

DISCRIMINATION IS AGAINST THE LAW

NWIA Bone, Joint & Sports Surgeons (NWIA Bone) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. NWIA Bone does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

NWIA Bone 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)

NWIA Bone 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 NWIA Bone's Compliance Officer.

If you believe that NWIA Bone 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:

- NWIA Bone's Compliance Officer: Cheryl Ahern, Administrator
- Mailing Address: 1200 1st Ave. E., Suite C, Spencer, IA 51301
- Telephone number: (712) 262-7511
- Fax: (712) 262-3658
- Email: cheryla@nwiabone.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, NWIA Bone's 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>.

<p style="text-align: center;">English</p> <p>ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 712-262-7511.</p>	<p style="text-align: center;">Spanish</p> <p>ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Call 712-262-7511</p>
<p style="text-align: center;">Vietnamese</p> <p>CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 712-262-7511</p>	<p style="text-align: center;">Chinese</p> <p>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712-262-7511</p>
<p style="text-align: center;">Serbo-Croatian</p> <p>OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-712-262-7511</p>	<p style="text-align: center;">German</p> <p>ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-712-262-7511</p>
<p style="text-align: center;">Arabic</p> <p>712-262-7511- ملحوظة: اذكر تتحدث كنت إذا ملحوظة- 712-262-7511 تتوافر في اللغة المساعدة خدمات فإن، اللغة برق اتصل بالمجان لك</p>	<p style="text-align: center;">Laotian</p> <p>ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ຄ່າສັງຄ່າ, ຄມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທ 1-712-262-7511</p>
<p style="text-align: center;">Korean</p> <p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-712-262-7511</p>	<p style="text-align: center;">Hindi</p> <p>ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा । 1-712-262-7511</p>
<p style="text-align: center;">French</p> <p>ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-712-262-7511</p>	<p style="text-align: center;">Pennsylvanian Dutch</p> <p>Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-712-262-7511</p>
<p style="text-align: center;">Thai</p> <p>เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 1-712-262-7511</p>	<p style="text-align: center;">Tagalog</p> <p>PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-712-262-7511.</p>
<p style="text-align: center;">Karen</p> <p>ပတ်သက်ပတ်သက်- နမူကတိက ကညီ ကျိန်အယ်, နမူနို ကျိန်အတိမတေလော တလက်ဘုန်လက်စု၊ နီတမံဘုန်သုနိုလီ၊ ကိ: 1-712-262-7511</p>	<p style="text-align: center;">Russian</p> <p>ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-712-262-7511</p>