

## Discrimination is Against the Law

Bridger Ear, Nose & Throat (BENT) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. BENT does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

BENT 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)

BENT 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 BENT's Compliance Officer. If you believe that BENT 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:

- BENT's Compliance Officer: Office Manager
- Mailing Address: 1648 Ellis Street, Suite 301, Bozeman, MT 59715
- Telephone number: (406)556-9798
- Fax: (406)556-9795
- Email: [info@BridgerENT.com](mailto:info@BridgerENT.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, BENT's 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  
800-368-1019, 800-537-7697 (TDD)

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

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 800-225-5254, code: 11423	ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 800-225-5254, Código 11423	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 800-225-5254，碼 11423	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。800-225-5254 まで、お電話にてご連絡ください。コード 11423
PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 800-225-5254, code 11423	ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 800-225-5254, mot de passe: 11423	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 800-225-5254 код 11423	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 800-225-5254번으로 전화해 주십시오. 암호 11423
ملحوظة: إذا كنت تتحدث اذكر رقم 5254-225-800. اتصل برقم 5254-225-800 بالمجان. هاتف الصم والبكم: كود 32411	เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 800-225-5254 รหัส 11423	MERK: Hvis du snakker norsk er gratis språkassistenten tjenester tilgjengelige for deg. Ring 800-225-5254 kode 11423	CHU Y: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 800-225-5254 code 11423
УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером: 800-225-5254 код 11423	Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kanschd du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: 800-225-5254 code 11423	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 800-225-5254 cifrario 11423	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 800-225-5254 code 11423