



FOOT AND ANKLE  
SPECIALISTS

## Non-Discrimination Notice

Foot And Ankle Specialists complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Foot And Ankle Specialists does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Foot And Ankle Specialists 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)

Foot And Ankle Specialists 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 the Compliance Officer for Foot And Ankle Specialists at:

(616) 281- 0666

If you believe that Foot And Ankle Specialists 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:

Compliance Officer  
Foot And Ankle Specialists  
2144 East Paris Ave SE Suite 100 Grand Rapids, MI 49546  
Phone (616) 281-0666  
Fax (616) 281-0752  
Email: [info@footandankledoctors.com](mailto:info@footandankledoctors.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the 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>.

<p><b>ENGLISH</b></p> <p>ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-616-281-0666.</p>	<p><b>BENGALI</b></p> <p>লক্ষ্য করুন: যদি আপনি বাংলা, কথা বলেত পারেন, তাহলে িনঃখরচায় ভাষা সহায়তা পিরেশবা উপলব্ধ আছ। েফান করন 1-616-281-0666।</p>
<p><b>SPANISH</b></p> <p>ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-616-281-0666.</p>	<p><b>POLISH</b></p> <p>UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-616-281-0666.</p>
<p><b>ARABIC</b></p> <p>تنبيه: إذا كنت تتحدث خدمات المساعدة اللغوية، مجاناً الإنكليزية وتتوفر لك. دعوة 1-616-281-0666.</p>	<p><b>GERMAN</b></p> <p>ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-616-281-0666.</p>
<p><b>CHINESE</b></p> <p>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 1-616-281-0666。</p>	<p><b>ITALIAN</b></p> <p>ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-616-281-0666.</p>
<p><b>SYRIAC</b></p> <p>مذكرة: إذا كنت تتحدث خدمات المساعدة اللغوية، مجاناً الإنكليزية وتتوفر لك. دعوة 1-616-281-0666.</p>	<p><b>JAPANESE</b></p> <p>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。1-616-281-0666まで、お電話にてご連絡ください。</p>
<p><b>VIETNAMESE</b></p> <p>CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-616-281-0666.</p>	<p><b>RUSSIAN</b></p> <p>ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-616-281-0666.</p>
<p><b>ALBANIAN</b></p> <p>KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-616-281-0666.</p>	<p><b>SERBO-CROATIAN</b></p> <p>OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-616-281-0666.</p>
<p><b>KOREAN</b></p> <p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-616-281-0666으로 전화해 주십시오.</p>	<p><b>TAGALOG</b></p> <p>PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-616-281-0666.</p>