



**Orthopedic Associates – Flower Mound & Lewisville**  
Orthopedic Surgery and Sports Medicine

**DISCRIMINATION IS AGAINST THE LAW**  
**Statement of Non-Discrimination and How to File a Grievance**

The physicians at Orthopedic Associates complies with applicable Federal civil rights laws and does not discriminate on the basis of race, national origin, age, disability, or sex. Orthopedic Associates does not exclude people or treat them differently because of race, national origin, age, disability or sex. All patients seeking treatment at our facility are to be treated with respect and dignity. Any treatment determinations based on a person's physical status or diagnosis will be made on the basis of medical evidence and treatment capacity and not on the basis of fear or prejudice. Services will be furnished on the medical necessity and appropriateness of the service as well as applicable requirements of federal and state law and regulations regarding the types of treatment that may appropriately be furnished at our facility.

Orthopedic Associates provides free language services to people whose primary language is not English, such as information written in other languages.

If you have questions regarding this policy or believe that you haven't been treated fairly, you may file a grievance in writing by describing the nature of the problem, the relief or remedy you are seeking, as well as your name, address and phone number(s). The grievance should be filed via mail or fax to the following:

- Attention: Compliance Officer
- Mailing: Orthopedic Associates 5000 Long Prairie Road, Suite 100 Flower Mound, Texas 75028
- Fax: 214.222.6674

You may also file a grievance or civil rights complaint to:

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/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. Phone 1-800-368-1019. (TDD) 1-800-537-7697.

Complaint forms are available at <https://www.hhs.gov/ocr/office/file/index.html>.

**Orthopedic Associates – Flower Mound & Lewisville  
NONDISCRIMINATION STATEMENT**

	<b>Language</b>	<b>Notice</b>
1	English	The physicians of Orthopedic Associates complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.
2	Spanish Español	The physicians of Orthopedic Associates cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo.
3	Vietnamese Tiếng Việt	The physicians of Orthopedic Associates 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.
4	Chinese 中文 Zhōngwén	The physicians of Orthopedic Associates 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。
5	Korean 한국어	The physicians of Orthopedic Associates은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.
6	Arabic العربية	يقوانين الحقوق المدنية الفدرالية المعمول بها ولا يميز على أساس العرق أو يلتزم The physicians of Orthopedic Associates اللون أو الأصل الوطني أو السن أو الإعاقة أو الجنس.
7	Urdu اردو	The physicians of Orthopedic Associates قابل اطلاق وفاقی شہری حقوق کے قوانین کی تعمیل کرتا ہے اور یہ کہہ نسل، رنگ، قومیت، عمر، معذوری یا جنس کی بنیاد پر امتیاز نہی کرتا.
8	Tagalog (Filipino)	Sumusunod ang The physicians of Orthopedic Associates sa mga naaangkop na Pederal na batas sa karapatang sibil at hindi nandiskrimina batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan o kasarian.
9	French Français	The physicians of Orthopedic Associates 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.
10	Hindi हिंदी	The physicians of Orthopedic Associates लागू होने योग्य संघीय नागरिक अधिकार कानून का पालन करता है और जाति, रंग, राष्ट्रीय मूल, आयु, विकलांगता, या लिंग के आधार पर भेदभाव नहीं करता है।
11	Persian (Farsi) فارسی	The physicians of Orthopedic Associates 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.
12	German	The physicians of Orthopedic Associates erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab.
13	Gujarati ગુજરાતી	The physicians of Orthopedic Associates લાગુ પડતા સમવાયી નાગરિક અધિકાર કાયદા સાથે સુસંગત છે અને જાતિ, રંગ, રાષ્ટ્રીય મૂળ, ઉંમર, અશક્તતા અથવા લિંગના આધારે ભેદભાવ રાખવામાં આવતો નથી.
14	Russian Русский	The physicians of Orthopedic Associates соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола.
15	Japanese 日本語	The physicians of Orthopedic Associates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。
16	Laotian ລາວ	The physicians of Orthopedic Associates ປະຕິບັດຕາມກົດໝາຍວ່າດ້ວຍສິດທິພົນລະເມືອງຂອງສະຫະລັດອາເມລິກາ ທີ່ບໍ່ໄດ້ແຈ້ງແຈ້ງ ແລະບໍ່ຈຳແນກໄດ້ຂອງໄສພັນຖານດ້ານເຊື້ອຊາດ, ສີ່ວັດ, ຊາດກາງເນດ, ອາຍ, ຄວາມພິການ, ຫຼືພູມ.

## Translation Guide

	Language	Notice
1	English	Language assistance services are available at the front desk at all of our locations.
2	Spanish Español	Servicios de asistencia lingüística están disponibles en la recepción en todas nuestras localidades.
3	Vietnamese Tiếng Việt	Dịch vụ hỗ trợ ngôn ngữ có sẵn tại quầy lễ tân ở tất cả các địa điểm của chúng tôi.
4	Chinese 中文 Zhōngwén	语言协助服务，可于我们所有位置的前台。 Yǔyán xiézhù fúwù, kě yú wǒmen suǒyǒu wèizhì de qiántái.
5	Korean 한국어 Hangug-eo	언어 지원 서비스는 우리의 모든 위치에서 프론트 데스크에서 사용할 수 있습니다. Eon-eo jiwon seobiseuneun uliui modeun wichieseo peulonteu deseukeuseo sayonghal su isseubnida.
6	Arabic العربية Alearabia	تشتمل الخدمات على خدمات المساعدة اللغوية في مكتب الاستقبال في جميع مواقعنا. Tashtamil alkhadamat ealaa khadamat almusaeadat allughawiat fi maktab alaistiqbal fi jmye mawaqieina.
7	Urdu اردو	زبان کی مدد کی خدمات ہمارے مقامات میں سے سب پر سامنے میز پر دستیاب ہیں۔
8	Tagalog (Filipino)	Serbisyong tulong sa wika ay magagamit sa front desk sa lahat ng aming mga lokasyon.
9	French Français	Services d'assistance linguistique sont disponibles à la réception à tous nos sites.
10	Hindi हिंदी Hindee	भाषा सहायता सेवाओं हमारे स्थानों के सभी पर सामने मेज़ पर उपलब्ध हैं। Bhaasha sahaayata sevaon hamaare sthaanon ke sabhee par saamane mez par upalabdh hain.
11	Persian (Farsi) فارسی	خدمات کمک زبان در میز جلو در همه مکان های ما در دسترس هستند.
12	German Deutsche	Sprachassistenzdienste sind an der Rezeption an allen Standorten zur Verfügung.
13	Gujarati ગુજરાતી Gujarātī	ભાષા સહાય સેવાઓ અમારા સ્થાનોનો બધા ખાતે ફ્રન્ટ ડેસ્ક પર ઉપલબ્ધ છે. Bhāṣā sahāya sēvā'ō amārā sthānōnō badhā khātē phranṭa ḍēska para upalabdha chē.
14	Russian Русский Russkiy	Мереводческие услуги предоставляются на стойке регистрации на всех наших местах. Perevodcheskiye uslugi predostavlyayutsya na stoyke registratsii na vsekh nashikh mestakh.
15	Japanese 日本語 Nihongo	言語支援サービスは、当社のすべての場所で、フロントデスクでご利用いただけます。 Gengo shien sābisu wa, tōsha no subete no basho de, furonto desuku de go riyō itadakemasu.
16	Laotian ລາວ Lav	ການບໍລິການການຊ່ວຍເຫຼືອພາສາແມ່ນມີໃນຫນ້າທັອນຮູບຢູ່ໃນທງຫມົດຂອງສະຖານທັອງພວກເຮົາ. Kanbolikan kansuanyheu phasa aemnmi yunai na thitonhab yunai thangmod khong sathanthi khongphuakhao.