

Fredericksburg Orthopaedic Associates, P.C (“FOA”)

DISCRIMINATION IS AGAINST THE LAW

Fredericksburg Orthopaedic Associates, P.C. (“FOA”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. FOA does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

FOA 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

FOA provides free language services to people whose primary language is not English.

If you need these services, contact FOA’s Communication Department (540-372-4221) or any one of FOA’s Medical Receptionists.

If you believe that FOA 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:

- FOA’s Compliance Officer
- Mailing Address: 3310 Fall Hill Ave., Fredericksburg, VA 22401
- Fax: (540) 310-0100
- You can file a grievance in person, by mail or fax.

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>.

ATENCIÓN: Si usted no habla a Inglés, servicios de asistencia de idioma, de forma gratuita, están disponibles para usted.	주의 : 당신이 영어, 무료 언어 지원 서비스를 구사하지 않는 경우, 사용할 수 있습니다.
Chú ý: Nếu bạn không nói được tiếng Anh, dịch vụ hỗ trợ ngôn ngữ, miễn phí, có sẵn cho bạn.	注意 : 如果您不會說英語, 您可以免費獲得語言協助服務。
تنبيه: إذا كنت تتكلم العربية، وخدمات المساعدة اللغوية، مجاناً، تتوفر لك.	Pansin: Kung hindi ka nagsasalita ng Ingles, wika serbisyo ng tulong, nang walang bayad, ay magagamit sa iyo.
توجه: اگر فارسی زبان اول شما، خدمات کمک زبان، رایگان است، در دسترس شما است.	አዳምጥ: እንግሊዝኛ መናገር የማይችሉ ከሆነ, የቋንቋ እርዳታ አገልግሎቶች ከከፍቶ ነፃ ለእርስዎ የሚገኙ ናቸው.
نوٹ: اگر آپ انگریزی نہیں بولتے ہیں، زبان کی مدد کی خدمات مفت ہیں اور آپ کے لئے دستیاب ہیں	ATTENTION: Si vous ne parlez pas anglais, les services d'assistance de langues, gratuitement, sont à votre disposition.
ВНИМАНИЕ: Если вы не говорите по-английски, переводческие услуги, бесплатно, доступны для вас	.ध्यान दें: आप अंग्रेजी, भाषा सहायता सेवाओं, नि: शुल्क बात नहीं करते हैं, तो आप के लिए उपलब्ध हैं।
ACHTUNG: Wenn Sie kein Englisch sprechen, stehen Ihnen Sprachunterstützung kostenlos zur Verfügung.	দৃষ্টি আকর্ষণ: আপনি ইংরেজি, ভাষা সহায়তা সেবা, নিখরচা বলতে পারি না, তাহলে আপনার জন্য উপলব্ধ.
Akiyesi: Ti o ko ba so English, ede iranlowo ise, free ti idiyele, ni o wa wa si o.	