



## DISCRIMINATION IS AGAINST THE LAW

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

OSM 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, and other formats)

OSM provides free language services to people whose primary language is not English, such as information written in other languages

If you need these services, contact OSM’s Compliance Officer.

If you believe that OSM 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:

- OSM’s Compliance Officer: Lisa Doody
- Mailing Address: 825 Washington St, Suite 260, Norwood, MA 02062
- Telephone number: (781) 769-6720
- Fax: (781) 769-0691
- Email: [lisa.orthomass@gmail.com](mailto:lisa.orthomass@gmail.com)

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

<p><b>English</b> ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-781-769-6720 (TTY: 1-800-439-2370).</p>	<p><b>Français (French)</b> ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-781-769-6720 (ATS : 1-800-439-2370).</p>
<p><b>Español (Spanish)</b> ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-781-769-6720 (TTY: 1-800-439-2370).</p>	<p><b>Italiano (Italian)</b> ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-781-769-6720(TTY: 1-800-439-2370).</p>
<p><b>Português (Portuguese)</b> ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-769-6720 (TTY: 1-800-439-2370).</p>	<p><b>한국어 (Korean)</b> 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-781-769-6720 (TTY: 1-800-439-2370)번으로 전화해 주십시오.</p>
<p><b>繁體中文 (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 1-781-769-6720 (TTY : 1-800-439-2370)。</p>	<p><b>Ἑλληνικά(Greek)</b> ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε 1-781-769-6720 (TTY: 1-800-439-2370).</p>
<p><b>Kreyòl Ayisyen (French Creole)</b> ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-781-769-6720 (TTY: 1-800-439-2370).</p>	<p><b>Polski (Polish)</b> UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-781-769-6720 (TTY: 1-800-439-2370).</p>
<p><b>Tiếng Việt (Vietnamese)</b> CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-781-769-6720 (TTY: 1-800-439-2370).</p>	<p><b>हिंदी (Hindi)</b> ध्यान दें: यहाँ आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-781-769-6720 (TTY: 1-800-439-2370) पर कॉल करें।</p>
<p><b>Русский(Russian)</b> ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните (телетайп: 1-781-769-6720 1-800-439-2370).</p>	<p><b>ગુજરાતી (Gujarati)</b> પ્રયુના: જો તમે ગુજરાતી બોલતા હો, તો નિ:પલ્કુ ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-781-769-6720 (TTY: 1-800-439-2370).</p>
<p><b>عربي (Arabic)</b> تتوافر لك بالمجان. اتصل برقم 1-781-769-6720 (رقم إذا كنت تتحدث انكليزية، فإن خدمات المساعدة اللغوية هاتفت الصم والبكم: 1-800-439-2370). ملحوظة:</p>	<p><b>ខ្មែរ (Cambodian)</b> ប្រយ័ត្ន: បើសិនអ្នកនិយាយខ្មែរ, សេវាជំនួយភាសាខ្មែរមិនគិតលុយសោះ គឺធានាសំបាប់ឲ្យអ្នក។ ចូរ ទូរស័ព្ទ 1-781-769-6720 (TTY: 1-800-439-2370)។</p>