

## DISCRIMINATION IS AGAINST THE LAW

GLACIER MEDICAL ASSOCIATES complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. GLACIER MEDICAL ASSOCIATES does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

GLACIER MEDICAL ASSOCIATES 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)

GLACIER MEDICAL ASSOCIATES provides free language services to people whose primary language is not English, such as Information written in other languages

If you need these services, contact GLACIER MEDICAL ASSOCIATES' Privacy Officer.

If you believe that GLACIER MEDICAL ASSOCIATES 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:

- GLACIER MEDICAL ASSOCIATES' Privacy Officer: Marilyn Osborne
- Mailing Address: 1111 Baker Avenue, Whitefish, MT 59937
- Telephone number: (406) 862-2515
- Fax: (406) 862-4229
- Email: [mosborne@glaciermedicalassociates.com](mailto:mosborne@glaciermedicalassociates.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, GLACIER MEDICAL ASSOCIATES' Privacy 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>ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-406-862-2515</p>	<p>ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-406-862-2515</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 1-406-862-2515</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。1-406-862-2515 まで、お電話にてご連絡ください。</p>
<p>PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-406-862-2515</p>	<p>ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-406-862-2515</p>
<p>ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-406-862-2515</p>	<p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-406-862-2515번으로 전화해 주십시오.</p>
<p>ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. هاتف الصم والبكم 1-406-862-2515. اتصل برق</p>	<p>เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 1-406-862-2515</p>
<p>MERK: Hvis du snakker norsk, er gratis språkassistansetjenester tilgjengelige for deg. Ring 1-406-862-2515</p>	<p>CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-406-862-2515</p>
<p>УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 1-xxx-xxx-xxxx (телетайп: 1-406-862-2515)</p>	<p>Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzscht, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: 1-406-862-2515</p>

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-406-862-2515

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-406-862-2515