

## **DISCRIMINATION IS AGAINST THE LAW**

New England Hand Associates (“NEHA”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. NEHA does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

NEHA 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)

NEHA 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 NEHA’s Compliance Officer.

If you believe that NEHA 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:

- NEHA’s Compliance Officer: Jeffrey F. Dietz, MD
- Mailing Address: MetroWest Wellness Center, 761 Worcester Road, 3<sup>rd</sup> Fl., Framingham MA 01701
- Telephone number: (508) 872-7881
- Fax: (508) 872-9545
- Email: PRhoades@nehand.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, NEHA’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>.

<p>ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 508-872-7881 (TTY: 800-439-2370).</p>	<p>ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 508-872-7881 (TTY: 800-439-2370).</p>
<p>ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 508-872-7881 (TTY: 800-439-2370).</p>	<p>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 508-872-7881 (TTY: 800-439-2370)。</p>
<p>ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 508-872-7881 (TTY: 800-439-2370).</p>	<p>CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 508-872-7881 (TTY: 800-439-2370).</p>
<p>ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 508-872-7881 (телетайп: (TTY: 800-439-2370).</p>	<p>ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 508-872-7881 (رقم هاتف الصم والبكم: (TTY: 800-439-2370)</p>
<p>ប្រយ័ត្ន ៖ បើសិន អ្នកនិយាយ ខ្មែរ, សេវាជំនួយភាសា គឺ យោធន៍ ឥតគិតថ្លៃ លក្ខណៈ ធូលី បំប៉ន អ្នក ត្រូវ ទូរស័ព្ទ 508-872-7881 (TTY: 800-439-2370).</p>	<p>ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 508-872-7881 (TTY: 800-439-2370).</p>
<p>ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 508-872-7881 (TTY: 800-439-2370).</p>	<p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 508-872-7881 (TTY: 800-439-2370). 번으로 전화해 주십시오.</p>
<p>ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε 508-872-7881 (TTY: 800-439-2370).</p>	<p>UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 508-872-7881 (TTY: 800-439-2370).</p>
<p>ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 508-872-7881 (TTY: 800-439-2370) पर कॉल करें।</p>	<p>સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 508-872-7881 (TTY: 800-439-2370).</p>

**Nondiscrimination statement for significant publications and signification communications  
that are small-size:**

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**Massachusetts**

1 Spanish	219,004
2 Portuguese	81,920
3 Chinese	59,573
4 French Creole [Haitian Creole]	30,607
5 Vietnamese	24,785
6 Russian	15,633
7 Arabic	13,726
8 Mon-Khmer, Cambodian	12,262
9 French	11,221
10 Italian	10,022
11 Korean	7,725
12 Greek	6,453
13 Polish	6,240
14 Hindi	3,552
15 Gujarati	3,543