



Nondiscrimination Notice

NOTICE OF NONDISCRIMINATION

Notice Informing Individuals about Nondiscrimination and Accessibility Requirements and Sample Nondiscrimination Statement: Discrimination is Against the Law

Dr. Judith G. Demro, P.C (Demro Orthodontics) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Dr. Judith G. Demro, P.C (Demro Orthodontics) does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Dr. Judith G. Demro, P.C. (Demro Orthodontics)

- 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)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact Dr. Judith G. Demro, P.C

If you believe that Dr. Judith G. Demro, P.C (Demro Orthodontics) 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: Dr. Judith G. Demro, P.C., 655 South Illinois Avenue, Mason City, IA 50401. Phone: 641-424-3375, Fax: 641-422-0163, email: drjudemro@demroorthodontics.com. You can file a grievance in person or by mail, fax, or email. 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>.