

William M. Hayes, MD, FAAOS  
Keith W.V. Johnson, MD, FAAOS  
N. Brian Flowers, MD, MPT, FAAOS  
Paul Chin, MD, PhD, FAAOS  
William J. Jackson, DO  
Mark A. Eilers, MD, MS  
Amy Lindsay Howe, MD  
Elaina Wickman, PA-C



## DISCRIMINATION IS AGAINST THE LAW

Sterling Ridge Orthopaedics & Sports Medicine (SROSM) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, national origin, age, disability, or sex. SROSM does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

SROSM 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, etc.)

SROSM 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 SROSM's compliance officer:

- Tracey O'Neill – HR and Compliance Manager
- 6767 Lake Woodlands Parkway, Ste F, The Woodlands, TX 77382
- [tracey@srosm.com](mailto:tracey@srosm.com) or 832-698-0111 x222

If you believe that SROSM 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 SROSM's compliance officer. You can file a grievance in person or by mail or email. If you need help filing a grievance, SROSM's compliance officer is available to help you.

You can also file a civil rights complaint with the US 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: US Department of Health and Human Services 200 Independence Avenue, SW Room 509F, HHH Building, Washington DC 20201 or 1-800-537-1019, 800-537-7697 (TDD).

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

**SROSM.COM**

### THE WOODLANDS

6767 LAKE WOODLANDS DRIVE, SUITE F P: 281.364.1122  
THE WOODLANDS, TX 77382 F: 281.210.3450

### SPRING

20639 KUYKENDAHL ROAD, SUITE 200 P: 832.698.0111  
SPRING, TX 77379 F: 832.698.0150

William M. Hayes, MD, FAAOS  
 Keith W.V. Johnson, MD, FAAOS  
 N. Brian Flowers, MD, MPT, FAAOS  
 Paul Chin, MD, PhD, FAAOS  
 William J. Jackson, DO  
 Mark A. Eilers, MD, MS  
 Amy Lindsay Howe, MD  
 Elaina Wickman, PA-C



## Translated Resources for Covered Entities in Texas

Under Section 1557 of the Affordable Care Act (ACA), covered entities are required to post notices of nondiscrimination and taglines that alert individuals with limited English proficiency (LEP) to the availability of language assistance services. The translated resources below are available for use by covered entities.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-832-698-0111 ext. 222.	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-832-698-0111 ext 222.
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 1-832-698-0111 ext 222.	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-832-698-0111 ext 222.
تدعاسملا تامدخ نإف، ةغلل ركذا تدرحت تنك اذا: تظوح لم مقرب لصتا. ن اجملاب لكل رفاوتت ةيوغلل 1-832-698-0111 ext 222	یک نابز وک پآ وت، یه یتلوب ودر ا پآ رگا: رادربخ 1-832-698-0111 لاک - یه بای تستد یم تفم تامدخ یک ددم 1-832-698-0111 ext 222.
PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-832-698-0111 ext 222.	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-832-698-0111 ext 222.
ध्यान दः यद आप हदी बोलते ह तो आपके िलए मुफ्त म भाषा सहायता सेवाएं उपलब्ध ह। 1-832-698-0111 ext 222.	دی نکی یم وگتفگ یسراف نابز هب رگا: هجوت دیری گب. امش یارب ناگیار تروصب ینابز تالی هست 1-832-698-0111 ext. 222
ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-832-698-0111 ext 222.	यु ना: जो तमे जराती बोलता हे, तो िनः छु भाषा सहाय सेवाओ तमारा माट उपलब्ध छ. फोन करे 1-832-698-0111 ext 222.
ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-832-698-0111 ext 222.	注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-832-698-0111 ext 222.
ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ຄຸ່ມນີ້ມີພ້ອມໃຫ້ທ່ານ. ໂທ 1-832-698-0111 ext 222.	

SROSM.COM

### THE WOODLANDS

6767 LAKE WOODLANDS DRIVE, SUITE F P: 281.364.1122  
 THE WOODLANDS, TX 77382 F: 281.210.3450

### SPRING

20639 KUYKENDAHL ROAD, SUITE 200 P: 832.698.0111  
 SPRING, TX 77379 F: 832.698.0150