

DISCRIMINATION IS AGAINST THE LAW

Iowa Ortho complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Iowa Ortho does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Iowa Ortho provides free services to people with disabilities to communicate effectively with us, such as:

- Qualified sign language interpreters

Iowa Ortho provides free language services to people whose primary language is not English, such as:

- Qualified Interpreters

If you need these services, contact Iowa Ortho at our main number (515) 247-8400.

If you believe that Iowa Ortho 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:

- Iowa Ortho's Compliance Officer: Front Office Manager
- Mailing Address: 405 Laurel Street, Suite A, Des Moines, IA 50314
- Telephone number: (515) 699-8386
- Fax: (515) 362-7929
- Email: jeide@IowaOrtho.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Iowa Ortho's Compliance 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: 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>.

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call (515) 247-8400	
ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al (515) 247-8400.	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(515) 247-8400。
CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số (515) 247-8400.	OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite (515) 247-8400.
ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: (515) 247-8400.	تحدثك أنت إذا ملحوظة - (515) 247-8400 ال لغوية المساعدة خدمات ف إن اللعبة، انكر ب رقم ات صل ب الامجان لك ت توافر
ໂປດຊາບ: ຖ້າວ່າທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຍຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທ (515) 247-8400.	(주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다: (515) 247-8400.
ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। (515) 247-8400.	ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le (515) 247-8400.
Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call (515) 247-8400.	PAKDAAR: Nu saritaem ti llocano, ti serbisyo para ti baddang ti lengguahe nga awanan bayadna, ket sidadaan para kenyam. Awagan ti (515) 247-8400.
PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa (515) 247-8400.	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните (515) 247-8400
<p>ပတ်သည့်ပတ်သေး- နမူကတိက ကညီ ကျိန်အယိ, နမူနို ကျိန်အတိအတိမတေလတ လာတလက်ဘူဂ်လက်စွာ နိတခံဘက်သုန့်ဂ်လီ. ကိ: (515) 247-8400.</p>	