

## Discrimination is Against the Law.

The Orthopedic & Sports Institute and its affiliated entities (collectively "OSI") comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex. OSI does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

OSI:

- 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, contact Peggy Block, Shari Kappel, or Angie Laux at 920-560-1000

If you believe that OSI 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:

Civil Rights Officer, 2105 E. Enterprise Ave, Appleton, WI 54913 Phone: 920-560-1000 Fax: 920-560-1112. Email: [peggy.block@osifv.com](mailto:peggy.block@osifv.com), [shari.kappel@osifv.com](mailto:shari.kappel@osifv.com), [angie.laux@osifv.com](mailto:angie.laux@osifv.com).

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, a Civil Rights 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 <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>,

Or by mail or phone at:

US Department of Health and Human Services

200 Independence Avenue, SW Room 509F, HHH Building

Washington, D.C. 20201

1-800-368-1019 or 1-800-537-7697 (TDD)

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