

Orthopaedic Associates of Southern Delaware's Non-Discrimination Notice

Orthopaedic Associates of Southern Delaware ("OASD") complies with all applicable federal and state civil rights laws and does not discriminate against, exclude people or treat them differently on the basis of race, color, national origin, languages spoken, age, disability, sex – including pregnancy & sex stereotyping, gender expression and identity or other protected categories.

OASD 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, assessable electronic formats, other formats)

OASD 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 OASD's Compliance Coordinator.

- Kati Murphy, Compliance Coordinator
- Mailing Address: 17005 Old Orchard Road, Lewes DE 19958
- Telephone number: 302-644-3311
- Fax: (302) 644-3300
- Email: info@delawarebonedocs.com

If you believe that OASD has failed to provide these services or discriminated in another way on the basis of race, color, national origin, languages spoken, age, disability, sex – including pregnancy, gender expression and identity or other protected categories, you can file a grievance with OASD's Compliance Coordinator. 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>.

ORTHOPAEDIC ASSOCIATES OF SOUTHERN DELAWARE STATEMENT OF NON-DISCRIMINATION

Orthopaedic Associates of Southern Delaware, in compliance with Section 1557 of the Affordable Care Act (ACA), provides this statement of non-discrimination in the top 15 languages spoken in the State of Delaware. Notices of non-discrimination are available in each language listed. Please contact a staff member should you wish to obtain a copy of the notice in one of these listed languages.

ENGLISH Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

SPANISH Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo.

CHINESE Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware 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。

FRENCH CREOLE (Haitian Creole) Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware konfòm ak lwa sou dwa sivil Federal ki aplikab yo e li pa fè diskriminasyon sou baz ras, koulè, peyi orijin, laj, enfimite oswa sèks.

GUJARATI Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો

FRENCH Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware 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.

KOREAN Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware 은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.

ITALIAN Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware e conforme a tutte le leggi federali vigenti in materia di diritti civili e non pone in essere discriminazioni sulla base di razza, colore, origine nazionale, età, disabilità o sesso.

VIETNAMSE Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware 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.

GERMAN Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab.

TAGALOG Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware sa mga naaangkop na Pederal na batas sa karapatang sibil at hindi nandiskrimina batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan o kasarian.

HINDI Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware ध्यान दें: यदि आप बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। पर कॉल करें।

URDU Nondiscrimination Statement قابل اطلاق وفاقى شہری حقوق کے قوانین کی تعمیل کرتا ہے اور یہ کہ نسل، رنگ، قومیت، عمر، معذوری یا جنس کی بنیاد پر امتیاز نہیں کرتا۔

ARABIC Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware يلتزم الوطني أو السن أو الإعاقة أو الجنس. بقوانين الحقوق المدنية الفدرالية المعمول بها ولا يميز على أساس العرق أو اللون أو الأصل.

TELUGU Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware వర్తించే అన్ని షెడరల్ మానవ హక్కుల చట్టాలకు కట్టుబడి ఉంటుంది, మరియు జాతి, రంగు, జాతీయత, వయస్సు, వైకల్యత లేదా లింగం ఆధారంగా ఎలాంటి వివక్ష కనపరచదు.

DUTCH Nondiscrimination Statement:

Orthopaedic Associates of Southern Delaware voldoet aan de geldende wettelijke bepalingen over burgerrechten en discrimineert niet op basis van ras, huidskleur, afkomst, leeftijd, handicap of geslacht.