



Discrimination is Against the Law

David Kao, M.D. P.C. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. David Kao, M.D. P.C. does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

David Kao, M.D. 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, 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 our clinic's Civil Rights Coordinator Andrea Pena.

If you believe that David Kao, M.D. P.C. 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: our clinic's Civil Rights Coordinator Andrea Pena at 6370 SW Borland Rd. Ste 200, Tualatin, OR 97062, ph503-691-1122, fax 503-691-1144, email apena@drdavidkao.com. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, our clinic's Civil Rights Coordinator Andrea Pena 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, 800-537-7697 (TDD) Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

Español (Spanish) David Kao, M.D. P.C. cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo.

繁體中文 (Chinese) David Kao, M.D. P.C.

遵守適用的聯邦民權法律規定，不因種族、膚色、民族血統、年齡、殘障或性別而歧視任何人。

Tiếng Việt (Vietnamese) David Kao, M.D. P.C. tuân thủ luật dân quyền hiện hành của Liên bang và không phân biệt đối xử dựa trên chủng tộc, màu da, nguồn gốc quốc gia, độ tuổi, khuyết tật, hoặc giới tính.

한국어 (Korean) David Kao, M.D. P.C. 은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다.



Русский (Russian) David Kao, M.D. P.C. соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола.

أو العرق أساس على يميز ولا يها المعمول ال فدرال ال المدنية فوق الح ب قوائد ين (Arabic) بية ال جنس أو الإعاقة أو السن أو الوطني ي ل تزمالاً صل David Kao, M.D. P.C. أو ال لون

Français (French) David Kao, M.D. P.C. respecte les lois fédérales en vigueur relatives aux droits civiques et ne pratique aucune discrimination basée sur la race, la couleur de peau, l'origine nationale, l'âge, le sexe ou un handicap.

Deutsch (German) David Kao, M.D. P.C. erfüllt geltenden bundesstaatliche Menschenrechtsgesetze und lehnt jegliche Diskriminierung aufgrund von Rasse, Hautfarbe, Herkunft, Alter, Behinderung oder Geschlecht ab.

日本語 (Japanese) David Kao, M.D. P.C. は適用される連邦公民権法を遵守し、人種、肌の色、出身国、年齢、障害または性別に基づく差別をいたしません。

ภาษาไทย (Thai) David Kao, M.D. P.C. ได้ปฏิบัติตามรัฐธรรมนูญคดีด้านสิทธิที่เหมาะสมและไม่ได้แบ่งแยกทางชาติพันธุ์ สีผิว เชื้อชาติ อายุ ความทุพพลภาพ หรือเพศ

فارسی (Farsi) (Persian)

David Kao, M.D. P.C. وک ندمی ت بعیت مر ب و ط ه ف درال مدنی ح قوق قوائد ین از یانائ وانی سن، ملی تی، اصل بیت پ و ست، رنگ نژاد، اساس برت بع یضی ه یچگون ه اف راد جنس بیت . شود ندمی قایل

Українська (Ukrainian) David Kao, M.D. P.C. дотримується чинних федеральних законів про цивільні права і не допускає дискримінації за ознакою раси, кольору шкіри, національного походження, віку, інвалідності чи статі.

ខ្មែរ (Cambodian) David Kao, M.D. P.C. អនុវត្តច្បាប់សិទ្ធិពលរដ្ឋនៃសហព័ន្ធនៃសមរម្យនិងមិនអនុវត្តសេដ្ឋកិច្ចលើមូលដ្ឋាននៃពូជសាសន៍ ពណ៌សម្បុរ ស្នាម គឺ ខ្មៅ ពណ៌ ឬ ភេទ។

Română (Romanian) David Kao, M.D. P.C. se conformează legilor Federale privind drepturile civile și nu discriminează pe baza rasei, culorii, originii naționale, vârstei, dizabilităților sau sexului.

Oroomiffa (Oromo) (Cusite) David Kao, M.D. P.C. Seera hariiroo hawwaasummaa Fedeeraalaan wal qabatan sanyiidhaan, bifaan, dhiigaan, umriidhaan, hiri'ina qaamaan, yookiin koorniyaadhaan hin loogu.