

Notice Informing Individuals About Nondiscrimination and Accessibility Requirements

Nondiscrimination Statement:

Discrimination is Against the Law

Western New York Ear, Nose & Throat PC 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. Western New York Ear, Nose & Throat PC does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Western New York Ear, Nose & Throat, PC:

- 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, accessible electronic formats)
- Provides free language assistance services to people whose primary language is not English, which may include:
 - Qualified interpreters
 - Information written in other languages as needed.

If you need these services, please notify us at the time of registration, pre-registration, or any time during your encounter.

If you believe that Western New York Ear, Nose & Throat, PC 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 Committee**, 3670 South Benzing Road Suite C Orchard Park, New York 14217, phone: 716-675-5711, fax: 716-675-3197. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Civil Right Committee 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>.

This notice is available at Western New York Ear, Nose & Throat PC website:
<https://www.wnyent.com/>