



## Nondiscrimination Policy

System Optics Inc., dba Novus Clinic does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of race, color, national origin, disability, or age (and any other bases that you wish to include, such as sex, sexual orientation, gender identity, religion, creed, etc.) in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, and in staff and employee assignments to patients, whether carried out by System Optics Inc., dba Novus Clinic directly or through a contractor or any other entity with which System Optics Inc., dba Novus Clinic arranges to carry out its programs and activities.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (nondiscrimination on the basis of race, color, national origin), Section 504 of the Rehabilitation Act of 1973 (nondiscrimination on the basis of disability), the Age Discrimination Act of 1975 (nondiscrimination on the basis of age), regulations of the U.S. Department of Health and Human Services issued pursuant to these three statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91, (and state laws or corporate policies, etc.).

Additionally, in accordance with Section 1557 of the Patient Protection and Affordable Care Act of 2010, 42 U.S.C. § 18116, System Optics Inc., dba Novus Clinic does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of sex (including gender identity) in admission to, participation in, or receipt of the services and benefits under any of its health programs and activities, and in staff and employee assignments, whether carried out by System Optics Inc., dba Novus Clinic directly or through a contractor or any other entity with which System Optics Inc., dba Novus Clinic arranges to carry out its programs and activities.

In case of questions or if you believe that System Optics Inc, dba Novus Clinic 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 by contacting:

Provider Name: System Optics Inc., dba Novus Clinic  
Contact Person/Section 504 Coordinator: Amanda Sainato  
Telephone number: (330)-630-9699  
Address: 518 West Ave. Tallmadge, OH 44278

You can also file a civil rights complaint with the US Department of Health and Human Services, Office for Civil Rights:

US Department of Health and Human Services  
200 Independence Ave, SW  
Room 509F, HHH Building  
Washington, DC 20201  
800-368-1019