

## Notice of Nondiscrimination

### Discrimination Is Against the Law

Excelsior Orthopaedics, LLP complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described at *45 CFR § 92.101(a)(2)*).

Excelsior Orthopaedics, LLP:

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services 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 assistance services to people whose primary language is not English, which may include:
  - Qualified interpreters
  - Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact Pam Larkin.

If you believe that Excelsior Orthopaedics, LLP 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 Pam Larkin, Civil Rights Coordinator, 3925 Sheridan Drive, Amherst, NY 14226, tel # 716-250-6402, fax: 716-250-6555, email [plarkin@excelsiorortho.com](mailto:plarkin@excelsiorortho.com). You can file a grievance, Pam Larkin, Civil Rights Coordinator is available to help you.

You also can 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>.

This notice is available on Excelsior Orthopaedics LLP's website: [www.excelsiorortho.com](http://www.excelsiorortho.com).