



## Website Accessibility, Nondiscrimination and Government Compliance with ADA Policies

### ***Accessibility:***

We continue to work on improving the accessibility of content on the website. Below, you'll find a few recommendations to help make the browsing experience more accessible if you desire visual, audio, or navigational assistance.

**For the Visually Impaired:** If you have trouble seeing web sites and the content therein, the [US Social Security Administration](#) offers tips for optimizing your computer and browser to improve your experience:

Use your computer to [read web pages](#) out loud

Use the keyboard to [navigate screens](#) and [forms](#)

[Increase text size](#)

[Magnify your screen](#)

[Change background and text colors](#)

[Make your mouse pointer more visible \(Windows only\)](#)

**Audio Assistance – Closed Captioning for videos or audio files:** Closed captioning provides a transcript for the audio track of a video presentation that is synchronized with the video and audio tracks. Captions are generally visually displayed over the video, which benefits people who are deaf and hard of hearing and anyone who cannot hear the audio due to noisy environments. Most of our video content is hosted on YouTube and includes captions. [Learn how to turn captioning on and off in YouTube.](#)

**Audio Assistance – Volume Controls:** Your computer, tablet, or mobile device has volume control features. Each video and audio service has its own additional volume controls. Try adjusting both your device's volume controls and your media players' volume controls to optimize your listening experience.

**Keyboard and Mouse Alternatives:** If you are looking for mouse and keyboard alternatives, speech recognition software such as Dragon Naturally Speaking may help you navigate web pages and online services. This software allows the user to move focus around a web page or application screen through voice controls.

**Additional Assistance:** If the recommendations above do not meet your needs, we invite you to contact us for assistance by calling our practice at the phone number listed on our website.

## ***Notice of Nondiscrimination:***

### **Nondiscrimination statement for significant publications and signification communications that are small-size:**

J. Douglas Cusick, MD, FACS complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. J. Douglas Cusick, MD, FACS does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

J. Douglas Cusick, MD, FACS:

- 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 services, contact Dr. Douglas Cusick, Civil Rights Coordinator.

If you believe that J. Douglas Cusick, MD, FACS 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 Dr. Douglas Cusick at (913) 661-0202.

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

Toll-Free: 1-800-368-1019,  
800-537-7697 (TDD)

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

## **Governmental Compliance Notice:**

This plastic surgery practice complies with applicable federal civil rights laws and does not discriminate on grounds of race, color, national origin, age, disability, or sex. This plastic surgery practice does not exclude or treat people differently because of their race, color, national origin, age, disability, or sex. Language assistance is available without charge by contacting the plastic surgery practice.

### **Spanish**

Esta práctica de cirugía plástica cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo. Esta práctica de cirugía plástica no excluye ni trata a las personas de manera diferente debido a su raza, color, origen nacional, edad, discapacidad o sexo. La asistencia lingüística está disponible sin cargo contactando la práctica de cirugía plástica.

### **Vietnamese**

Thực hành phẫu thuật thẩm mỹ này tuân thủ luật pháp dân sự liên bang hiện hành và không phân biệt đối xử dựa trên chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, khuyết tật hoặc giới tính. Thực hành phẫu thuật thẩm mỹ này không loại trừ hoặc đối xử với mọi người khác nhau vì chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, khuyết tật hoặc giới tính của họ. Hỗ trợ ngôn ngữ có sẵn mà không tính phí bằng cách liên hệ với thực hành phẫu thuật thẩm mỹ.

### **Chinese**

这种整形手术符合适用的联邦民权法律，不会因种族、肤色、国籍、年龄、残疾或性别而有所歧视。这种整形手术不会因为种族、肤色、国籍、年龄、残疾或性别而对人不同。通过联系整形外科手术可免费获得语言帮助。

### **German**

Diese Praxis der plastischen Chirurgie entspricht den geltenden bundesstaatlichen Bürgerrechtsgesetzen und diskriminiert nicht aufgrund von Rasse, Hautfarbe, nationaler Herkunft, Alter, Behinderung oder Geschlecht. Diese Praxis der plastischen Chirurgie schließt Menschen aufgrund ihrer Rasse, ihrer Hautfarbe, ihrer nationalen Herkunft, ihres Alters, ihrer Behinderung oder ihres Geschlechts nicht unterschiedlich aus. Sprachunterstützung ist kostenlos erhältlich, indem Sie sich an die Praxis für plastische Chirurgie wenden.

### **Korean**

이 성형 수술은 적용 가능한 연방 민권 법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다. 이 성형 수술은 사람들의 인종, 피부색,

국적, 연령, 장애 또는 성별 때문에 다르게 배제하거나 치료하지 않습니다. 언어 지원은 성형 수술을 통해 무료로 제공됩니다.

**Laotian**

ການປະຕິບັດການຜ່າຕັດແບບນີ້ສອດຄ່ອງກັບກົດໝາຍສິດທິຂອງພົນລະເມືອງແລະບໍ່ມີການຈໍາແນກກ່ຽວກັບເຫດຜົນຂອງເຊື້ອຊາດ, ສີ, ຕົ້ນກໍາເນີດຂອງຊາດ, ອາຍຸ, ຄວາມພິການຫຼືເພດ.

ການປະຕິບັດການຜ່າຕັດແບບນີ້ບໍ່ໄດ້ຍົກເວັ້ນຫຼືປົນປົວຄົນອື່ນແຕກຕ່າງຈາກເຊື້ອຊາດ, ສີ, ກໍາເນີດຂອງຊາດ, ອາຍຸ, ຄວາມພິການຫຼືເພດ.

ການຊ່ວຍເຫຼືອດ້ານພາສາແມ່ນບໍ່ມີຄ່າໃຊ້ຈ່າຍໂດຍການຕິດຕໍ່ກັບການປະຕິບັດການຜ່າຕັດແບບສຕິກ.

**Arabic**

تتوافق ممارسة الجراحة التجميلية هذه مع قوانين الحقوق المدنية الفيدرالية السارية ولا تميز على أساس العرق أو اللون أو الأصل القومي أو السن أو الإعاقة أو الجنس. لا تستثني ممارسة الجراحة التجميلية هذه الأشخاص أو تعاملهم بشكل مختلف بسبب عرقهم أو لونهم أو أصلهم القومي أو عمرهم أو إعاقتهم أو جنسهم. تتوفر المساعدة اللغوية بدون رسوم عن طريق الاتصال بممارسة الجراحة التجميلية.

**Tagalog (Filipino)**

Ang pagsasanay sa plastic surgery ay sumusunod sa mga angkop na pederal na batas sa mga karapatang sibil at hindi nagpapakita ng diskriminasyon batay sa lahi, kulay, pinagmulan ng bansa, edad, kapansanan, o kasarian. Hindi sinasadya o ginagamot ng pagsasanay sa plastic surgery na ito ang mga tao nang iba dahil sa kanilang lahi, kulay, pinagmulan ng bansa, edad, kapansanan, o sex. Ang tulong sa wika ay magagamit nang walang bayad sa pamamagitan ng pagkontak sa pagsasanay sa plastic surgery.

**Burmese**

ဤသည်ပလတ်စတစ်ခွဲစိတ်မှုအလေ့အကျင့်သက်ဆိုင်သောဖက်ဒရယ်နိုင်ငံသားအခွင့်အရေးဥပဒေများနှင့်အတူလိုက်နာနှင့်လူမျိုး, အသားအရောင်, မူရင်းနိုင်ငံသား, အသက်, မသန်စွမ်း,

ဒါမှမဟုတ်လိင်၏မြေပြင်ပေါ်တွင်ခွဲခြားမှုမထားဘူး။

ဤသည်ပလတ်စတစ်ခွဲစိတ်မှုအလေ့အကျင့်ဖြစ်သောကြောင့်မိမိတို့၏လူမျိုး, အသားအရောင်, မူရင်းနိုင်ငံသား, အသက်, မသန်စွမ်း,

ဒါမှမဟုတ်လိင်၏ကွဲပြားခြားနားသောလူထုတ်ပယ်သို့မဟုတ်ပြုမှုဆက်ဆံပါဘူး။

ဘာသာစကားအကူအညီများပလတ်စတစ်ခွဲစိတ်မှုအလေ့အကျင့်ဆက်သွယ်ခြင်းဖြင့်တာဝန်ခံမပါဘဲရရှိနိုင်ပါသည်။

**French**

Cette pratique de chirurgie plastique est conforme aux lois fédérales sur les droits civils applicables et ne fait pas de distinction de race, de couleur, d'origine nationale, d'âge,

de handicap ou de sexe. Cette pratique de chirurgie plastique n'exclut ni ne traite différemment les personnes en raison de leur race, leur couleur, leur origine nationale, leur âge, leur handicap ou leur sexe. L'assistance linguistique est disponible gratuitement en contactant le service de chirurgie plastique.

### Japanese

この整形手術の慣習は、適用される連邦公民権法に準拠しており、人種、肌の色、出身国、年齢、障害、または性別を理由に差別されていません。この整形手術の実践は、人種、肌の色、出身国、年齢、身体障害、または性別のために、人々を排除または治療する方法が異なります。言語支援は整形外科医に連絡することで無料で利用できます。

。

### Russian

Эта практика пластической хирургии соответствует применимым федеральным законам о гражданских правах и не допускает дискриминации по признаку расы, цвета кожи, национального происхождения, возраста, инвалидности или пола. Эта практика пластической хирургии не исключает и не относится к людям по-разному из-за их расы, цвета кожи, национального происхождения, возраста, инвалидности или пола. Языковая помощь предоставляется бесплатно, связавшись с практикой пластической хирургии.

### Hmong

Txoj kev phais yas no yog ua raws li kev cai lij choj tsoom fww cov cai thiab tsis cais tshwj txoj cai vim yog haiv neeg, xim tawv nqaij, haiv neeg, hnuv nyoog, kev xiam oob khab, lossis kev sib deev. Txoj kev ua haujlwm ntawm kev hnav yas no tsis cais lossis kho cov neeg txawv vim yog lawv haiv neeg, xim, keeb kwm teb chaws, hnuv nyoog, kev xiam oob khab, lossis kev sib deev. Kev pab txhais lus yog tsis muaj nqi them yog hu rau kev siv phais plab yas.

### Persian (Farsi)

این عمل جراحی پلاستیک مطابق با قوانین مربوط به حقوق مدنی فدرال می باشد و بر اساس نژاد، رنگ، منشاء ملی، سن، ناتوانی جنسی یا جنسیت تبعیض آمیز نیست. این عمل جراحی پلاستیک، به علت نژاد، رنگ، منشاء ملی، سن، ناتوانی جنسی و یا جنسیت، افراد را به طور متفاوتی محروم نمی کند یا آنها را درمان نمی کند. با استفاده از عمل جراحی پلاستیک، کمک به زبان بدون هزینه می باشد.

### Swahili

Utaratibu huu wa upasuaji wa plastiki unazingatia sheria za haki za kiraia zinazohusika na hazibaguzi kwa sababu ya rangi, rangi, asili ya kitaifa, umri, ulemavu, au ngono. Mazoezi haya ya upasuaji wa plastiki hauwazuia au kuwatendea watu tofauti kwa sababu ya rangi, rangi, asili ya kitaifa, umri, ulemavu, au ngono. Msaada wa lugha inapatikana bila malipo kwa kuwasiliana na mazoezi ya upasuaji wa plastiki.