



DISCRIMINATION IS AGAINST THE LAW

EmergeOrtho complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (Including pregnancy, sexual orientation, and gender identity). EmergeOrtho does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity).

EmergeOrtho:

- 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, please contact our offices, including our front desk staff, call center, and provider team members, or Michael Berwanger, Civil Rights Coordinator at [crcoordinator@emergeortho.com](mailto:crcoordinator@emergeortho.com).

If you believe that EmergeOrtho has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex (including pregnancy sexual orientation, and gender identity), you can file a grievance with: Michael Berwanger, Civil Rights Coordinator, 120 William Penn Plaza, Durham, N.C. 27704, (P) 919-313-1266, [crcoordinator@emergeortho.com](mailto:crcoordinator@emergeortho.com). You can file a grievance in person, by mail, phone, or email. If you need help filing a grievance, Michael Berwanger 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

1l 800l 368l 1019, 800l 537l 7697 (TDD)

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

Dated: November 14, 2024