

MERRIMACK VALLEY ORAL SURGEONS
88 Montvale Avenue | 33 Bartlett Street
Stoneham, MA 02180 | Lowell, MA 01852

Non-Discrimination Statement

Merrimack Valley Oral Surgeons is committed to running a medical practice that is free from unlawful discrimination based on race, color, religious creed, national origin, ancestry, age, sex, gender identity, sexual orientation, physical or mental disability, and any other classifications protected by federal law and the laws of the Commonwealth of Massachusetts. We insist that all patients and prospective patients, as well as our employees, be treated with dignity, respect, and courtesy.

Accordingly, Merrimack Valley Oral Surgeons prohibits and will not tolerate harassment or discrimination by its staff. Nor will it tolerate retaliation against patients, prospective patients, or employees who report harassment or discrimination or who participate in any investigation of a report of harassment or discrimination.

Further, Merrimack Valley Oral Surgeons is an equal opportunity employer and values diversity. Merrimack Valley Oral Surgeons does not discriminate in employment on the basis of race, color, religious creed, national origin, ancestry, sex, gender identity, age, criminal record (inquiries only), disability, mental illness, sexual orientation, active military personnel status, genetics or any other status protected by federal law and the laws of the Commonwealth of Massachusetts.

While Merrimack Valley Oral Surgeons will do its best to ensure a discrimination-free environment. Your cooperation is needed to achieve this goal by reporting incidents of harassment, discrimination, or retaliation. In the event that you experience, witness, or learn of any conduct that violates this policy, employees are expected to and patients or prospective patients are invited to contact a member of the management team and/or Dr. Hamid Esbah-Tabatabaie directly and immediately.

You may also contact the following outside agencies to report unlawful discrimination, harassment, or retaliation:

Office of the Attorney General
One Ashburton Place
6th Floor, Room 601
Boston, MA 02108
(617) 994-6000
www.mass.gov/mcad

Massachusetts Commission Against Discrimination
One Ashburton Place
Boston, MA 02108
(617) 727-2200
www.mass.gov/ago