



DISCRIMINATION IS AGAINST THE LAW

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

Colorado Springs Orthopaedic Group 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)

Colorado Springs Orthopaedic Group provides free language services to people whose primary language is not English, such as: qualified interpreters.

If you need these services, contact Colorado Springs Orthopaedic Group's Chief Operating Officer, Nicole Banning.

If you believe that Colorado Springs Orthopaedic Group 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:

- Nicole Banning, COO; Colorado Springs Orthopaedic Group
- Mailing Address: 4110 Briargate Parkway, Suite 300, Colorado Springs, CO 80920
- Telephone number: (719) 632-7669
- Fax: (719) 632-0088
- Email: nbanning@csog.net

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Nicole Banning 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>ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-719-632-7669</p>	<p>ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-719-632-7669</p>
<p>CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-719-632-7669</p>	<p>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 1-719-632-7669</p>
<p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-719-632-7669. 번으로 전화해 주십시오.</p>	<p>ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-719-632-7669</p>
<p>ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያግዝዎት ተዘጋጅተዋል። ወደ ሚከተለው ቁጥር ይደውሉ 1-719-632-7669</p>	<p>ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوفر لك بالمجان. اتصل برقم 1-719-632-7669</p>
<p>ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-719-632-7669</p>	<p>ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-719-632-7669</p>
<p>ध्यान दिनुहोस्: तपाईंले नेपाली बोल्नुहुन्छ भने तपाईंको निम्ति भाषा सहायता सेवाहरू नि:शुल्क रूपमा उपलब्ध छ । फोन गर्नुहोस् 1-719-632-7669 ।</p>	<p>PAALALA: Kung ang salita ay wikang Tagalog, may lebring serbisyo para sayo. Tumawag sa 1 719 632-7669</p>
<p>注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-719-632-7669 まで、お電話にてご連絡ください。</p>	<p>XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-719-632-7669.</p>
<p>توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد. با (1-719-632-7669) تماس بگیرید.</p>	<p>Dè dɛ nìà kɛ dyédé gbo: ɔ jũ ké m̀ [Bàsòò-wùdù-po-nyò] jũ ní, nìí, à wuɖu kà kò d̀ò po-poò b̀éin m̀ gbo kpáa. Dá 1-719-632-7669</p>
<p>Ige nti: O buru na asu Ibo asusu, enyemaka diri gi site na call 1-719-632-7669</p>	<p>AKIYESI: Ti o ba nso ede Yoruba ofe ni iranlowo lori ede wa fun yin o. E pe ero ibanisoro yi 1-719-632-7669</p>