

**Nondiscrimination Statement: Discrimination is Against the Law**  
**Notice Informing Individuals about Nondiscrimination and Accessibility Requirements**

Asheville Head, Neck and Ear Surgeons, P.A. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Asheville Head, Neck and Ear Surgeons, P.A. does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Asheville Head, Neck and Ear Surgeons, P.A.:

- 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 (such as large print)
- Provides free language services to people whose primary language is not English, such as:  
Qualified interpreters

If you need these services, please ask any staff member of Asheville Head, Neck and Ear Surgeons, P.A.

If you believe that Asheville Head, Neck and Ear Surgeons, P.A. 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:

Administrator, 1065 Hendersonville Road, Asheville, NC 28803, 828-254-3517, administrator@ashevilleheadneckear.com. You can file a grievance in person or by mail or email. If you need help filing a grievance, Asheville Head, Neck and Ear Surgeons'

Administrator 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, DC 20201, 1-800-868-1019, 800-537-7697 (TDD).

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

ATTENTION: If you speak with limited English proficiency, language assistance services, free of charge, are available to you.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística.

注意：如果您使用繁體中文，您可以免費獲得語言援助服務

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement.

إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم xxx-xxx-xxxx-1 (رقم

LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода.

ប្រយ័ត្ន: បើសិនជាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយផ្នែកភាសា ដោយមិនគិតថ្លៃ គឺអាចមានសំរាប់បម្រើអ្នក។

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं।

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。

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad.

સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે.