



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: Heather Van Dyken
- Mailing Address: 1648 Ellis Street, Suite 301, Bozeman, MT 59715
- Telephone number: (406)556-9798
- Fax: (406)556-9795
- Email: HeatherV@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>

<p>ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 406-556-9798</p>	<p>ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 406-556-9798</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 406-556-9798</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。406-556-9798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 406-556-9798</p>	<p>ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 406-556-9798</p>
<p>ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 406-556-9798</p>	<p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 406-556-9798번으로 전화해 주십시오.</p>
<p>ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برق. 9798-556-406 هاتف الصم والبكم</p>	<p>เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 406-556-9798</p>
<p>MERK: Hvis du snakker norsk, er gratis språkassistansetjenester tilgjengelige for deg. Ring 406-556-9798</p>	<p>CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 406-556-9798</p>
<p>УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером: 406-556-9798</p>	<p>Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannsch du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: 406-556-9798</p>
<p>ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 406-556-9798</p>	<p>ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 406-556-9798</p>