

## DISCRIMINATION IS AGAINST THE LAW

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

Glacial Lakes Orthopaedics 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)

Glacial Lakes Orthopaedics provides free language services to people whose primary language is not English, such as:

- Qualified interpreters

If you need these services, contact Glacial Lakes Orthopaedics Compliance Officer.

If you believe that Glacial Lakes Orthopaedics 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:

- Glacial Lakes Orthopaedics Compliance Officer, Kari Mertz.
- Mailing Address: PO Box 170, Watertown, South Dakota 57201
- Telephone Number: 605-882-2630
- Fax Number: 605-882-0447
- Email: [karim@glaciallakesortho.com](mailto:karim@glaciallakesortho.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Glacial Lakes Orthopaedics 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>.

<b>Spanish</b>	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-605-882-2630.
<b>Vietnamese</b>	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-605-882-2630.
<b>Karen</b>	เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 1-605-882-2630.
<b>Chinese</b>	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 1-501-975-5633.
<b>Nepali</b>	ध्यान दिनुहोस्: तपाईंले नेपाली बोल्नुहुन्छ भने तपाईंको निम्ति भाषा सहायता सेवाहरू निःशुल्क रूपमा उपलब्ध छ । फोन गर्नुहोस् 1-xxx-xxx-xxxx (टिटिवाइ: 1-605-882-2630).
<b>Tagalog</b>	PAUNAWA: Kung nagsasalitaka ng Tagalog, maaari kang gumamit ng mgaserbisyo ng tulong sawikanang walang bayad. Tumawagsa 1-605-882-2630.
<b>Serbo-Croatian</b>	OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-xxx-xxx-xxxx (TTY- Telefon za osobe sa oštećenim govorom ili sluhom:1-605-882-2630.
<b>German</b>	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-605-882-2630.
<b>French</b>	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-605-882-2630.
<b>Amharic</b>	ማሳሰቢያ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያገለግሉት ተዘጋጅተዋል። ወደ ሚከተለው ቁጥር ይደውሉ 1-605-882-2630
<b>Sudanic</b>	MAANDO: To a waawi[Adamawa], e woodiballooji-ma to ekkitaaki woldecaahu. Noddu 1-605-882-2630
<b>Russian</b>	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-605-882-2630
<b>Korean</b>	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-605-882-2630
<b>Cushite</b>	XIYYEEFFANNAA: Afaandubbattu Oroomiffa, tajaajilagargaarsaafaanii, kanfaltiidhaan ala, niargama. Bilbilaa 1-605-882-2630
<b>Ukrainian</b>	УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 1-605-882-2630