

DISCRIMINATION IS AGAINST THE LAW

PhyMed Healthcare Group and its affiliated entities* comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex. Sex discrimination includes, but is not limited to, discrimination based on an individual's sex, including pregnancy, related medical conditions, termination of pregnancy, gender identity, and sex stereotypes. PhyMed Healthcare Group does not exclude individuals or treat them differently because of race, color, national origin, age, disability, or sex.

PhyMed Healthcare Group provides language assistance services *free of charge* to individuals with limited English proficiency (LEP), such services may include:

- qualified language interpreters when necessary to communicate effectively with us and
- written translations (i.e., information written in other languages).

PhyMed Healthcare Group provides auxiliary aids and services *free of charge* to individuals with disabilities, such services may include:

- qualified sign language interpreters when necessary to communicate effectively with us and
- written information in other formats (i.e., large print materials, captioning, audio, accessible electronic formats, other formats).

If you are a healthcare recipient in need of language assistance services, contact the applicable PhyMed Healthcare Group affiliated entity by calling its main phone number.

If you believe PhyMed Healthcare Group or one of its affiliated entities has failed to provide necessary and reasonable language assistance services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance by mail, phone, or email with PhyMed's Chief Compliance Officer. If you need help filing a grievance, PhyMed's Chief Compliance Officer is available to help you.

PhyMed Healthcare Group
Chief Compliance Officer
110 29th Avenue North, Suite 200
Nashville, TN 37203
Compliance Line Toll-Free 844-558-8544; Text Telephone (TTY) 711
Compliance@PhyMed.com

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>
- By mail at
U.S. Department of Health and Human Services
200 Independence Avenue SW
Room 509F, HHH Building
Washington, DC 20201
- By phone at
Toll-Free 800-368-1019; TDD Toll-Free 800-537-7697

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

*PhyMed Healthcare Group, through its affiliated entities Anesthesia Medical Group (TN); AMG Pain Management (TN); Pain Management of Middle Tennessee; Lebanon Anesthesia Associates (PA); Anesthesia Associates of York (PA); AAA Anesthesia Associates (PA); Anesthesia Associates of Laurel (MD); Traverse Anesthesia Associates and all of its employees ("PhyMed Healthcare Group or PhyMed"), is committed to a culture of non-discrimination.