

NOTICE OF NONDISCRIMINATION AND ACCESSIBILITY

Effective Jan 2019

Discrimination is Against the Law

DSM Sleep Specialists, PLC complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sex, sexual orientation or gender identity. DSM Sleep Specialists, PLC does not exclude people or treat them differently because of race, color, national origin, age, disability, sex, sexual orientation or gender identity.

DSM Sleep Specialists, PLC:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as: (a) Qualified sign language interpreters; and (b) written information in other formats (large print, audio, accessible electronic formats, other formats).
- Provides free language services to people whose primary language is not English, such as: (a) Qualified interpreter resource; and (b) Information written in other languages.

If you need any of the above services, please contact our main office at 515-224-3948. If you are deaf or hard of hearing please dial 7-1-1 for Telecommunications Relay Services.

If you believe that DSM Sleep Specialists, PLC has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, sex, sexual orientation or gender identity, you can file a grievance with:

Practice Manager
1275 Northwest 128th Street, Suite 200
Clive, IA 50325

You can file a grievance in person or by mail, telephone, or email. If you need help filing a grievance, the Practice Manager 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, 1.800.537.7697 (TDD)

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

Getting Help in Other Languages:

Español (Spanish): ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1.515.224.3948

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1.515.224.3948

Tiếng Việt (Vietnamese): CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1.515.224.3948

한국어 (Korean): 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다.
1.515.224.3948

번으로 전화해 주십시오 Русский (Russian): ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1.515.224.3948

Tagalog (Filipino): PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1.515.224.3948

Українська (Ukrainian): УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до
ໄປຍັດສິດ ລ ຄືມາດຍາສິກິນ ເື່ອກຸ້ ຜູ້ ຮູ້ສຶ່ງ 1.515.224.3948

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。
1.515.224.3948

まで、お電話にてご連絡ください。 አማርኛ (Amharic): ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ
የትርጉም አገልግሎት ድርጅቶቻችን በነፃ ሊያገዝዎት ተዘጋጅተዋል። ወደ ሚስተኛው ቁጥር ይደውሉ 1.515.224.3948

Oroomiffa (Cushite): XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii,
kanfaltiidhaan ala, ni argama. Bilbilaa 1.515.224.3948

(Arabic (العربية) | 1.515.224.3948

ب. رقم ت. بالمجان لك تتوا فر ا للغوية الم اعده خدمت فان، اللعة اذكر تتحدث كنت إذا: م لحوطة ة
f ເື່ອ | , ເື່ອ ຕຸກ ປັນ ຄື ບັ ສ

Deutsch (German): ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche
Hilfsdienstleistungen zur Verfügung. Rufnummer: 1.515.224.3948

ພາສາລາວ (Lao): ໂປດຊາບ: ຖ້ ອ່ າ ທ່ ານ ເ ວ້ າພາສາ ລາວ, ການບໍລິການຊ່ ວຍເຫຼືອ ອດ້ ານພາສາ, ໂດຍບໍ່ ບເສີ ຽຄ່ າ, ແມ່ ນມີ ພໍ
ອມໃຫ້ທ່ ານ. ໂທ 1.515.224.3948