



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 Chief Compliance Officer and Chief Human Resources Officer 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:

Chris Cuellar
Chief Compliance Officer
ccuellar@elevateent.com
786-662-3226

Ellen Charleton
Chief Human Resources Officer
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 7th 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**

Elevate ENT Partners, LLC
Corporate Offices
15280 NW 79th Court, Suite 200
Miami Lakes, FL. 33016

NOTICE OF NONDISCRIMINATION

and

NOTICE OF AVAILABILITY OF LANGUAGE ASSISTANCE SERVICES AND ALTERNATE FORMATS

Texas Ear Nose & Throat Specialists, PLLC complies with applicable civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity). We do not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

We provide free aids and services to help you communicate with us. You can ask for interpreters and/or for communications in other languages or formats such as large print. We also provide reasonable modifications for persons with disabilities.

If you need these services, call 1-305-558-3724. (TTY 711). Monday through Friday, 8 a.m. to 5 p.m eastern time.

If you believe that we failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can send a complaint to the Civil Rights Coordinator:

Civil Rights Coordinator
Elevate ENT Partners
15280 NW 79th Court, Suite 200
Miami Lakes, FL, 33016
echarleton@elevateent.com

If you need help filing a complaint, call the toll-free number 1-305-558-3724. (TTY 711). Monday through Friday, 8 a.m. to 5 p.m eastern time.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights:

Online: <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>
Phone: 1-800-368-1019, 800-537-7697 (TDD)
Mail: U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

This notice is available at: <https://elevateent.com/>

ATTENTION: If you speak **English**, free language assistance services and free communications in other formats, such as large print, are available to you. Please call 305-558-3724. (TTY 711).

ATENCIÓN: Si habla **español (Spanish)**, tiene a su disposición servicios gratuitos de ayuda en otros idiomas y comunicaciones en otros formatos, como letra grande. Llame al 305-558-3724 (TTY 711).

انتبه: إذا كنت تتحدث اللغة العربية (**Arabic**)، ستتوفر لك خدمات المساعدة اللغوية المجانية والمراسلات المجانية بتنسيقات أخرى، مثل الطباعة بأحرف كبيرة. يُرجى الاتصال على الرقم 305-558-3724

দেখুন: আপান যাদ **বাংলায় (Bengali)** কথা বলেন, তাহলে আপনার জন্য বিনামূল্যে ভাষা সহায়তা পরিষেবা এবং অন্যান্য ফরম্যাটে বিনামূল্যে যোগাযোগ, যেমন বড় অক্ষরে মুদ্রণ, আপনার জন্য উপলব্ধ রয়েছে। অনুগ্রহ করে 305-558-3724 নম্বরে কল করুন।

請注意：如果您說中文 (**Chinese**)，您可以獲得免費語言協助服務和其他格式的免費通訊，如大字體等。請致電 305-558-3724。

ATTENTION: Si vous parlez **français (French)**, des services d'assistance linguistique et des communications dans d'autres formats, notamment en gros caractères, sont mis à votre disposition gratuitement. Veuillez appeler le 305-558-3724.

ATANSYON: Si w pale **Kreyòl Ayisyen (Haitian Creole)**, gen sèvis lang ak kominikasyon gratis ki disponib nan lòt fòm, tankou sa ki enprime ak gwo lèt. Rele nimewo gratis 305-558-3724 ki sou kat idantifikasyon manm ou an.

ACHTUNG: Falls Sie **Deutsch (German)** sprechen, stehen Ihnen kostenlose Sprachassistentendienste und kostenlose Kommunikation in anderen Formaten, wie zum Beispiel große Schrift, zur Verfügung. Bitte rufen Sie an unter 305-558-3724.

ધ્યાન આપો: જો તમે **ગુજરાતી (Gujarati)** બોલતા હો તો વિના મૂલ્યે ભાષાકીય મદદરૂપ સેવાઓ અને અન્ય ફોર્મેટમાં વિના મૂલ્યે સંચાર, જેમકે મોટી પ્રિન્ટ, તમારા માટે ઉપલબ્ધ છે. કૃપા કરીને 305-558-3724 પર કોલ કરો.

ध्यान दें: यदि आप **हिंदी (Hindi)** बोलते हैं, तो आपके लिए मुफ्त भाषा सहायता सेवाएँ और अन्य प्रारूपों में

मुफ्त संचार, जैसे कि बड़े प्रिंट, उपलब्ध हैं। कृपया 305-558-3724 पर कॉल करें।

ATTENZIONE: Se parla **italiano (Italian)**, può usufruire di servizi di assistenza linguistica e comunicazione gratuiti in altri formati, come ad esempio la stampa a caratteri grandi. La invitiamo a chiamare il numero 305-558-3724.

注意事項：日本語 (**Japanese**) を話される場合、無料の言語支援サービスや、拡大文字など他の形式での無料コミュニケーションをご利用いただけます。305-558-3724. にお電話ください。

알림사항: 한국어 (**Korean**) 를 사용하시는 경우 무료 언어 지원 서비스와 대형 활자체 등 다른 형식으로 된 의사 소통 매체를 이용하실 수 있습니다. 305-558-3724.로 전화해 주십시오.

توجه: اگر به زبان فارسی (**Farsi**) صحبت می‌کنید، خدمات رایگان کمک زبانی و ارتباطات رایگان در قالب‌های دیگر، مانند چاپ بزرگ، در دسترس شما هستند. لطفاً با شماره 305-558-3724 تماس بگیرید.

UWAGA: Dla osób mówiących po **polsku (Polish)** dostępne są bezpłatne usługi pomocy językowej i bezpłatne komunikaty w innych formatach, takich jak duży druk. Prosimy zadzwonić 305-558-3724.

ATENÇÃO: se fala **português (Portuguese)**, tem à sua disposição serviços gratuitos de assistência linguística e comunicações gratuitas em outros formatos, como caracteres grandes. Ligue para o número gratuito 305-558-3724. que se encontra no seu cartão de identificação de membro.

ВНИМАНИЕ: Если вы говорите на **русском языке (Russian)**, вам доступны бесплатные услуги языковой поддержки и бесплатные материалы в других форматах, например, напечатанные крупным шрифтом. Позвоните по номеру 305-558-3724.

PAUNAWA: Kung nagsasalita ka ng **Tagalog (Tagalog)**, may makukuha kang mga libreng serbisyo ng tulong sa wika at libreng komunikasyon sa ibang mga format, tulad ng malalaking print. Pakitawagan ang 305-558-3724.

توجه دیں: اگر آپ اردو (**Urdu**) زبان بولتے ہیں تو آپ کے لیے زبان کی معاون خدمات اور دیگر فارمیٹ میں مفت مواصلات، جیسے بڑے پرنٹ، آپ کے لیے میسر ہیں۔ براہ کرم 305-558-3724 پر کال کریں۔

LƯU Ý: Nếu quý vị nói **Tiếng Việt (Vietnamese)**, quý vị sẽ được cung cấp các dịch vụ hỗ trợ ngôn ngữ miễn phí và các phương tiện trao đổi liên lạc miễn phí ở các định dạng khác, chẳng hạn như bản in chữ lớn. Vui lòng gọi số 305-558-3724.

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