

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

**DESMOND K. BLACKBURN, Ph.D.
CHIEF SCHOOL PERFORMANCE AND ACCOUNTABILITY OFFICER**

January 30, 2015

Signatures on File

TO: All Principals
All Department Heads

FROM: Amanda Bailey
Chief Human Resources Officer

VIA: Desmond K. Blackburn, Ph.D.
Chief School Performance and Accountability Officer

**SUBJECT: OFFICIAL NONDISCRIMINATION AND REASONABLE
ACCOMMODATION STATEMENTS**

This memo serves as a reminder that revisions to the District's Nondiscrimination Policy Statement 4001.1 were approved on March 1, 2011. Please use the revised statement on all printed materials (brochures, flyers, websites, etc.) other than stationery. This replaces any other statement of nondiscrimination which you may be using.

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, national origin, marital status, race, religion, sex or sexual orientation. Individuals who wish to file a discrimination and/or harassment complaint may call the Director, Equal Educational Opportunities/ADA Compliance Department at 754-321-2150 or Teletype Machine (TTY) 754-321-2158.

In addition to this statement, under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA), the District is responsible for notifying job applicants, employees, students, parents and the public of our obligation to provide accommodations to otherwise qualified individuals with disabilities. Therefore, any notice inviting parents, employees, students or the public to apply for vacancies, register for classes, or attend functions, meetings, conferences, training or any other District or school-based event, must include the following statement:

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA) may call Equal Educational Opportunities/ADA Compliance Department at 754-321-2150 or Teletype Machine (TTY) 754-321-2158.

Should you have any questions regarding these statements, please contact **Wladimir G. Alvarez, Director, Equal Educational Opportunities/ADA Compliance at 754-321-2150.**

DKB/AB/WGA:wkg

c: Senior Leadership Team
Wladimir G. Alvarez, Director
Equal Educational Opportunities/ADA Compliance
Cadre Directors, School Performance and Accountability