



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:

Gardner & Rans P.C. complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Gardner & Rans P.C. does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

If you believe that Gardner & Rans P.C. has discriminated on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with Martin J. Gardner at (574) 233-6035.

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, 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:

This law firm complies with applicable federal civil rights laws and does not discriminate on grounds of race, color, national origin, age, disability, or sex. This law firm does not exclude or treat people differently because of their race, color, national origin, age, disability, or sex.

Spanish

Este bufete de abogados cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo. Este bufete de abogados no excluye ni trata a las personas de manera diferente debido a su raza, color, origen nacional, edad, discapacidad o sexo.

Chinese

该律师事务所遵守适用的联邦民权法律，不因种族，肤色，国籍，年龄，残疾或性别而歧视。该律师事务所不会因种族，肤色，国籍，年龄，残疾或性别而对人不同。

German

Diese Anwaltskanzlei entspricht den anwendbaren bundesstaatlichen Bürgerrechtsgesetzen und diskriminiert nicht aufgrund von Rasse, Hautfarbe, nationaler Herkunft, Alter, Behinderung oder Geschlecht. Diese Anwaltskanzlei schließt Menschen nicht wegen ihrer Rasse, Hautfarbe, nationalen Herkunft, ihres Alters, ihrer Behinderung oder ihres Geschlechts aus oder behandelt sie anders.

Burmese

ဤညွှန်ကြားမှုဦးစီးဌာနသည် အသုံးပြုဆောင်ရွက်သော အခွင့်အရေးဥပဒေများနှင့်အညီ အမျိုးမျိုး၊ အသားအရောင်၊ မူရင်းနိုင်ငံသား၊ အသက်၊ မသန်စွမ်း၊ ဒါမှမဟုတ်လိင်၏ မြေပြင်ပေါ်တွင် ခွဲခြားမှုမထားဘူး။ ဤညွှန်ကြားမှုဦးစီးဌာနသည် အသုံးပြုဆောင်ရွက်သော အခွင့်အရေးဥပဒေများနှင့်အညီ အမျိုးမျိုး၊ အသားအရောင်၊ မူရင်းနိုင်ငံသား၊ အသက်၊ မသန်စွမ်း၊ ဒါမှမဟုတ်လိင်၏ ကွဲပြားခြားနားသော လူထုတစ်ပယ်သို့ မဟုတ်ပြုမှုဆက်ဆံပါဘူး။

Arabic

تتوافق هذه الشركة القانونية مع قوانين الحقوق المدنية الاتحادية المعمول بها ولا تميز على أساس العرق أو اللون أو الأصل القومي أو السن أو الإعاقة أو الجنس. لا تستثني شركة المحاماة هؤلاء الأشخاص أو تعاملهم بشكل مختلف بسبب عرقهم أو لونهم أو أصلهم القومي أو عمرهم أو إعاقتهم أو جنسهم.

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.

Vietnamese

Công ty luật này tuân thủ luật dân quyền hiện hành của liên bang và không phân biệt đối xử dựa trên cơ sở chủng tộc, màu da, nguồn gốc quốc gia, độ tuổi, khuyết tật hoặc giới tính. Công ty luật này không loại trừ hoặc đối xử với mọi người khác nhau vì chủng tộc, màu da, nguồn gốc quốc gia, độ tuổi, khuyết tật hoặc giới tính của họ.

French

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

Japanese

この法律事務所は、適用される連邦の市民権法を遵守し、人種、色、国籍、年齢、障害または性別を理由に差別することはありません。この法律事務所は、人種、色、国籍、年齢、身体障害、または性別が異なるため、人々を異なる方法で除外または治療することはありません。

Dutch

Dit advocatenkantoor voldoet aan de toepasselijke federale wetgeving inzake burgerrechten en discrimineert niet op grond van ras, huidskleur, nationale afkomst, leeftijd, handicap of geslacht. Dit advocatenkantoor sluit mensen anders uit of behandelt ze niet vanwege hun ras, huidskleur, afkomst, leeftijd, handicap of geslacht.

Filipino

Ang katungkulan ng batas 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 tanggapan na ito ay hindi nagbubukod o itinuturing ang mga tao na naiiba dahil sa kanilang lahi, kulay, bansang pinagmulan, edad, kapansanan, o kasarian.

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.

Punjabi

ਇਹ ਕਾਨੂੰਨ ਫਰਮ ਲਾਗੂ ਸੰਘੀ ਸ਼ਹਿਰੀ ਅਧਿਕਾਰ ਕਾਨੂੰਨਾਂ ਦੀ ਪਾਲਣਾ ਕਰਦਾ ਹੈ ਅਤੇ ਜਾਤੀ, ਰੰਗ, ਰਾਸ਼ਟਰੀ ਮੂਲ, ਉਮਰ, ਅਪੰਗਤਾ, ਜਾਂ ਲਿੰਗ ਦੇ ਆਧਾਰਾਂ ਤੇ ਵਿਤਕਰਾ ਨਹੀਂ ਕਰਦਾ. ਇਹ ਕਾਨੂੰਨ ਫਰਮ ਲੋਕਾਂ ਦੀ ਨਸਲ, ਰੰਗ, ਰਾਸ਼ਟਰੀ ਮੂਲ, ਉਮਰ, ਅਸਮਰਥਤਾ ਜਾਂ ਲਿੰਗ ਦੇ ਕਾਰਨ ਵੱਖਰੇ ਢੰਗ ਨਾਲ ਬਾਹਰ ਨਹੀਂ ਕੱਢਦਾ ਜਾਂ ਉਨ੍ਹਾਂ ਦਾ ਇਲਾਜ ਨਹੀਂ ਕਰਦਾ.

Hindi

यह कानून फर्म लागू संघीय नागरिक अधिकार कानूनों का अनुपालन करती है और जाति, रंग, राष्ट्रीय मूल, आयु, विकलांगता या लिंग के आधार पर भेदभाव नहीं करती है। यह कानून फर्म अपनी जाति, रंग, राष्ट्रीय मूल, आयु, अक्षमता या लिंग के कारण अलग-अलग लोगों को बहिष्कृत या इलाज नहीं करती है।