

Notice of Nondiscrimination and Availability of Language Assistant Services and Auxiliary Aids.

Nondiscrimination:

Ear, Nose and Throat Associates of Chester County

*Complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex, including sex characteristics, including intersex traits; pregnancy or related conditions; sexual orientation; gender identity, and sex stereotypes.

Ear, Nose and Throat Associates of Chester County

*Does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Language Accommodations and Services:

Ear, Nose and Throat Associates of Chester County

*Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services to communicate effectively with us.

*Provides free language assistance services to people whose primary language is not English.

Grievance procedures:

Any person who believes that Ear, Nose and Throat Associates of Chester County subjected someone to discrimination prohibited by Section 1557 may file a grievance under this procedure.

Filing a grievance does not prevent a person from pursuing other legal or administrative remedies, including filing a complaint of discrimination on the basis of race, color, national origin, sex, age, or disability in court.

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, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)**

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

It is against the law for Ear, Nose and Throat Associates of Chester County to intimidate, threaten, coerce, retaliate, or otherwise discriminate against anyone who files a grievance, or participates in the investigation of a grievance for the purpose of interfering with any right or privilege secured by Section 1557.