



## **DISCRIMINATION IS AGAINST THE LAW**

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

Upstate Orthopedics 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)

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Upstate Orthopedics provides free language services to people whose primary language is not English, such as, qualified interpreters and/or information written in other languages.

If you need these services, contact Upstate Orthopedic's Compliance Officer.

If you believe that Upstate Orthopedics 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:

Upstate Orthopedics Compliance Officer or Practice Manager or Administrative Director  
Mailing Address: 6620 Fly Road, East Syracuse, NY 13057  
Telephone number: 315-464-4472  
Fax: 315-464-5221  
Email: NONDIS@upstate.edu

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

ATTENTION: If you speak **ENGLISH**, language assistance services, including American Sign Language Interpreters, are available to you **FREE OF CHARGE**. Call 1-315-464-4472

<p>ATENCIÓN: si habla <b>ESPAÑOL</b>, hay servicios de asistencia lingüística gratuitos disponibles para usted. Llame al 1-315-464-4472.</p>	<p>注意：如果您说汉语，您可以使用免费的语言协助服务。请拨打 1-315-464-4472。</p>	<p>ВНИМАНИЕ! Если Вы говорите <b>ПО-РУССКИ</b>, Вам могут быть бесплатно предоставлены услуги языкового сопровождения. Звоните по телефону: 1-315-464-4472.</p>
<p>ATANSYON: Si ou pale <b>KREYÒL AYISYEN</b>, gen èd sèvis lang gratis ki disponib pou ou. Rele nimewo 1-315-464-4472.</p>	<p>주의: <b>한국어</b>를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-315-464-4472 번으로 전화해 주십시오.</p>	<p>ATTENZIONE: se parli <b>ITALIANO</b>, avrai a disposizione un servizio di assistenza linguistica gratuito. Chiama il numero 1-315-464-4472.</p>
<p><b>אויפמערקזאם</b>: אויב איר רעדט <b>אידיש</b>, זענען שפראך הילף סערוויסעס אוועילעבל פאר אייך פון אפצאל. רופט 1-315-464-4472.</p>	<p>মনে রাখবেন: আপনি যদি <b>বাংলা</b> ভাষায় কথা বলেন, তাহলে আপনি নিশ্চলক ভাষা সহায়তা পরিষেবা পাবেন। 1-315-464-4472 নম্বরে ফোন করুন।</p>	<p>UWAGA: jeśli mówisz <b>po polsku</b>, możesz skorzystać z bezpłatnych usług tłumaczeniowych. Zadzwoń pod nr 1-315-464-4472.</p>
<p><b>تنبيه</b>: إذا كنت تتحدث اللغة العربية، يمكنك الحصول على خدمات المساعدة اللغوية المجانية. اتصل على الرقم 1-315-464-4472.</p>	<p>ATTENTION: si vous parlez <b>FRANÇAIS</b>, des services d'assistance linguistique sont à votre disposition gratuitement. Appelez le 1 315 464 4472.</p>	<p>توجه: اگر آپ اردو بولتے ہیں تو آپ کے لیے بلا اجرت زبان سے متعلق امدادی خدمات دستیاب ہیں۔ 1-315-464-4472 پر کال کریں۔</p>
<p>PAUNAWA: Kung nagsasalita ka ng <b>TAGALOG</b>, available para sa iyo nang libre ang mga serbisyo ng tulong sa wika. Tumawag sa 1-315-464-4472.</p>	<p>ΠΡΟΣΟΧΗ: Αν μιλάτε <b>ΕΛΛΗΝΙΚΑ</b>, διατίθενται υπηρεσίες μετάφρασης στη γλώσσα σας χωρίς χρέωση. Καλέστε στο 1-315-464-4472.</p>	<p>VINI RE: Nëse flisni <b>SHQIP</b>, ju ofrohen shërbime gjuhësore pa pagesë. Telefononi numrin 1-315-464-4472.</p>