



WOMEN IN DISTRESS™  
OF BROWARD COUNTY, INC.

ESTABLISHING S·A·F·E™  
STOP ABUSE FOR EVERYONE™

## **NON-DISCRIMINATION POLICY**

Women In Distress does not discriminate by reason of race, sex, color, age, national origin, religion, mental or physical ability, sexual orientation, gender identity, veteran or military reserve status, immigration status, or language spoken. All room assignments, activities, programs, etc. are provided in a non-discriminatory manner.

## **PARTICIPANTS WITH DISABILITIES**

TTY/TDD LINE: 954-537-5385

Women In Distress of Broward County, Inc is an ADA accessible facility. We welcome the opportunity to serve participants with disabilities. Accommodations will be made free of charge upon requests that may include but are not limited to auxiliary aids, sign language interpreters, printed materials in alternative formats, TTY/TDD, and Braille. Alternative formats can be requested to any staff member or to the Director of Outreach Services or the Director of Residential services. Requests can be made in person or through the 24 hour hotline number 954-761-1133, TTY/TDD Line 954-527-5385, or [www.womenindistress.org](http://www.womenindistress.org). Service animals are welcome.

All employees should refer to the *Procedure for TTY/TDD, Requesting Interpreters, and the Cultural Diversity/Special Needs Sensitivity Plan for more detailed information to access alternative formats.*

All staff members receive training in Civil Rights, [Title VI](#), [Title VII](#), [Limited English Proficiency](#), [Americans with Disabilities and Section 504](#).

## **PARTICIPANTS WITH LIMITED ENGLISH PROFICIENCY [LEP]**

Women In Distress of Broward County, Inc. welcomes the opportunity to serve participants with Limited English Proficiency. Services are provided in Spanish and Creole. We will make accommodations for other languages including but not limited to the use of translators or interpreters and/or a language line. All services and accommodations are made at no charge to the participant.

The Human Resource Director is the designated Civil Rights Coordinator (EOC). Any questions or grievances from staff with regards to Civil Rights should be directed there. Participants with questions or grievances, which are not able to be met by the assigned advocate, should contact either the Director of Outreach Services or the Director of Residential Services. In addition, discrimination complaints may be filed with the DCF Office of Civil Rights, U.S. Department of Health and Human Services

(HHS) - Office for Civil Rights, or with the U. S. Department of Justice (DOJ) - Office for Civil Rights.

<p>Office for Civil Rights U.S. Dept. Health and Human Services 61 Forsyth Street, S.W., Suite 3B70 Atlanta, GA 30303-8909 (404) 562-7886 - TDD (404)331-2867</p>	<p>DCF - Office of Civil Rights 1317 Winewood Blvd. Bldg 1, Room 110 Tallahassee, FL 32399-0700 850-487-1901</p>	<p>U.S. Dept. of Justice Office of Civil Right Office of Justice Programs 810 7<sup>th</sup> Street NW Washington, D.C. 20531</p>
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