

# FIRST STATE ORTHOPAEDICS NOTICE OF NON-DISCRIMINATION

First State Orthopaedics (“FSO”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. FSO does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

FSO 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)

FSO 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 FSO.

- Compliance Officer or Executive Director
- Mailing Address: 4745 Ogletown-Stanton Road, Suite 225, Newark, DE 19713
- Telephone number: (302) 731-2888
- Fax: (302) 731-7049
- Email: info@fsortho.com

If you believe that FSO 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 FSO’s Compliance Officer or Executive Director. You can file a grievance in person or by mail, fax, or e-mail. If you need help filing a grievance, FSO’s Compliance Officer or Executive Director are 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>.

Spanish	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-302-731-2888.	French	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-302-731-2888.
Vietnamese	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-302-731-2888.	Urdu	خبردار: اگر آپ اردو بولتے ہیں، تو آپ کو زبان کی مدد کی خدمات مفت میں دستیاب ہیں۔ کال کریں 1-302-731-2888
French Creole	ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-302-731-2888	Korean	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-302-731-2888 번으로 전화해 주십시오.
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 1-302-731-2888.	Telugu	శ్రద్ధ పెట్టండి: ఒకవేళ మీరు తెలుగు భాష మాట్లాడుకున్నట్లయితేమీ కొరకు తెలుగు భాష సహాయక సేవలు ఉచితంగా లభిస్తాయి. 1-302-731-8288కు కాల్ చేయండి.
Italian	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-302-731-2888	Dutch	TAALKUNDIGE DIENSTEN: Als u Nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1-302-731-2888.
Tagalog	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-302-731-2888.	Hindi	ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा महायाना सेवाएं उपलब्ध हैं। 1-302-731-2888 पर कॉल करें।
Arabic	الخدمة العامة لمساعدة خدمات في اللغة، انكرت تحدثك نت اذا بالحوطة. 1-302-731-2888 بوال بكر ال صرب يتة ف ات صل بي الامجان لاد ت توافر	Gujarati	સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-302-731-2888
German	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-302-731-2888.		