

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

Discrimination is Against the Law

Northland Plastic Surgery complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)). Northland Plastic Surgery does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Northland Plastic Surgery:

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services to communicate effectively with us, such as qualified sign language interpreters
- Provides free language assistance services to people whose primary language is not English, which may include qualified interpreters

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact our front desk.

If you believe that Northland Plastic Surgery 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: Rachael Perlinger, Clinic Administrator, Northland Plastic Surgery, 4316 Rice Lake Rd, Ste 109, Duluth MN 55811, (218) 724-7363, rperlinger@northlandplasticsurgery.com. You can file a grievance in person or by mail, telephone, or email. If you need help filing a grievance, Rachael Perlinger 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>.