

Nephrology Associates, PA complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Nephrology Associates, PA does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Nephrology Associates, PA 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, other formats). Provides free language services to people whose primary language is not English, such as: Qualified interpreters and Information written in other languages.

If you need these services, contact David M. Fisher, MBA, Civil Rights Coordinator and Executive Director.

If you believe that Nephrology Associates, PA 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:

David M. Fisher, MBA,  
Civil Rights Coordinator  
Executive Director  
4923 Ogletown Stanton Rd  
Suite 200  
Newark, De 19713  
Office – 302-225-0451 / Fax – 302-225-0470 / Email – [dfisher@delawarekidney.com](mailto:dfisher@delawarekidney.com)

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, David M. Fisher 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

1-800-537-7697 (TDD)

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

If you need assistance in another language please view the following:

**ATENCIÓN:** si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-888-808-9008. Cuando se le pida Marque 11302366

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 1-888-808-9008 当系統提示時撥打 11302366

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-888-808-9008 번으로 전화해 주십시오. 메시지가 표시 되 면 11302366 전화

**CHÚ Ý:** Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-888-808-9008 Khi được nhắc quay 11302366

**ATTENTION :** Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-888-808-9008. Lorsque vous êtes invité composer 11302366

**PAUNAWA:** Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-888-808-9008

**ВНИМАНИЕ:** Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-888-808-9008. При появлении запроса наберите 11302366

ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያገዝዎት ተዘጋጅተዋል። ወደ ሚከተለው ቁጥር ይደውሉ 1-888-808-9008. መቼ 11302366 መደወል ያነሳሳው

**Ntị:** Ọ bụrụ na asụ Ibo, asụsụ aka ọasụ n’efu, defu, aka. Call 1-888-808-9008.

**AKIYESI:** Bi o ba nsọ èdè Yorùbú ọfé ni iranlọwọ lori èdè wa fun yin o. E pe ẹrọ-ibanisọrọ yi 1-888-808-9008.

**Dè ẹẹ nìà kẹ dýédé gbo:** Ọ jǔ kẹ̀ n̄̀ Bàsò̀ò-wùdù-po-nyò jǔ ní, nìí, à wuḍu kà kò dọ̀ po-poò béìn n̄̀ gbo kpáa. Dá 1-888-808-9008

میں مفت خدمات کی مدد کی زبان کو آپ تو وہ ہیں، بولتے اردو آپ اگر: بخ بردار  
کریں کال۔ ہیں دست یاب 1-888-808-9008

11302366 گیری شماره درخواست

هس تنددس ترس در شما به رایگان، خدمات ک مک زب ان فارسی حرف اگ ر :ت وجه  
ت ماس 1-888-808-9008

گ 11302366 یری شماره درخواست

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-888-808-9008 Lè pouse rele 11302366

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-888-808-9008 Quando solicitado disca 11302366

المكالمه. لك ت توفر، مجاناً ال لغوية، المساعدة خدمات ال فارسية، ال لغة ت تحدث ك نت إذا: ت ز به

1-888-808-9008

11302366 ال هاتف في الات صال منك ي طلب عندما

युना: जो तमे जराती बोलता हो, तो िनःलुक भाषा सहाय सेवाओ तमारा माट उपलब्ध छ.  
झोन करो 1-888-808-9008 ज्यारे पूछवामां डायल 11302366

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-888-808-9008 Quando richiesto comporre 11302366

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-888-808-9008 Wenn Sie aufgefordert werden wählen Sie 11302366

ध्यान दें: यदि आप फारसी बोलते, भाषा सहायता सेवाओं, निः शुल्क, आप के लिए उपलब्ध हैं। कॉल 1-888-808-9008 जब संकेत दिया डायल 11302366

Let op: Als u Farsi spreekt, bijstand taaldiensten, kosteloos, zijn beschikbaar voor u. Oproep 1-888-808-9008 Desgevraagd bellen 11302366

శ్రద్ధ: మీరు తెలుగు, ఉచితంగా భాష సహాయం సేవలు, మాట్లాడటం, మీకు అందుబాటులో ఉంటాయి. కొరకు 1-888-808-9008 చేసినప్పుడు డయల్ 11302366 ప్రాంప్ట్