

## **Discrimination is Against the Law**

ENT Associates, The Surgery Center, and The Hearing Center comply with applicable federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or gender.

ENT Associates, The Surgery Center, and The Hearing Center do not exclude people or treat them differently because of race, color, national origin, age, disability, or gender.

ENT Associates, The Surgery Center, and The Hearing Center:

- Provide free aids and services to people with disabilities to communicate effectively with us.
- Provide free language services to people whose primary language is not English.

If you need these services, contact the Compliance Officer of ENT Associates.

If you believe that ENT Associates, The Surgery Center, or The Hearing Center has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or gender, you can file a grievance in person or by mail, fax, or email.

Compliance Officer  
10021 Dupont Circle Ct, Fort Wayne, IN 46825  
Phone: 1-260-426-8117  
Fax: 1-260-423-9677

If you need help filing a grievance, the Compliance Officer is available to help you.

You can also file a civil rights complaint with the Indiana Civil Rights Commission (ICRC) by calling **1-800-628-2909** or **filing electronically at** [in.gov/icrc/](http://in.gov/icrc/).

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 telephone 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; 1-800-537-7697 (TDD)

<p><b>ATTENTION:</b> If you speak English, language assistance services, free of charge, are available to you. Call 1-260-426-8117</p>	<p><b>ATENCIÓN:</b> si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-260-426-8117.</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 1-260-426-8117。</p>	<p><b>ACHTUNG:</b> Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-260-426-8117</p>
<p><b>Wann du [Deutsch (Pennsylvania German / Dutch)]</b> schwetzsch, kannsch du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-260-426-8117</p>	<p><b>Burmese:</b> သတိပြုရန် - အကယုၣ် သၣ်သညး မုၢ်မုၢ်မုၢ်မုၢ် ကို ရုဟပါက၊ ဘာသာစကား အကူအညီ၊ အခမဲ့၊ သၣ်အတၢ် ကြူ စီစဉ်ဆော့ရၣ်ပေးပါမညး။ ဖုန်းနံပါတ် 1-260-426-8117 သို့မူ ခေၣ်ဆိုပါ။</p>
<p><b>Arabic:</b> ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم (رقم هاتف الصم والبكم 1-260-426-8117</p>	<p><b>Korean:</b> 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-260-426-8117 번으로 전화해 주십시오.</p>
<p><b>Vietnamese:</b> CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-260-426-8117</p>	<p><b>French:</b> ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-260-426-8117</p>
<p><b>Japanese:</b> 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。1-260-426-8117 まで、お電話にてご連絡ください。</p>	<p><b>Dutch:</b> AANDACHT: Als u nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1-260-426-8117</p>
<p><b>Tagalog:</b> PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-260-426-8117</p>	<p><b>Russian:</b> ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-260-426-8117</p>
<p><b>Panjubi:</b> ਧਿਆਨ ਦਿਓ: ਜੇ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਸੇਵਾ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ ਉਪਲਬਧ ਹੈ। 1-260-426-8117 'ਤੇ ਕਾਲ ਕਰੋ।</p>	<p><b>Hindi:</b> ध्यान दें: यदि आप हकी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-260-426-8117 पर कॉल करें।</p>