

ORTHOPEDIC AND BALANCE THERAPY SPECIALISTS

Section 1557 of the Affordable Care Act (ACA) Compliance Guide

Purpose:

This document outlines the compliance obligations under Section 1557 of the ACA for Orthopedic and Balance Therapy Specialists, a physical therapy provider. Section 1557 ensures that no individual is discriminated against on the basis of race, color, national origin, sex, age, or disability in any health program or activity that receives federal financial assistance.

1. Non-Discrimination Policy

Orthopedic and Balance Therapy (OBTS) is committed to providing an environment that is free from discrimination and harassment in any form. We ensure that all patients have equal access to services, programs, and activities.

Prohibited Grounds of Discrimination:

* Race * Color *National Origin

*Sex (including gender identity and sexual orientation)

*Age *Disability

2. Language Assistance Services

To ensure effective communication with individuals with limited English proficiency (LEP), OBTS provides the following services free of charge:

- Qualified interpreters
- Information written in other languages
- Notices and taglines in the top 15 languages spoken by individuals with LEP in the state

3. Accessibility for Individuals with Disabilities

OBTS complies with the Americans with Disabilities Act (ADA) and Section 1557 by providing:

- Accessible facilities and services
- Reasonable modifications to policies, practices, and procedures
- Auxiliary aids and services, such as qualified interpreters or information in alternate formats (e.g., large print, audio, I-pads)

4. Sex Discrimination

In accordance with Section 1557, OBTS does not discriminate on the basis of sex, which includes:

- Gender identity: We treat individuals consistent with their gender identity.
- Sexual orientation: We do not discriminate against individuals based on their sexual orientation.

5. Grievance Procedure

OBTS] has established a grievance procedure to handle complaints alleging any action that would be prohibited by Section 1557. This procedure provides for prompt and equitable resolution of complaints.

How to File a Complaint:

- Complaints must be submitted in writing to the Compliance Officer within 180 days of the alleged discriminatory act.

- The Compliance Officer will conduct a thorough investigation and issue a written decision within 60 days.

6. Training and Education

We ensure that all employees are trained on Section 1557 compliance, including:

- Understanding and identifying discrimination
- Providing language assistance services
- Ensuring accessibility for individuals with disabilities
- Responding appropriately to complaints

7. Notice and Tagline Requirements

As part of our compliance, we provide notice to patients regarding their rights under Section 1557. This includes:

- Posting non-discrimination notices in conspicuous locations
- Including taglines in at least the top 15 languages spoken by individuals with LEP in the relevant state

8. Contact Information

For questions regarding this compliance document or to file a grievance, please contact:

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