

Discrimination is Against the Law

North Country Orthopedic Specialists (“NCOS”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. NCOS does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

NCOS 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, and other formats)

NCOS provides free language services to people whose primary language is not English, such as information written in other languages.

If you need these services, contact NCOS’s Compliance Officer:

- Name: Lori M. Baldwin
- Mailing Address: 25 Willowbrook Road, Suite 2, Queensbury, NY 12804
- Telephone Number: (518) 793-9156 ext. 203
- Fax: (518) 793-6591

If you believe that NCOS 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 NCOS’ Compliance Officer. You can file a grievance in person or by mail, fax, or email. If you need help in filing a grievance, NCOS’ 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 of 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 1-800-368-1019, 800-537-7697 (TDD).

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

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-518-793-9156.

Spanish:

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-518-793-9156.

Chinese:

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 1-518-793-9156

Russian:

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-518-793-9156

French Creole:

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-518-793-9156

Korean:

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-518-793-9156

Italian:

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-518-793-9156

Yiddish:

אויפֿמערקזאָם: אויב איר רעדט אידיש, זענען פֿאַרהאַן פֿאַר אײך שפּראַך הילף סערוויסעס פֿרײ פֿון אפצאל. 1-518-793-9156

Bengali:

লক্ষ্য করুনঃ যদি আপনি বাংলা, কথা বলতে পারেন, তাহলে নিঃখরচায় ভাষা সহায়তা পরিষেবা উপলব্ধ আছে। ফোন করুন ১-৫১৮-৭৯৩-৯১৫৬

Polish:

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-518-793-9156

Arabic:

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1- (رقم هاتف الصم والبكم 1-518-793-9156)

French

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-518-793-9156

Urdu :

خبردار: اگر آپ اردو بولتے ہیں، تو آپ کو زبان کی 1-مدد کی خدمات مفت میں دستیاب ہیں۔ کال کریں 518-793-9156

Tagalog:

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-518-793-9156

Greek:

ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε 1-518-793-9156

Albanian:

KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-518-793-9156