

Nephrology Associates of Syracuse, PC

Title: Non-Discrimination Policy
Department: General/HIPAA/ACA

Effective Date: October 1, 2016
Last Revision/Review Date:

DISCRIMINATION IS AGAINST THE LAW

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

Nephrology Associates of Syracuse, PC 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)

Nephrology Associates of Syracuse, PC provides free language services to people whose primary language is not English, such as, qualified interpreters and/or information written in other languages.

If you need these services, please contact Anne E. Zaccheo, Corporate Compliance Officer.

If you believe that Nephrology Associates of Syracuse, PC 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:

Anne E. Zaccheo
Nephrology Associates of Syracuse, PC
Corporate Compliance Officer
Mailing Address: 1304 Buckley Road, Suite 200, Syracuse, NY 13212
Telephone number: 315-478-3311
Fax: 315-476-5211
Email: azaccheo@nephassoc.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Nephrology Associates of Syracuse, PC Corporate Compliance 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>

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ATTENTION: If you speak **ENGLISH**, language assistance services, free of charge, are available to you.
 Call 1-315-478-3311

<p>ATENCIÓN: si habla ESPAÑOL, hay servicios de asistencia lingüística gratuitos disponibles para usted. Llame al 1-315-478-3311.</p>	<p>注意：如果您说汉语，您可以使用免费的语言协助服务。请拨打 1-315-478-3311。</p>	<p>ВНИМАНИЕ! Если Вы говорите ПО-РУССКИ, Вам могут быть бесплатно предоставлены услуги языкового сопровождения. Звоните по телефону: 1-315-478-3311.</p>
<p>ATANSYON: Si ou pale KREYÒL AYISYEN, gen èd sèvis lang gratis ki disponib pou ou. Rele nimewo 1-315-478-3311.</p>	<p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-315-478-3311번으로 전화해 주십시오.</p>	<p>ATTENZIONE: se parli ITALIANO, avrai a disposizione un servizio di assistenza linguistica gratuito. Chiama il numero 1-315-478-3311.</p>
<p>אויפגערוקזאם: אויב איר רעדט אידיש, זענען שפראך הילף סערוויסעס אוועילעבל פאר איך פריי פון אפצאל. רופט 1-315-478-3311.</p>	<p>মনে রাখবেন: আপনি যদি বাংলা ভাষায় কথা বলেন, তাহলে আপনি নিশ্চয় ভাষা সহায়তা পরিষেবা পাবেন। 1-315-478-3311 নম্বরে ফোন করুন।</p>	<p>UWAGA: jeśli mówisz po polsku, możesz skorzystać z bezpłatnych usług tłumaczeniowych. Zadzwoń pod nr 1-315-478-3311.</p>
<p>تنبيه: إذا كنت تتحدث اللغة العربية، يمكنك الحصول على خدمات المساعدة اللغوية المجانية. اتصل على الرقم 1-315-478-3311.</p>	<p>ATTENTION : si vous parlez FRANÇAIS, des services d'assistance linguistique sont à votre disposition gratuitement. Appelez le 1 315 464 4472.</p>	<p>توجه: اگر آپ اردو بولتے ہیں تو آپ کے لیے بلا اجرت زبان سے متعلق امدادی خدمات دستیاب ہیں۔ 1-315-478-3311 پر کال کریں۔</p>
<p>PAUNAWA: Kung nagsasalita ka ng TAGALOG, available para sa iyo nang libre ang mga serbisyo ng tulong sa wika. Tumawag sa 1-315-478-3311.</p>	<p>ΠΡΟΣΟΧΗ: Αν μιλάτε ΕΛΛΗΝΙΚΑ, διατίθενται υπηρεσίες μετάφρασης στη γλώσσα σας χωρίς χρέωση. Καλέστε στο 1-315-478-3311.</p>	<p>VINI RE: Nëse flisni SHQIP, ju ofrohen shërbime gjuhësore pa pagesë. Telefononi numrin 1-315-478-3311.</p>