



DISCRIMINATION IS AGAINST THE LAW

English: NWIA Bone, Joint & Sports Surgeons complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Español (Spanish): NWIA Bone, Joint & Sports Surgeons cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo.

Tiếng Việt (Vietnamese): NWIA Bone, Joint & Sports Surgeons tuân thủ luật dân quyền hiện hành của Liên bang và không phân biệt đối xử dựa trên chủng tộc, màu da, nguồn gốc quốc gia, độ tuổi, khuyết tật, hoặc giới tính.

繁體中文 (Chinese): NWIA Bone, Joint & Sports Surgeons 遵守適用的聯邦民權法律規定，不因種族、膚色、民族血統、年齡、殘障或性別而歧視任何人。

Srpsko-hrvatski (Serbo-Croatian): NWIA Bone, Joint & Sports Surgeons pridržava se važećih saveznih zakona o građanskim pravima i ne pravi diskriminaciju po osnovu rase, boje kože, nacionalnog porijekla, godina starosti, invaliditeta ili pola.

Deutsch (German): NWIA Bone, Joint & Sports Surgeons erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab.

العربية (Arabic): أو العرق أساس على زىمى ولا بها المعمول فى الفدرال فى المدن الحقوق نى يقوان NWIA Bone, Joint & Sports Surgeons لتزمى أو اللون أو الإعاقة أو السن أو الوطني الأصل أو اللون.

ພາສາລາວ (Lao): NWIA Bone, Joint & Sports Surgeons ປະຕິບັດຕາມກົດໝາຍວ່າດ້ວຍສິດທິພົນລະເມືອງຂອງຮັຖບານກາງທີ່ບັງຄັບໃຊ້ ແລະບໍ່ຈຳແນກໂດຍອີງໃສ່ພື້ນຖານດ້ານເຊື້ອຊາດ, ສີ່ຜິວ, ຊາດກຳເນີດ, ອາຍຸ, ຄວາມພິການ, ຫຼື ຄວາມ.

한국어 (Korean): NWIA Bone, Joint & Sports Surgeons 은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.

हिंदी (Hindi): NWIA Bone, Joint & Sports Surgeons लागू होने योग्य संघीय नागरिक अधिकार क़ानून का पालन करता है और जाति, रंग, राष्ट्रीय मूल, आयु, विकलांगता, या लिंग के आधार पर भेदभाव नहीं करता है।

Français (French): NWIA Bone, Joint & Sports Surgeons respecte les lois fédérales en vigueur relatives aux droits civiques et ne pratique aucune discrimination basée sur la race, la couleur de peau, l'origine nationale, l'âge, le sexe ou un handicap.

Deitsch (Pennsylvania Dutch): NWIA Bone, Joint & Sports Surgeons iss willich, die Gsetze (federal civil rights) vun die Owwerichkeet zu folliche un duht alle Leit behandle in der seem Weg. Es macht nix aus, vun welle Schtamm ebber beikummt, aus welle Land die Voreldre kumme sinn, was fer en Elt ebber hot, eb ebber en Mann iss odder en Fraa, verkrippelt iss odder net.

ภาษาไทย (Thai): NWIA Bone, Joint & Sports Surgeons

ได้ปฏิบัติตามรัฐธรรมนูญคดีด้านสิทธิที่เหมาะสม และไม่แบ่งแยกทางชาติพันธุ์ สีผิว เชื้อชาติ อายุ ความทุพพลภาพ หรือเพศ

Tagalog (Tagalog – Filipino): Sumusunod ang NWIA Bone, Joint & Sports Surgeons sa mga naaangkop na Pederal na batas sa karapatang sibil at hindi nandiskrimina batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan o kasarian.

unD (Karen): NWIA Bone, Joint & Sports Surgeons လူဝီမ်မာထွဲဝဲ ဝဲဒ်ဒဲဒ်ထံဝီကီဝီဖိအတံးခွဲးတံးယာ်သဲးတဖ်ဒီး ဖဲးဇးဒွဲးလဲ လဲးယးတဖ်ဒွဲးလဲ ထံဒ်အသးလဲ ပုကလုဒ်, ဝဲးဘုဒ်လွဲာ်, ထံကီဝီလဲ အဟဲ, သးနံဒ်, နီဝီနီကုဂီတဂုာ်, မုတမုာ် တံကဲမုဒ်ခွါအဖိခိဒ်ဘုဒ်နုဒ်လီာ်.

Русский (Russian): NWIA Bone, Joint & Sports Surgeons соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола.

Appendix A to Part 92—Sample Notice Informing Individuals About Nondiscrimination and Accessibility Requirements and Sample Nondiscrimination Statement: Discrimination is Against the Law

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

NWIA Bone, Joint & Sports Surgeons 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 our Reception Desk at 712-262-7511

If you believe that NWIA Bone, Joint & Sports Surgeons 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: Cheryl Ahern, 1200 1st Ave. E., Suite C, Spencer, IA 51301, 712-262-7511 office, 712-262-3658 fax, or cheryla@nwiabone.com . You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Cheryl Ahern 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>.