Established 1915
BROWARD
County Public Schools

OFFICE OF THE SUPERINTENDENT
DR. HOWARD HEPBURN
SUPERINTENDENT OF SCHOOLS

PHONE: 754-321-2600 **FAX:** 754-321-2701 **EMAIL:** superintendent@browardschools.com

August 4, 2025

TO: All Principals
All Departments

FROM: Dr. Ernie Lozano
Chief Human Resources Officer

Dr. Angela R. Fulton
Deputy Superintendent

VIA: Dr. Howard Hepburn
Superintendent of Schools



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

This memo serves as a reminder to please use the District's Nondiscrimination Policy Statement 4001.1 on all printed materials other than stationery (i.e., brochures, flyers, websites, etc.). 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, genetic information, marital status, national origin, race, religion, sex or sexual orientation. The School Board also provides equal access to the Boy Scouts and other designated youth groups. Individuals who wish to file a discrimination and/or harassment complaint may call the Assistant Director, Equal Educational Opportunities/ADA Compliance Department & District's Equity Coordinator/Title IX Coordinator at 754-321-2150 or email eeo@browardschools.com.

In addition to this statement, under the Americans with Disabilities Act Amendments Act of 2008, 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 email eeo@browardschools.com.

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

HH/ARF/EL/DA/WGA:wkg

c: Senior Leadership Team