

“Nondiscrimination Notice”

Reflections Dermatology complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, religion, genetic information, sexual orientation/gender identify or sex (consistent with the scope of sex discrimination described at 45 CFR §92.101(a)(2)). Reflections Dermatology does not exclude people or treat them differently because of race, color, national origin, age, disability, religion, genetic information, sexual orientation/gender identity or sex.

Reflections Dermatology:

- Provides free aid 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
Information written in other languages

If you need these services, contact the officer manager at 315-255-1100 ext 11.

If you believe that Reflections Dermatology has failed to provide these services or discriminated in another way on the basis of race, color, national origin, national origin, age, disability, religion, genetic information, sexual orientation/gender identity or sex, you can file a grievance with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the [Office for Civil Rights Complaint Portal, opens in a new tab](#), 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)