

## Notice Informing Individuals About Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement:

Discrimination is Against the Law and Dr Dunham Integrative Family Health NP, PLLC, including company employees and contractors, complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Dr Dunham Integrative Family Health NP, PLLC, does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex. Dr Dunham Integrative Family Health NP, PLLC shall operate in a manner that does not unlawfully discriminate against people on the basis of race, color, national origin, religion, sex (including pregnancy) age, sexual orientation (including gender identity and expression), marital status, disability, veteran status, or any other basis prohibited by federal, state, or local law. Dr Dunham Integrative Family Health NP, PLLC prohibits retaliation against any person because he or she opposed or complained about discrimination in good faith, assisted in good faith in the investigation of a discrimination complaint, or participated in a discrimination charge or other proceeding under federal, state, or local anti-discrimination law.

Dr Dunham Integrative Family Health NP, PLLC:

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)
- Provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages.

If you need these services, please notify as prior to, or at the time of your appointment. If you believe that Dr Dunham Integrative Family Health NP, PLLC, 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: New York State Office of Civil Rights., 50 Wolf Road, Sixth Floor Albany, NY 12232 Phone: (518) 457-1129

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, New York State Office of Civil Rights 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>.