## Discrimination is Against the Law

Advanced Spinal Pain Management complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Advanced Spinal Pain Management does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Advanced Spinal Pain Management

• Provides free aids and services to people with disabilities to communicate effectively with us, such as: Qualified sign language interpreters

• Provides free language services to people whose primary language is not English, such as Qualified interpreters

## If you need these services, contact Aldon Williams, MD

If you believe that Advanced Spinal Pain Management 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:

Aldon Williams, MD 916 River Rd., Ste 100 Boerne, Texas 78006 (830) 331-7471

You can file a grievance in person or by mail or fax. If you need help filing a grievance, Aldon Williams, MD 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 Compliant Portal, available at <u>https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</u> 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