



## 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 [U.S. 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:**

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

If you believe that Brown & Brown, LLP has discriminated on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with Dan Brown, Founding Partner, at (314) 333-3333.

You can also file a civil rights complaint with the U.S. Department of Justice, Civil Rights Division, electronically through the ADA complaint portal available at [https://www.ada.gov/filing\\_complaint.htm](https://www.ada.gov/filing_complaint.htm), or by mail or phone at:

U.S. Department of Justice  
950 Pennsylvania Avenue, NW  
Civil Rights Division  
Disability Rights Section – 1425 NYAV  
Washington, D.C. 20530

ADA Information Line: (800) 514-0301  
TTY: (800) 514-0383

Complaint forms are available at <https://www.ada.gov/complaint/>.

### **Governmental Compliance Notice:**

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#### **Spanish**

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#### **Chinese**

该律师事务所符合适用的联邦民权法律，不会因种族，肤色，国籍，年龄，残疾或性别而歧视。这个律师事务所不会因为种族，肤色，国籍，年龄，残疾或性别而不同或不同待人。

#### **Polish**

Ta kancelaria jest zgodna z obowiązującymi prawami federalnymi dotyczącymi praw obywatelskich i nie dyskryminuje ze względu na rasę, kolor skóry, pochodzenie krajowe, wiek, niepełnosprawność ani płeć. Ta kancelaria nie wyklucza ani nie traktuje ludzi inaczej ze względu na ich rasę, kolor skóry, pochodzenie krajowe, wiek, niepełnosprawność lub płeć.

#### **Vietnamese**

Công ty luật này tuân thủ luật pháp về quyền công dân liên bang và không phân biệt đối xử về chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, tình trạng khuyết tật, hoặc giới tính. Công ty luật này không loại trừ hoặc đối xử với người khác theo chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, tình trạng khuyết tật, hoặc giới tính.

#### **Serbian**

Ova advokatska kancelarija je u skladu sa važećim savezним zakonima o građанским pravima i ne diskriminiра na osnovu rase, boje, nacionalnog porijekla, starosti, invaliditeta или пола. Ova advokatska kancelarija ne isključuje i ne tretira ljude другачије zbog rase, boje, nacionalnog porijekla, starosti, invaliditeta или пола.

## Croatian

Ova odvjetnička tvrtka udovoljava važećim saveznim zakonima o građanskim pravima i ne diskriminira na temelju rase, boje, nacionalnog podrijetla, dobi, invaliditeta ili spola. Ova odvjetnička tvrtka ne isključuje ili ne tretira ljude drugačije zbog njihove rase, boje, nacionalnog podrijetla, dobi, invaliditeta ili spola.

## Gujarati

આ કાયદો પેઠી લાગુ ફેડરલ નાગરિક અધિકાર કાયદાઓનું પાલન કરે છે અને જાતિ, રંગ, રાષ્ટ્રીય મૂળ, ઉંમર, અપંગતા, અથવા જાતિના આધારે ભેદભાવ આપતું નથી. આ કાયદો પેઠી લોકોની જાતિ, રંગ, રાષ્ટ્રીય મૂળ, ઉંમર, અપંગતા, અથવા જાતિને કારણે જુદા જુદા લોકોને બાકાત અથવા સારવાર આપતું નથી.

## German

Diese Kanzlei entspricht den geltenden bundesstaatlichen Zivilrechtsgesetzen und unterscheidet nicht aus Gründen der Rasse, der Farbe, der nationalen Herkunft, des Alters, der Invalidität oder des Geschlechts. Diese Anwaltskanzlei schließt oder leidet die Menschen nicht anders als wegen ihrer Rasse, ihrer Farbe, ihrer nationalen Herkunft, ihres Alters, ihrer Behinderung oder ihres Geschlechts.

## Arabic

حقوق ال ب قوان بين هذه المحاماة شركة وت ل تزم  
على تميز ولا بها المعمول الات حادية المدنية  
أو ال سن أو ال قومي الأصل أو ال لون أو ال عرق أساس  
هذه المحاماة شركة ت سد ت ثني ولا . ال جنس أو الإعاقة  
ب سد بب مذ تلف ب شكل ت عال جهم أو الأ شخص  
إعاق تهم أو سدهم أو ال قومي أصلهم أو ل ونهم أو عرقهم  
ج ن سهم أو

## Korean

이 법률 사무소는 해당 연방 민권 법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다. 이 법률 사무소는 인종, 피부색, 국적, 연령, 장애 또는 성별로 인해 사람들을 다르게 배제하거나 대우하지 않습니다.

## Russian

Эта юридическая фирма соответствует применимым федеральным законам о гражданских правах и не допускает дискриминации по признаку расы, цвета кожи, национального происхождения, возраста, инвалидности или пола. Эта юридическая фирма не исключает или лечит людей по-разному из-за их расы, цвета кожи, национального происхождения, возраста, инвалидности или пола.

## French

Ce cabinet d'avocats est conforme aux lois fédérales sur les droits civils applicables et ne fait pas de discrimination fondée sur la race, la couleur, l'origine nationale, l'âge, le handicap ou le sexe. Ce cabinet d'avocats n'exclut ou ne traite pas les gens en raison de leur race, leur couleur, leur origine nationale, leur âge, leur handicap ou leur sexe.

## Urdu

کے حقوق شہری وفاقی اطلاق قابل فرم قانون یہ  
قومی رنگ، نسل، اور ہے ہوتا یا مطابق کے قوانین  
پر میدانوں کے جنسی یا معذوری عمر، آبادی،  
رنگ، ر دوڑ، کی ان فرم قانون یہ۔ کہ رتاناہیں متصاب  
سے وجہ کی جنسی یا معذوری عمر، آبادی، قومی  
کہ رتاناہیں علاج یا الگ الگ لوگوں

## Filipino

Ang law firm na ito ay sumusunod sa mga angkop na pederal na batas sa mga karapatang sibil at hindi nagpapakita ng diskriminasyon batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan, o kasarian. Ang batas ng batas na ito ay hindi nagbubukod o itinuturing ang mga tao na naiiba dahil sa kanilang lahi, kulay, bansang pinagmulan, edad, kapansanan, o kasarian.

## Persian

حقوق به مرتب و طبقه و اندین به با حقوقی شرکت این رنگ، نژاد، اساس بر و است موافق فدرال مدنی جنسیت یا جنس ذات وانی سن، ملی، منشاء به حقوقی شرکت این نیست قائل تبعیض جنسی ذات وانی سن، ملی، منشاء رنگ، نژاد، علت تاثیر تحت متفاوتی طور به را آنها جنسیت یا دهد نمی قرار.

## Somali

Shirkaddan sharcigu wuxuu u hoggaansamaa shuruucda xuquuqda madaniga ee federaaliga oo aan kala takoorin sababo jinsi, midab, asal qaran, da ', naafonimo, ama jinsi. Shirkadan sharci-yaqaanku kama saari karo ama u daaweynayo dadka si kala duwan sababtoo ah jinsiyad, midab, asal qaran, da ', naafonimo, ama galmo.

## Portuguese

Este escritório de advocacia cumpre as leis federais de direitos civis aplicáveis e não discrimina por motivos de raça, cor, origem nacional, idade, deficiência ou sexo. Este escritório de advocacia não exclui nem trata as pessoas de forma diferente por causa de sua raça, cor, origem nacional, idade, deficiência ou sexo.

## Amharic

ይህ የሕግ ለ ስተዳረ ተፈጻሚነት ያላቸውን የፌዴራል ሲቪል መብቶች ሕጎች የተከበረ ሲሆን በዘር, በቀለም, በብሄራዊ, በ E ድሜ, በ A ካል ጉዳተኝነት ወይም በጾታ ላይ ልዩነት የማይፈጥርበት ነው. ይህ የህግ ኩባንያ በዘር, በቀለም, በብሄራዊ ማንነታቸው, በዕድሜ, በአካል ጉዳተኝነት ወይም በጾታ ምክንያት የተለየን አያካትትም ወይም አያጠቃልልም.

## Italian

Questa società legale rispetta le leggi federali di diritto civile e non discrimina per motivi di razza, colore, origine nazionale, età, disabilità o sesso. Questo studio legale non esclude o tratta persone in modo diverso a causa della loro razza, colore, origine nazionale, età, disabilità o sesso.

## Hindi

यह कानून फर्म लागू संघीय नागरिक अधिकार कानूनों का अनुपालन करता है और नस्ल, रंग, राष्ट्रीय मूल, उम्र, विकलांगता या लिंग के आधार पर भेदभाव नहीं करता है। यह कानून फर्म लोगों को उनकी जाति, रंग, राष्ट्रीय मूल, उम्र, विकलांगता, या सेक्स के कारण अलग-अलग लोगों से अलग नहीं करता है या उनका इलाज नहीं करता है।

## Greek

Αυτό το δικηγορικό γραφείο συμμορφώνεται με τους ισχύοντες ομοσπονδιακούς νόμους για τα πολιτικά δικαιώματα και δεν εισάγει διακρίσεις λόγω φυλής, χρώματος, εθνικής καταγωγής, ηλικίας, αναπηρίας ή φύλου. Αυτό το δικηγορικό γραφείο δεν αποκλείει ή αντιμετωπίζει τους ανθρώπους διαφορετικά λόγω της φυλής, του χρώματος, της εθνικής καταγωγής, της ηλικίας, της αναπηρίας ή του φύλου.