



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:

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

If you believe that Portner & Shure has discriminated on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with Sarah Sadler at (410) 995-1515.

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:

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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。

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

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 opisina ng batas na ito ay hindi nagbubukod o nakikitang iba sa mga tao dahil sa kanilang lahi, kulay, bansang pinagmulan, edad, kapansanan, o sex.

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.

Amharic

ይህ የሕግ ልማት ተፈጻሚነት ያላቸውን የፌዴራል ሲቪል መብቶች ሕጎች የተከበረ ሲሆን በዘር, በቀለም, በብሔራዊ, በጾታ, በሀገር, በሀገር ውስጥ ጉዳተኝነት ወይም በየቦታ ላይ ልዩነት የማይፈጥርበት ነው። ይህ የህግ ከባንያ በዘር, በቀለም, በብሔራዊ ማንነታቸው, በጾታ, በሀገር ውስጥ ጉዳተኝነት ወይም በየቦታ ምክንያት የተለየን ሊያካትትም ወይም ሊያጠቃልልም።

Igbo

Ụlọ ọrụ iwu a kwadoro iwu ndị nwe obodo na-ahụ maka iwu obodo na-enweghị ike ịkpa ókè n'ihì agbụrụ, agba, mba, afọ, nkwarụ, ma ọ bụ mmekọahụ. Ụlọ ọrụ iwu a anaghị ewepụ ma ọ bụ na-emeso ndị mmadụ n'ụzọ dị iche n'ihì agbụrụ ha, agba, mba, afọ, nkwarụ, ma ọ bụ mmekọahụ.

Yoruba

Ofin ile-iṣẹ yi ntẹriba pẹlu awọn ofin ẹto ilu ilu ti o jẹ dandan ati pe ko ṣe iyatọ lori awọn ẹbi ti agbirisi, awọ, orisun orilẹ-ede, oṣo ori, ailera, tabi ibalopo. Atilẹkọ ofin yii ko ya tabi ṣe itoju awọn eniyan yatọ si nitori ti ije wọn, awọ, orisun orilẹ-ede, oṣo ori, ailera, tabi ibalopo.

Urdu

یہ قانون فرم قابل اطلاق وفاقی شہری حقوق کے قوانین کے مطابق ہوتا ہے اور نسل، رنگ، قومی آبادی، عمر، معذوری یا جنسی کے میدانوں پر متصائب نہیں کرتا۔ یہ قانون فرم ان کی دوڑ، رنگ، قومی آبادی، عمر، معذوری یا جنسی کی وجہ سے لوگوں کو مختلف طور پر خارج یا علاج نہیں کرتا ہے۔

Persian

این شرکت حقوقی با قوانین مربوط به حقوق مدنی فدرال موافق است و بر اساس نژاد، رنگ، منشأ ملی، سن، ناتوانی جنسی یا جنسیت تبعیض قائل نیست. این شرکت حقوقی به علت نژاد، رنگ، منشأ ملی، سن، ناتوانی جنسی یا جنسیت آنها را به طور متفاوتی تحت تاثیر قرار نمی دهد.

Haitian Creole

Konpayi kabinè sa a respekte lwa federal dwa sivil ki aplikab epi li pa fè diskriminasyon sou baz ras, koulè, orijin nasyonal, laj, andikap, oswa sèks. Konpayi kabinè sa a pa eskli oswa trete moun yon fason diferan paske nan ras yo, koulè yo, orijin nasyonal, laj, andikap, oswa sèks.

Portuguese

Este escritório de advocacia está em conformidade com as leis federais de direitos civis aplicáveis e não discrimina com base em raça, cor, nacionalidade, idade, deficiência ou sexo. Este escritório de advocacia não exclui ou trata as pessoas de maneira diferente por causa de sua raça, cor, nacionalidade, idade, deficiência ou sexo.

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.

Gujarati

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

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।

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.

Bengali

এই আইন সংস্থা প্রযোজ্য ফেডারাল নাগরিক অধিকার আইনগুলির সাথে সামঞ্জস্য করে এবং জাতি, রঙ, জাতীয় উত্স, বয়স, অক্ষমতা বা যৌনতার ভিত্তিতে বৈষম্য করে না। এই আইন সংস্থা তাদের জাতি, রঙ, জাতীয় উত্স, বয়স, অক্ষমতা, বা যৌনতার কারণে লোকদের আলাদাভাবে বাদ বা আচরণ করে না।