DISCRIMINATION
IS AGAINST THE LAW

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

University General Surgeons 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 Marcella Hatch

If you believe that University General Surgeons 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:

Marcella Hatch
1932 Alcoa Hwy, C-270
865.251.4659
mehatch@utmck.edu

Knoxville, TN 37920 865.251.4658

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Marcella Hatch is available to help you.

You can 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 Ave. SW
  Room 509F HHH Building
  Washington, DC 20201

- By phone at 1-800-368-1019; 800-537-7697 (TDD)

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