

Notice of non-discrimination

Well Eyecare Physician, LLC ensures compliance with relevant Federal, State, and jurisdictional civil rights regulations. Our policies are designed to prevent discrimination, which includes any negative treatment (such as bullying, abuse, or harassment) of individuals based on their race, color, religion, ethnicity, ancestry, national origin, age, marital status, socioeconomic status, language, physical or mental disability, sex, actual or perceived sexual orientation, gender identity or expression, HIV/AIDS status, or due to an association with another individual based on that individual's actual or perceived sexual orientation, gender expression, or HIV/AIDS status, or any other protected characteristic as specified by Federal, State, or local law.

Well Eyecare Physician, LLC in cooperation with the hosting operation facility is offering the services below to ensure effective communication with the patients:

- Qualified sign language interpreters are available to support effective communication for individuals as necessary; written information can be supplied in alternative formats such as large print, audio, accessible electronic formats, and others.
- Reasonable adjustments or modifications to policies, practices, and procedures will be implemented based on disability, unless such changes would result in undue hardship or fundamentally alter the program.
- Accommodations will also be made for sincerely-held religious beliefs, provided they do not create a substantial burden.
- Language services, including qualified interpreters and written materials in languages other than English, are provided to individuals whose primary language is not English

You may also file a civil rights complaint with the following Federal Agencies:

- U.S. Department of Health and Human Services
200 Independence Avenue, SW Room 509F, HHH Building
Washington, D.C. 20201
[1-800-368-1019](tel:1-800-368-1019), [800-537-7697](tel:800-537-7697) (TDD)
Complaint forms are available at <https://www.hhs.gov/ocr/complaints/index.html>
- U.S. Commission on Civil Rights
1331 Pennsylvania Avenue, NW
Washington, DC 20425
Phone: [1-202-376-8128](tel:1-202-376-8128), Voice TTY Relay: 711
Website: <https://www.usccr.gov/contact/complaints>
- U.S. Department of Justice, Civil Rights Division,
Disability Rights Section
Website: <https://www.ada.gov/file-a-complaint/>
- Maryland Department of Health- Board of Optometry
[Maryland Department of Health Complaint Procedures](#)
201 W. Preston Street, Baltimore, MD 21201
(410)767-6500 or 1-877-463-3464