

# DISCRIMINATION IS AGAINST THE LAW

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

Florida Bone & Joint Specialists provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and certain written information in other formats upon request (large print, accessible electronic formats, other formats). We also provide free language services, including qualified interpreters, to people whose primary language is not English.

If you need these services, you may contact our Practice Administrator, Carroll Papajohn. If you believe that Florida Bone & Joint Specialists has failed to provide these services or discriminated in any other way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance in-person with Carroll Papajohn at 1040 Gulf Breeze Parkway, Suite 200, Gulf Breeze, FL 32561 or call him at (850) 916-3726. If you need help filing a grievance, Carroll Papajohn is available to assist 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, (800) 368-1019 or (800) 537-7697 (TDD). Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

<b>(English) ATTENTION:</b> If you speak English, language assistance services are available to you free of charge. Call (850) 916-3700	<b>Español (Spanish):</b> ATENCIÓN si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al (850) 916 - 3700
<b>(French Creole) Kreyòl Ayisyen:</b> ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele (850) 916 - 3700	<b>(Vietnamese) Tiếng Việt:</b> CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số (850) 916 - 3700
<b>(Portuguese) Português:</b> ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para (850) 916 - 3700	<b>(Chinese) 注意:</b> 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 (850) 916 - 3700
<b>(French) Français:</b> Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le (850) 916 - 3700	<b>(Tagalog – Filipino) Tagalog:</b> PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa (850) 916 - 3700
<b>(Russian) Русский:</b> ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните (850) 916 - 3700	<b>(Arabic) ملحوظة:</b> إذا كنت تتحدث - (850) 916-3700 رقم اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان اتصل برقم
<b>(Italian) Italiano:</b> ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero (850) 916 - 3700	<b>(German) Deutsch:</b> ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: (850) 916 - 3700
<b>(Korean) 한국어:</b> 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. (850) 916 - 3700. 번으로 전화해 주십시오	<b>(Polish) Polski UWAGA:</b> Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-272-2663
<b>(Gujarati) ગુજરાતી:</b> યુના: જો તમે ગુજરાતી બોલતા હો, તો િન:બલુ ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો (850) 916 - 3700	<b>(Thai) ภาษาไทย:</b> เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร (850) 916 - 3700