



DISCRIMINATION IS AGAINST THE LAW

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

ENT Associates, Inc. provides:

- Free aids and services to people with disabilities to communicate effectively with us, such as:
 - o Qualified sign language interpreters
 - o Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Free language services to people whose primary language is not English, such as:
 - o Qualified interpreters
 - o Information written in other languages

If you need these services, contact Jacquie Jennewein.

If you believe that ENT Associates, Inc. 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:

Jacquie Jennewein,
Civil Rights Coordinator
3860 S. Lindbergh, Suite 108
St. Louis, MO 63127
Phone: 314-722-4280
Fax: 314-729-0101
jjennewein@soundhealthservices.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Jacquie Jennewein 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, DC 20201,
1-800-368-1019, 800-537-7697 (TDD).

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