## DISCRIMINATION IS AGAINST THE LAW

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

Dermatology Associates of West Michigan

- Provides free aids and services to people with disabilities to communicate effectively with us, such as, qualified sign language interpreters
- Provides free language services to people whose primary language is not English, such as, qualified interpreters

If you need these services, contact Dermatology Associates of West Michigan's Compliance Officer.

If you believe that Dermatology Associates of West Michigan 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 Dermatology Associates of West Michigan's Compliance Officer. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Dermatology Associates of West Michigan'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 <u>https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</u>, 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 habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-616- 949-5600.	ملحوظة: إذا كنت -5600-949-616-1 تتحدت اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم	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 1-616-949-5600
ے אל ה' הי איז איז איז א' איז א' איז איז אישל היא איז אישל שיש איז	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1- 616-949-5600	KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-616-949-5600
주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-616-949- 5600 번으로 전화해 주십시오.	ল⊡য্ করনঃ যিদ আপিন বাংলা, কথা বলেত পা৹েরন, তাহেল িনঃখরচায় ভাষা সহায়তা পিরেষবা উপল⊡ আেছা ৹েফান করন ১- 616-949-5600৷	UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-616-949-5600
ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-616-949- 5600	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-616-949-5600	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。1-616-949-5600 まで、お電話にてご連絡くださ い。
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。1-616-949-5600  まで、お電話にてご連絡くださ い。	OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-616-949- 5600	FAKATOKANGA'I: Kapau 'oku ke Lea-Fakatonga, ko e kau tokoni fakatonu lea 'oku nau fai atu ha tokoni ta'etotongi, pea teke lava 'o ma'u ia. Telefoni mai 1-616-949- 5600