

## DISCRIMINATION IS AGAINST THE LAW

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

Tuckahoe Orthopaedic Associates:

- 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 Kevin Gravely, Administrative Manager.

If you believe that Tuckahoe Orthopaedic Associates 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: Denise Nichols, Administrator, P. O. Box 71690, Richmond, Virginia 23255, telephone number: 804.285-2300, ext. 646, Fax number: 804.288-2850, or e-mail: [dnichols@tuckahoeortho.com](mailto:dnichols@tuckahoeortho.com). You can file a grievance in person or by mail, fax, or e-mail.

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>.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-804-285-2300.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-804-285-2300 번으로 전화해 주십시오.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-804-285-2300.

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-804-285-2300。

والبيكم الصم هاتف (804-285-2300). برقم اتصل بالمجان لك تتوافر في اللغو المساعدة خدمات فيان، اللغة اذكر تحدثت كنت إذا: ملحوظة

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-804-285-2300.

دیوریگ تماس با. باشد یم فراهم 1-804-285-2300 شما یرا گان یرا بصورت یربان لاتیتسه، دیکن یم گفتگو و یرفارس زبان به اگر: توجه

ማስታወሻ: የሚናገሩት ቋንቋ እማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያግዝዎት ተዘጋጅተዋል፡ ወደ ሚከተለው ቁጥር ይደውሉ 1-804-285-2300

1-804-285-2300 كمال - نىه ابى دست نىم مفت خدمات يك مدد يك زبان كو آپ تو، نىه بولتے اردو آپ اگر: خبردار

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-804-285-2300.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-804-285-2300.

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-804-285-2300

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-804-285-2300.

লক্ষ্য করুন: যদি আপনি বাংলা, কথা বলতে পারেন, তাহলে নিঃখরচায় ভাষা সহায়তা পরিষেবা উপলব্ধ। ফোন করুন ১-৮০৪-২৮৫-২৩০০।

Ntị: Ọ bụrụ na asụ Ibo, asụsụ aka ọasụ n'efu, defu, aka. Call 1-804-285-2300.

AKIYESI: Bí o ba nsọ èdè Yorùbú ọfẹ̀ ní iranlọwọ̀ lori èdè wa fun yin o. Ẹ pe ẹ̀rọ-ìbanisọ̀rọ̀ yì 1-804-285-2300.