



DANIEL DOWNS M.D.
BOARD CERTIFIED OTOLARYNGOLOGY

DISCRIMINATION IS AGAINST THE LAW

Northern Arizona Ear, Nose & Throat complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Northern Arizona Ear, Nose & Throat does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Northern Arizona Ear, Nose & Throat provides:

- Free aids and services to people with disabilities to communicate effectively with us, such as:
 - o Qualified sign language interpreters
 - o Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Free language services to people whose primary language is not English, such as:
 - o Qualified interpreters
 - o Information written in other languages

If you need these services, contact Gina Watkins.

If you believe that Northern Arizona Ear, Nose & Throat 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:

Gina Watkins
Office Manager
1300 Rim Drive, Suite B
Flagstaff, AZ 86001
Phone: 928-556-9200
Fax: 928-556-0336
dandownsmd@gmail.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Gina Watkins 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, DC 20201,
1-800-368-1019, 800-537-7697 (TDD).

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