

## NOTICE INFORMING INDIVIDUALS ABOUT NONDISCRIMINATION AND ACCESSIBILITY REQUIREMENTS: DISCRIMINATION IS AGAINST THE LAW

Southern Bone & Joint Specialists, PA, Southern Surgery Center, LLC, and Southern Development Resources, LLC (“the Practice”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Practice does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

### THE PRACTICE

- 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)
- 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, please contact the Human Resources Director.

If you believe that the Practice 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:

*Director of Human Resources*  
3688 Veterans Memorial Drive, Suite 200  
Hattiesburg, MS 39401  
Phone: 601-554-7400 • Fax: 601-554-7499  
Email: [info@southernboneandjoint.com](mailto:info@southernboneandjoint.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Director of Human Resources is available to help you.

You can also file a civil rights complaint with:

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 the following:

U.S. Department of Health and Human Services  
200 Independence Avenue SW, Room 509F • HHH Building  
Washington, DC 20201  
1-800-868-1019 • 1-800-537-7697 (TDD).

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

### FOR LANGUAGE ASSISTANCE SERVICES:

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-601-554-7400.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-601-554-7400.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-601-554-7400.

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 1-601-554-7400

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-601-554-7400

هاتف الصم والبكم: (601-554-7400-1). ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-601-554-7400 (رقم

ANOMPA PA PISAH: [Chahta] makilla ish anompoli hokma, kvna hosh Nahollo Anompa ya pipilla hosh chi tosholahinla. Atoko, hattak yvmmā im anompoli chi bvnnakmvt, holhtina pa payah: 1-601-554-7400.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-601-554-7400.

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-601-554-7400.

주의: 한국어를 사용하시는 경우, 어지원 서비스를 무료로 이용하실 수 있습니다. 1-601-554-7400.

સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-601-554-7400

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。1-601-554-7400.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-601-554-7400.

ਧਿਆਨ ਦਿਓ: ਜੇ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਸੇਵਾ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ ਉਪਲਬਧ ਹੈ। 1-601-554-7400

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-601-554-7400.

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-601-554-7400