



Clarus Dermatology Patient Non-Discrimination Policy

Effective Date: 10/01/2016

Revise Date: Effective Date (no revisions)

PURPOSE

To ensure that all patients and visitors of Clarus Dermatology are treated with equality, in a welcoming, nondiscriminatory manner, consistent with applicable state and federal law while ensuring that effective communication may occur.

SCOPE

This policy applies to all members of Clarus Dermatology workforce, including employees, medical staff members, contracted service providers, and volunteers, and to all vendors, representatives, and any other individuals providing services to or on behalf of Clarus Dermatology.

Clarus Dermatology complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Clarus Dermatology does not exclude people or treat them differently because of age, race, color, creed, ethnicity, religion, national origin, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.

POLICY

Clarus Dermatology is dedicated to providing services to patients and welcoming visitors in a manner that respects, protects, and promotes patient rights. Clarus Dermatology complies with Federal civil rights laws.

Clinic Personnel will treat all patients and visitors receiving services from Clarus Dermatology that is free from discrimination based on age, race, color, creed, ethnicity, religion, national origin, sex, sexual orientation, gender identity or expression, disability, veteran or military status, or any other basis prohibited by federal, state, or local law.

Clarus Dermatology Personnel will inform patients and make reasonable accommodations for patients consistent with federal and state requirements. For example, language interpretation services will be made available via remote interpreting services or in person for non-English

2603 39th Ave NE STE D202

Saint Anthony, MN 55421

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speaking patients and sign language interpretation will be made available for hearing impaired patients

Any person who believes that he, she, or another person has been subjected to discrimination which is not permitted by this Policy, may file a grievance with the Nondiscrimination Civil Rights Coordinator

- By email at: Contact@clarusdermatology.com
- By mail at: Non Discrimination Civil Rights Coordinator
Clarus Dermatology
2603 39th Ave NE, Suite D202
Saint Anthony, MN 55421
- By phone: 612-213-2370

You can also file a civil right complaint with the U.S. Department of Health and Human Services, Office for Civil Rights

- Electronically through Office for Civil Rights Complaint Portal
<https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>
- Phone: 1-800-368-1019 or 1-800537-7697 (TDD)
- Mail
U.S. Department of Health and Human Services
200 Independence Ave SW
Room 506F
HHH Building
Washington, DC 20201

Clarus Dermatology Personnel are prohibited from retaliating against any person who opposes, complains about, or reports discrimination, files a complaint, or cooperates in an investigation of discrimination or other proceeding under federal, state, or local antidiscrimination law.



Clarus Dermatology cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo. ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-877-408-2431. TTY: 711.

Clarus Dermatology ua raws cov kev cailij choj yuam siv ntawm Tsom Fwv Nrub Nrab Teb Chaw hais txog pej xeem cov cai (Federal civil rights laws) thiab tsis ciav-cais leejtwg vim nws hom neeg, nqaij tawv, lub tebchaws tuaj, hnub nyoog, kev tsis taus, los yog poj niam txiv. LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-877-408-2431. TTY: 711.

Clarus Dermatology 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. CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-877-408-2431. TTY: 711.

Clarus Dermatology 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。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 1-877-408-2431。TTY: 711.

Clarus Dermatology соблюдает применимое федеральное законодательство в области гражданских прав и не допускает дискриминации по признакам расы, цвета кожи, национальной принадлежности, возраста, инвалидности или пола. ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-877-408-2431 (телетайп: 711)

Clarus Dermatology ປະຕູບັດຕາມກຸດໝາຍວ່າດ້ວຍສິດທິພົນລະເມືອງຂອງຄຳບາງກາງທັງໝົດ ຄັ້ງໃຊ້ ແລະບໍ່ຈຳແນກໂດຍອາໄສພັນຖານດ້ານເຊື້ອຊາດ, ສີ່ຜິວ, ຊາດກຳເນີດ, ອາຍຸ, ອາວາມພາບ, ຫຼືເພດ. ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຍຄ່າ, ແມ່ນມີສາມາດໃຫ້ທ່ານ. ໂທ 1-877-408-2431. TTY: 711.

Clarus Dermatology የቆዳ የሚመለከታቸው የፌዴራል ሲቪል መብቶች ሕጎች ጋር መጣጣማቸውን እና በዘር, በቀለም, በብሄር, ዕድሜ, የእካል ጉዳት ወይም ጾታ መሠረት ላይ እድልዎ እያደርግዎ. ማስታወሻ: የሚናገሩት ቋንቋ ኣማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነዳ ሊያገዝዎት ተዘጋጅተዋል፡ ወደ ሚከተለው ቁጥር ይደውሉ 1-877-408-2431. መስማት ለተሳናቸው: 711.

Die Clarus-Dermatologie entspricht den geltenden Gesetzen der Bundesstaaten und richtet sich nicht nach Rasse, Hautfarbe, nationaler Herkunft, Alter, Behinderung oder Geschlecht. ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-877-408-2431. TTY: 711.



Clarus Dermatology អនុវត្តតាមច្បាប់សិទ្ធិពលរដ្ឋនៃសហព័ន្ធដែលសមរម្យនិងមិនមានការរើសអើសលើមូលដ្ឋាន
នៃពូជសាសន៍ ពណ៌សម្បុរ សញ្ជាតិដើម អាយុ ពិការភាព ឬភេទ។

ប្រយ័ត្ន៖ បើសិនជាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយផ្នែកភាសា ដោយមិនគិតល្អ្លួន គឺអាចមានសំរាប់អ្នក។ ចូរ ទូរស័ព្ទ 1-877-408-2431.
TTY: 711.

يلتزم Clarus Dermatology بقوانين الحقوق المدنية الفدرالية المعمول بها ولا يميز على أساس العرق أو اللون أو

الأصل الوطني أو السن أو الإعاقة أو الجنس. لحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-877-408-2431 أو الرقم 711. والى بكم الصم 9

Clarus Dermatology]은(는) 관련 연방 공민권법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는
성별을 이유로 차별하지 않습니다. 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로
이용하실 수 있습니다. 1-877-408-2431. TTY: 711. 번으로 전화해 주십시오.

Sumusunod ang Clarus Dermatology sa mga naaangkop na Pederal na batas sa karapatang sibil at hindi
nandidiskrimina batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan o kasarian. PAUNAWA:
Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang
bayad. Tumawag sa 1-877-408-2431. TTY: 711.

Clarus Dermatology Seera hariiroo hawwaasummaa Fedeeraalaan wal qabatan sanyiidhaan, bifaan,
dhiigaan, umriidhaan, hiri'ina qaamaan, yookiin koorniyaadhaan hin loogu. XIYYEEFFANNAA: Afaan
dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-877-408-2431.
TTY: 711.

Clarus Dermatology ល្អិតរើសលែង ឯប្រព័ន្ធសិទ្ធិពលរដ្ឋនៃសហព័ន្ធដែលសមរម្យនិងមិនមានការរើសអើសលើមូលដ្ឋាន

លើពូជសាសន៍ ពណ៌សម្បុរ សញ្ជាតិដើម អាយុ ពិការភាព ឬភេទ។

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TTY: 711.

Clarus Dermatology 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. ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés
gratuitement. Appelez le 1-877-408-2431 (ATS : 711).

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