



DISCRIMINATION IS AGAINST THE LAW

DISC Sports and Spine Center (“DISC”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. DISC does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

DISC 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)

DISC 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 DISC’s Compliance Officer.

If you believe that DISC 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:

- DISC ’s Compliance Officer: Dawn Kennedy, Administrator
- Mailing Address: 13160 Mindanao Way, Suite 300, Marina del Rey, CA 90292
- Telephone number: (310) 574-0367
- Fax: (310) 574-0369
- Email: dkennedy@discmdgroup.com

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

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



**Tagline Informing Individuals with Limited English Proficiency
of Language Assistance Services**

<i>Español</i> (Spanish)	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 310-376-1409.
繁體中文 (Chinese)	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 310-376-1409。
<i>Tiếng Việt</i> (Vietnamese)	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 310-376-1409.
<i>Tagalog</i> (Tagalog – Filipino)	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 310-376-1409.
한국어 (Korean)	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 310-376-1409.번으로 전화해 주십시오.
Հայերեն (Armenian)	ՈՒՇԱԴՐՈՒԹՅՈՒՆ՝ Եթե խոսում եք հայերեն, ապա ձեզ անվճար կարող են տրամադրվել լեզվական աջակցության ծառայություններ: Չանգահարեք 310-376-1409.
فارسی (Farsi)	توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما تماس بگیرید. 310-376-1409.
Русский (Russian)	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 310-376-1409.
日本語 (Japanese)	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。310-376-1409.まで、お電話にてご連絡ください。
رَبِيَّة (Arabic)	ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك - 310-376-1409. بالمجان. اتصل بهاتف الصم والبكم
ਪੰਜਾਬੀ (Punjabi)	ਧਿਆਨ ਦਿਓ: ਜੇ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਸੇਵਾ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ ਉਪਲਬਧ ਹੈ। 310-376-1409. 'ਤੇ ਕਾਲ ਕਰੋ।
ខ្មែរ (Cambodian)	ប្រយ័ត្ន: បើសិនជាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយភ្នែកភាសា ដោយមិនគិតថ្លៃ គឺអាចមានសំរាប់អ្នក។ ទូរ ទូរស័ព្ទ 310-376-1409.
<i>Hmoob</i> (Hmong)	LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 310-376-1409.
हिंदी (Hindi)	ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 310-376-1409. पर कॉल करें।



ภาษาไทย (Thai)

เรียน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร
310-376-1409.
