



DISCRIMINATION IS AGAINST THE LAW

English: Pacific Rim Orthopaedic Surgeons (PROS) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Español (Spanish): Pacific Rim Orthopaedic Surgeons (PROS) 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) Pacific Rim Orthopaedic Surgeons (PROS) 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.

繁體中文 (Chinese) : Pacific Rim Orthopaedic Surgeons (PROS) 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。

한국어 (Korean): Pacific Rim Orthopaedic Surgeons (PROS) 은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.

Русский (Russian): Pacific Rim Orthopaedic Surgeons (PROS) соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола.

አማርኛ (Amharic): Pacific Rim Orthopaedic Surgeons (PROS) የፌዴራል ሲቪል መብቶችን መብት የሚያከብር ሲሆን ሰዎችን በዘር፣ በቆዳ ቀለም፣ በዘር ሃረግ፣ በእድሜ፣ በአካል ጉዳት ወይም በጾታ ማንኛውንም ሰው አያገልግም።

العربية (Arabic):

يلتزم Pacific Rim Orthopaedic Surgeons (PROS) بقوانين الحقوق المدنية الفدرالية المعمول بها ولا يميز على أساس العرق أو اللون أو الأصل الوطني أو السن أو الإعاقة أو الجنس.

Deutsch (German): Pacific Rim Orthopaedic Surgeons (PROS) erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab.

Français (French): Pacific Rim Orthopaedic Surgeons (PROS) 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.

नेपाली (Nepali): Pacific Rim Orthopaedic Surgeons (PROS) ले उपयुक्त संघीय अधिकारको

व्यवस्थासँगै पालन गर्छ र वंश, रङ, राष्ट्रियता, उमेर, अपाङ्गता वा लिङ्गको आधारमा भेदभाव गर्दैन ।

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Tagalog (Tagalog – Filipino): Sumusunod ang Pacific Rim Orthopaedic Surgeons (PROS) sa mga naaangkop na Pederal na batas sa karapatang sibil at hindi nandiskrimina batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan o kasarian.

日本語 (Japanese): Pacific Rim Orthopaedic Surgeons (PROS) 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。

فارسی (Farsi):

Pacific Rim Orthopaedic Surgeons (PROS) از قوانین حقوق مدنی فدرال مربوطه تبعیت می کند و هیچگونه تبعیضی بر اساس نژاد، رنگ پوست، اصلیت ملیتی، سن، ناتوانی یا جنسیت افراد قایل نمی شود.

èdè Yorùbá (Yoruba): Pacific Rim Orthopaedic Surgeons (PROS) tele ilana ofin ijoba apapo lori eto ara ilu atipe won ko gbodo sojusaju lori oro eya awo, ilu-abinibi, ojo-ori, abarapa tabi okunrin ati obinrin.

Bàsòò-wùdù-po-nyò (Bassa): Pacific Rim Orthopaedic Surgeons (PROS) Nyò b̃èè kp̃ ònyòñ-dyù gbo-gm̃-gm̃à b̃èè dyi ké wa ní ge nyòñ-dyù mú dyìin d̃é b̃óḍó-dù nyòò sò k̃è mú, m̃ò kà nyòò dyòò-kù nyu niè ke mú, m̃ò b̃óḍó b̃é nyòò sò k̃è mú, m̃ò z̃ j̃ kà nyòò ḍà nyue mú, m̃ò nyòò m̃é kó dyíe mú, m̃ò nyòò m̃é mò g̃àa, m̃ò nyòò m̃é mò màa kee mú.

NOTICE OF NON-DISCRIMINATION

English (available in other languages upon request)

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Appendix A to Part 92—Notice Informing Individuals About Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement:

Discrimination is Against the Law

Pacific Rim Orthopaedic Surgeons (PROS) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Pacific Rim Orthopaedic Surgeons (PROS) does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Vail-Summit Orthopaedics:

- 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, speak with our Reception Desk at 360-733-7670.

If you believe that Pacific Rim Orthopaedic Surgeons (PROS) 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: Andrea Vitalich, 2979 Squalicum Pkwy, Ste 203, Bellingham WA 98225, 360-733-7670 office, 360-647-1901, or ajvitalich@hinet.org. You can

file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Andrea Vitalich 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>.