایگان صحبت می کنید، در دسترس شما هستند. پاسخ 9011-282-423