



Discrimination is Against the Law

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

SBJS PC 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)

SBJS PC 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 SBJS PC's Compliance Officer.

If you believe that SBJS PC 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:

- SBJS PC's Compliance Officer: Marlene Harrell, Dir. HR/Compliance
- Mailing Address: 1500 Ross Clark Circle, Dothan, AL 36301
- Telephone number: 334-836-2255
- Fax: 334-836-2254
- Email: marleneh@southernbone.com

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

English	ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-334-836-2255.	Español (Spanish)	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-334-836-2255.
繁體中文 (Chinese)	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 1-334-836-2255。	□□□ (Korean)	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-334-836-2255 번으로 전화해 주십시오.
Tiếng Việt (Vietnamese)	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-334-836-2255.	ةيبرعلا (Arabic)	ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-334-836-2255 (رقم هاتف الصم والبكم).
Deutsch (German)	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-334-836-2255.	Français (French)	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-334-836-2255.
ગુજરાતી (Gujarati)	સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-334-836-2255.	Tagalog (Tagalog – Filipino)	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-334-836-2255.
हिंदी (Hindi)	ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-334-836-2255 पर कॉल करें।	ພາສາລາວ (Lao)	ໂປດຊາວ: ຖ້າ ທ່ານ ກ່າວ ພາສາລາວ, ການບໍລິການຊ່ວຍເຫຼືອ ອັດຕະໂນ ພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທ 1-334-836-2255.
Русский (Russian)	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-334-836-2255.	Português (Portuguese)	ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-334-836-2255.
Türkçe (Turkish)	DİKKAT: Eğer Türkçe konuşuyor iseniz, dil yardımı hizmetlerinden ücretsiz olarak yararlanabilirsiniz. 1-334-836-2255 irtibat numaralarını arayın.	日本語 (Japanese)	注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-334-836-2255まで、お電話にてご連絡ください。