

## Notice of Non-Discrimination

Elevate ENT Partners prohibits discrimination on the basis of actual or perceived race, color, ethnicity, religion (including religious dress and grooming practices), creed, sex, age (40 years and over in the employment context), marital status, national origin, citizenship status, employment status, income status, shared ancestry and ethnic characteristics, partnership status, medical condition (including cancer and genetic characteristics), pregnancy (including childbirth, breastfeeding, or related medical conditions), disability, political belief or affiliation, domestic violence victim status, military or veteran status, sexual orientation, gender, gender identity, gender expression, genetic information, and any other class of individuals protected from discrimination under federal, state, or local law, regulation, or ordinance in any of our care centers and corporate offices as required by Title III of the Americans with Disabilities Act of 1990, as amended in 2008; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; the Age Discrimination Act 1975; the Age Discrimination Act of 1967; Fair Employment and Housing Act; and other federal, state, and local laws, regulations or ordinances that prohibit discrimination, harassment, and/or retaliation.

Elevate ENT Partners prohibits harassment of employees, physicians, patients and third parties on the basis of any protected characteristic as identified above.

Elevate ENT Partners also prohibits retaliation against any individual for the purpose of interfering with any right or privilege secured by Elevate ENT policy or law, or because the individual makes good faith report or formal complaint, testifies, assists, participates, or refuses to participate in a manner in an investigation, proceeding, or hearing under Elevate ENT Policy on Prohibited Discrimination, Harassment, and Retaliation.

Elevate ENT has designated the Vice President of Compliance and Vice President of Human Resources to coordinate the Elevates compliance with federal and state civil rights law regarding protected characteristics, including Title IX and those other laws and regulations referenced above:

Complaints and Inquiries regarding discrimination, harassment, and retaliation can be made with either of Elevates Representatives below:

Jose Camps, CCO  
Vice President of Compliance  
[jcamps@elevateent.com](mailto:jcamps@elevateent.com)  
786-662-3226

Ellen Charleton  
Vice President of Human Resources  
[echarleton@elevateent.com](mailto:echarleton@elevateent.com)  
786-662-3214

Complaints and inquiries regarding discrimination, harassment, and retaliation involving federal laws may be directed to:

**U.S. Equal Employment Opportunity Commission**  
131 M Street, NE  
Washington, DC 20507  
1-202-921-3191      TTY: 1-800-669-6820

**Office of Civil Rights /Office of Justice Programs**  
U.S. Department of Justice  
810 7<sup>th</sup> Street. NW  
Washington, D.C. 20531  
1-202-514-2000



Complaints and inquiries regarding discrimination, harassment, and retaliation involving state laws may be directed to:

**Florida Department of U.S. Department of Labor**  
**200 Constitution Ave NW**  
**Washington, DC. 20210**  
**1-800-397-6251                      TTY: 1-202-693-1337**