

## SALEM CLINIC, P.C. NONDISCRIMINATION POLICY

Salem Clinic, P.C. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, religion, or sex (including pregnancy, sexual orientation, gender identity and sex characteristics). Salem Clinic, P.C. does not exclude people or treat them differently because of race, color, national origin, age, disability, religion, or sex (including pregnancy, sexual orientation, gender identity and sex characteristics). Salem Clinic, P.C.:

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, accessible electronic formats, other formats)

Provides free language services to people whose primary language is not English, such as:

- Qualified interpreters
- Information written in other languages

If you believe that Salem Clinic, P.C. has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, religion, or sex (including pregnancy, sexual orientation, gender identity and sex characteristics), you can file a grievance with: Greg Springer, Associate Administrator/acting as Civil Rights Section 1557 Coordinator

2020 Capitol St NE - Salem, Oregon 97301

You can file a grievance in person, by mail, fax, or e-mail. If you need help filing a grievance, Greg Springer 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, 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>

Language assistance services in person, live over the phone, or live video are available to you free of charge upon request. Please let reception staff know if you need assistance.	
<b>Arabic</b> خدمات المساعدة اللغوية (شخصياً، مباشرة عبر الهاتف، عن طريق الفيديو (مؤقتاً) أو عن طريق الهاتف عند الطلب الرجاء اعلام طاقم المستشفى بحاجتك الى المساعدة عند لغو بالتزامن بارسال رسالة	<b>Cantonese (Chinese Traditional)</b> 您可以要求提供免費的語言協助服務（當面、實時電話或實時視頻）。請告訴醫院工作人員您在今天的預約需要此服務。
<b>Chuukese</b> Ikakosesineikapasenmerikatungorepeworeman Chon Chiakkuwepewituk me renomwnaapoinmen (are ikaketongeniangeianisinawewei me non fon, are ika me non video), esekamo. Kosemochentungoreneman chon angangenpioing an epwekokorieman chon awewefanitom.	<b>French</b> L'équipe de Language Assistance Services est disponible pour vous aider gratuitement et à la demande (en personne, au téléphone, ou par vidéo en direct). En cas de besoin pour votre visite d'aujourd'hui, il vous suffit juste de prévenir le personnel de l'hôpital.
<b>German</b> Auf Wunsch bieten wir Ihnen kostenlose Sprachdienstleistungen (persönlich, live per Telefon oder per Live-Video). Bitte informieren Sie das Krankenhauspersonal, wenn Sie bei Ihrem heutigen Besuch sprachliche Unterstützung benötigen.	<b>Hmong</b> Muaj Kev PabCuamTxhaisLus (ibtusneegtxhaislus, txhaislushauvovtoojlossistxhaislushauv video) raukoj yam tsis tau them nqiraws li thovtuaj. Thovqhia lub tsev khom obcovneeguahaujwmpaubtiaskojxav tau ibtusneegtxhaislusrakojhovtuajntsihnhub no.
<b>Japanese</b> リクエストしていただければ、言語支援サービス(現地スタッフ、電話またはテレビ電話)を無料で提供しています。本日のご訪問にこのサービスが必要とされる場合は、病院の職員にお知らせください。	<b>Korean</b> 언어보조서비스 (현지의통역사, 전화통역, 또는 실시간영상통역)가 요청시 무료로 제공됩니다. 오늘 방문시통역이 필요하시다면 병원 직원에게 알려주시기 바랍니다.
<b>Mandarin (Chinese Simplified)</b> 您可以要求提供免費的語言協助服務（當面、實時電話或實時視頻）。請告訴醫院工作人員您在今天的預約需要此服務。	<b>Marshallese</b> JIBAN KO IKIJEN KAJIN (iloliki in armij, ilotelpoonkoaliloliki in armij) renajiwaj nan kweiloelokonelanekwonajkajitok. Joujimkajitokibenro you jikinTaktotoelanelakwonajajikujijuniloraininelakwonajolokir.
<b>Cambodian (Khmer)</b> សេវាកម្មជំនួយភាសា (ដោយផ្ទាល់មាត់តាមទូរស័ព្ទឬវីដេអូ) មានផ្តល់ជូនសេវាកម្មភាសាដោយមិនគិតថ្លៃនិងតាមការស្នើសុំ។ សូមជូនដំណឹងដល់បុគ្គលិកពេទ្យថាអ្នកត្រូវការអ្នកមកលេងនៅថ្ងៃនេះ។	<b>Farsi (Persian)</b> خدمات کمک زبانی (حضور، همزمان تلفنی یا همزمان ویدئویی) به صورت رایگان بنا به درخواستتان شما ارائه می‌شود. اگر به این نوع خدمات برای ملاقات امروز خود نیاز دارید، لطفاً به کارکنان بیمارستان اطلاع دهید.
<b>Portuguese</b> Os Serviços de Assistência de Idiomas (pessoalmente, em tempo real por telefone ou por vídeo) são disponibilizados gratuitamente mediante solicitação. Informe a equipe do hospital se você precisar utilizar esses serviços sem sua visita de hoje.	<b>Romanian</b> Serviciile de asistență lingvistică (împersonal, indirect la telefon sau indirect prin intermediul tehnologiei video) sunt disponibile pentru dumneavoastră în mod gratuit, la cerere. Vă rugăm să informați personalul spitalului în legătură cu necesitatea unui astfel de serviciu pentru vizita dumneavoastră de astăzi.
<b>Russian</b> По вашему запросу услуги переводчика (вживую, по телефону или видео) предоставляются бесплатно. Пожалуйста, сообщите персоналу больницы, если вы сегодня нуждаетесь в услугах переводчика.	<b>Somali</b> AdeegyoCaawimaadLuuqad (kula-jooga, toosujigirafoonkaamaafiidiyowtoos ah) waxaydiyaarkuuguuyihiinlacagla'aanmarkaacodsatid. Fadlan u sheegshaqaalahaistaalka in aadudubaahantahay mid booqashadaadamaantay.
<b>Spanish</b> Servicios de asistencia lingüística (en persona, por teléfono o por vídeo) están disponibles para usted sin costo y bajo petición. Por favor informe al personal médico que necesita uno para su visita hoy.	<b>Thai</b> บริการความช่วยเหลือทางภาษา (แบบส่วนตัวทางโทรศัพท์หรือวิดีโอ) มีพร้อมให้คนใช้บริการได้ฟรีแล้ว โปรดแจ้งให้พนักงานของโรงพยาบาลทราบ ว่าคุณประสงค์ที่จะใช้บริการดังกล่าวเมื่อมาโรงพยาบาลในวันนี้
<b>Ukrainian</b> По вашому запиту послуги перекладача (наживо, по телефону або відео) надаються безкоштовно. Будь ласка, повідомте персонал лікарні, якщо ви сьогодні маєте потребу в послугах перекладача.	<b>Vietnamese</b> Dịch Vụ Trợ Giúp Ngôn Ngữ (đích thân có mặt, qua điện thoại, qua video trực tiếp) có sẵn cho quý vị miễn phí theo yêu cầu. Xin vui lòng nói cho các nhân viên của bệnh viện biết quý vị cần hỗ trợ thông dịch viên choco ở choco quý vị ngày hôm nay.

Dear Patient,

At Salem Clinic, we are committed to providing high-quality care to everyone who comes through our doors. In the past, we posted our Nondiscrimination Notice in our office for patients to see. Recent regulations now require us to send this notice directly to each patient.

On the back of this note, you will find a copy of our Nondiscrimination Notice. This document explains your rights and assures you that we do not discriminate based on race, color, national origin, age, disability, or sexual orientation, or gender identification.

If you have any questions about the notice or your rights, please feel free to contact us.

Thank you.

Sincerely,  
Salem Clinic, P.C.