



Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement:

Discrimination is Against the Law

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

Bone and Joint, S.C.:

- 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)
- 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 **Jayne Janikowski – LEP Coordinator or Angel Copa-EOC Coordinator** at (715) 359-6442.

If you believe that Bone and Joint, S.C. 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: **Terry Lawrence - CEO/Chief Compliance Officer**, 5200 Hummingbird Road, Wausau, WI 54401, Phone: (715) 393-0322, Fax: (715) 393-0390, email: tlawrence@bonejoint.net. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Terry Lawrence is available to help you. Complainants must file complaint within 180 days from alleged discriminatory act.

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> or <http://dhs.wisconsin.gov/civilrights/index.html>