NOTICE OF NON-DISCRIMINATION

BioSpine Institute – Orlando complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. BioSpine Institute – Orlando does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex. BioSpine Institute – Orlando provides reasonable accommodations for individuals with disabilities.

BioSpine Institute – Orlando provides auxiliary aids and services to people with disabilities free of charge, such as qualified interpreters and written information in alternate formats (large print, audio, accessible electronic formats, other formats).

BioSpine Institute – Orlando also provides free language assistance services to people whose primary language is not English, such as oral interpretation and information written in other languages.

If you need these services, contact any nurse or BioSpine Institute – Orlando's Administrator.

If you believe that BioSpine Institute – Orlando has failed to provide these services or discriminated against you in another way, you can file a grievance with: Administrator/Section 1557 Coordinator, 3900 Millenia Blvd Orlando, FL 32839, (407) 537-5577. You can file a grievance in person or by mail. If you need help filing a grievance, BioSpine Institute – Orlando's Administrator 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.

You can access BioSpine Institute – Orlando's website at https://www.biospine.com/ for further information.

NOTICE OF AVAILABILITY OF LANGUAGE ASSISTANCE

The Center provides free language assistance services and auxiliary aids and services to individuals with limited English proficiency and individuals with disabilities. Contact any staff member or call (407) 537-5577 if you need these services.

Spanish *Español*	El Centro proporciona servicios gratuitos de asistencia lingüística y ayudas y servicios auxiliares a personas con dominio limitado del inglés y personas con discapacidades. Comuníquese con cualquier miembro del personal o llame al número de teléfono indicado anteriormente si necesita estos servicios.
Haitian Creole *Kreyòl Ayisyen*	Sant lan bay sèvis asistans lang gratis ak èd ak sèvis oksilyè pou moun ki gen konesans limite nan lang angle ak moun ki andikape. Kontakte nenpòt manm pèsonèl oswa rele nimewo telefòn ki anwo a si ou bezwen sèvis sa yo.
Portuguese *Português*	O Centro fornece serviços gratuitos de assistência linguística e auxílios e serviços auxiliares a indivíduos com proficiência limitada em inglês e indivíduos com deficiências. Entre em contato com qualquer membro da equipe ou ligue para o número de telefone acima se precisar desses serviços.
French *Français*	Le Centre fournit des services d'assistance linguistique gratuits et des aides et services auxiliaires aux personnes ayant une maîtrise limitée de l'anglais et aux personnes handicapées. Contactez n'importe quel membre du personnel ou appelez le numéro de téléphone ci-dessus si vous avez besoin de ces services.
Chinese (Simplified) *中文（简体）*	中心为英语水平有限的人士和残疾人士提供免费语言协助服务及辅助工具和服务。如果您需要这些服务，请联系任何工作人员或拨打上方的电话号码。
Vietnamese *Tiếng Việt*	Trung tâm cung cấp dịch vụ hỗ trợ ngôn ngữ miễn phí và các công cụ hỗ trợ và dịch vụ cho những người có trình độ tiếng Anh hạn chế và người khuyết tật. Liên hệ với bất kỳ nhân viên nào hoặc gọi số điện thoại ở trên nếu bạn cần những dịch vụ này.
Arabic *العربية*	يوفر المركز خدمات مساعدة لغوية مجانية ووسائل وخدمات مساعدة للأفراد الذين يعانون من إتقان محدود للغة الإنجليزية والأفراد ذوي الإعاقات. تواصل مع أي موظف أو اتصل برقم الهاتف أعلاه إذا كنت بحاجة إلى هذه الخدمات.
Tagalog *Tagalog*	Ang Sentro ay nagbibigay ng libreng mga serbisyo sa tulong sa wika at mga auxiliary na tulong at serbisyo sa mga indibidwal na may limitadong kahusayan sa Ingles at mga indibidwal na may mga kapansanan. Makipag-ugnayan sa anumang miyembro ng kawani o tumawag sa numero ng telepono sa itaas kung kailangan mo ang mga serbisyong ito.
Hindi *हिन्दी*	केंद्र सीमित अंग्रेजी दक्षता वाले व्यक्तियों और विकलांग व्यक्तियों को मुफ्त भाषा सहायता सेवाएं और सहायक साधन एवं सेवाएं प्रदान करता है। यदि आपको इन सेवाओं की आवश्यकता है तो किसी भी कर्मचारी से संपर्क करें या ऊपर दिए गए फोन नंबर पर कॉल करें।

Korean *한국어*	센터는 영어 능력이 제한된 개인과 장애가 있는 개인에게 무료 언어 지원 서비스와 보조 기구 및 서비스를 제공합니다. 이러한 서비스가 필요하시면 직원에게 문의하시거나 위의 전화번호로 전화하십시오.
Russian *Русский*	Центр предоставляет бесплатные услуги языковой помощи, а также вспомогательные средства и услуги лицам с ограниченным знанием английского языка и лицам с ограниченными возможностями. Обратитесь к любому сотруднику или позвоните по номеру телефона, указанному выше, если вам нужны эти услуги.
German *Deutsch*	Das Zentrum bietet Personen mit begrenzten Englischkenntnissen und Personen mit Behinderungen kostenlose Sprachassistenzleistungen sowie Hilfsmittel und Dienste an. Wenden Sie sich an einen Mitarbeiter oder rufen Sie die oben angegebene Telefonnummer an, wenn Sie diese Leistungen benötigen.
Italian *Italiano*	Il Centro fornisce servizi gratuiti di assistenza linguistica e ausili e servizi ausiliari a persone con conoscenza limitata dell'inglese e a persone con disabilità. Contatta qualsiasi membro del personale o chiama il numero di telefono indicato sopra se hai bisogno di questi servizi.
Polish *Polski*	Centrum zapewnia bezpłatne usługi pomocy językowej oraz pomoce i usługi pomocnicze dla osób ze słabą znajomością języka angielskiego i osób niepełnosprawnych. Skontaktuj się z dowolnym pracownikiem lub zadzwoń pod numer telefonu podany powyżej, jeśli potrzebujesz tych usług.
Gujarati *ગુજરાતી*	સેન્ટર મર્યાદિત અંગ્રેજી પ્રવીણતા ધરાવતા વ્યક્તિઓ અને વિકલાંગ વ્યક્તિઓને મફત ભાષા સહાય સેવાઓ અને સહાયક સહાય અને સેવાઓ પ્રદાન કરે છે. જો તમને આ સેવાઓની જરૂર હોય તો કોઈ પણ સ્ટાફ સભ્યનો સંપર્ક કરો અથવા ઉપર આપેલ ફોન નંબર પર કૉલ કરો.