

## **Notice Informing Individuals About Nondiscrimination Policy and Accessibility**

Piedmont Ear, Nose, Throat and Related Allergy, P.C. (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, contact Felicia Gentry, Administrator

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: Felicia Gentry, Administrator, 404-351-5045, Fax: 404-974-2197 or [fgentry@piedent.com](mailto:fgentry@piedent.com). You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Felicia Gentry 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:

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>.

**Information Regarding Language Assistance Services  
for Individuals With Limited English Proficiency**

**English ATTENTION:** *If you speak English, language assistance services, free of charge, are available to you. Call 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.*

**Spanish ATENCIÓN:** *si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo.*

**Tiếng Việt (Vietnamese) CHÚ Ý:** *Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. tuân thủ luật dân quyền hiện hành của Liên bang và không phân biệt đối xử dựa trên chủng tộc, màu da, nguồn gốc quốc gia, độ tuổi, khuyết tật, hoặc giới tính.*

**한국어 (Korean) 주의:** *한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-404-351-5045번으로 전화해 주십시오. Piedmont Ear, Nose, Throat and Related Allergy, P.C.은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.*

**繁體中文 (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 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. 遵守適用的聯邦民權法律規定，不因種族、膚色、民族血統、年齡、殘障或性別而歧視任何人。*

**ગુજરાતી (Gujarati) સુચના:** *જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. લાગુ પડતા સમવાયી નાગરિક અધિકાર કાયદા સાથે સુસંગત છે અને જાતિ, રંગ, રાષ્ટ્રીય મૂળ, ઉંમર, અશક્તતા અથવા લિંગના આધારે ભેદભાવ રાખવામાં આવતો નથી.*

**العربية (Arabic)**

*لحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-404-351-5045. يلتزم Piedmont Ear, Nose, Throat and Related Allergy, P.C. بقوانين الحقوق المدنية الفدرالية المعمول بها ولا يميز على أساس العرق أو اللون أو الأصل الوطني أو السن أو الإعاقة أو الجنس.*

**Français (French) ATTENTION :** *Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. respecte les lois fédérales en vigueur relatives aux droits civiques et ne pratique aucune discrimination basée sur la race, la couleur de peau, l'origine nationale, l'âge, le sexe ou un handicap.*

**አማርኛ (Amharic)** ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያገዝዎት ተዘጋጅተዋል። ወደ ሚከተለው ቁጥር ይደውሉ 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. የፌዴራል ሲቪል መብቶችን መብት የሚያከብር ሲሆን ሰዎችን በዘር፣ በቆዳ ቀለም፣ በዘር ሃረግ፣ በእድሜ፣ በአካል ጉዳት ወይም በጾታ ማንኛውንም ሰው አያገልጽም።

**हिंदी (Hindi)** ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-404-351-5045 पर कॉल करें। Piedmont Ear, Nose, Throat and Related Allergy, P.C. लागू होने योग्य संघीय नागरिक अधिकार क़ानून का पालन करता है और जाति, रंग, राष्ट्रीय मूल, आयु, विकलांगता, या लिंग के आधार पर भेदभाव नहीं करता है।

**Kreyòl Ayisyen (French Creole)** ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. konfòm ak lwa sou dwa sivil Federal ki aplikab yo e li pa fè diskriminasyon sou baz ras, koulè, peyi orijin, laj, enfimite oswa sèks.

**Русский (Russian)** ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола.

**Português (Portuguese)** ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. cumpre as leis de direitos civis federais aplicáveis e não exerce discriminação com base na raça, cor, nacionalidade, idade, deficiência ou sexo.

### **فارسی (Farsi)**

Piedmont Ear, Nose, Throat and Related Allergy, P.C. از قوانین حقوق مدنی فدرال مربوطه تبعیت می کند و هیچگونه تبعیضی بر اساس نژاد، رنگ پوست، اصلیت ملیتی، سن، ناتوانی یا جنسیت افراد قابل نمی شود.

**توجه:** اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد. با 1-404-351-5045 تماس بگیرید.

**Deutsch (German)** ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-404-351-5045. Piedmont Ear, Nose, Throat and Related Allergy, P.C. erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab.

**日本語 (Japanese)** 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。1-404-351-5045. まで、お電話にてご連絡ください。Piedmont Ear, Nose, Throat and Related Allergy, P.C.は適用される連邦公民権法を遵守し、人種、肌の色、出身国、年齢、障害または性別に基づく差別をいたしません。