



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 [US 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:

Shaw Cowart LLP complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Shaw Cowart LLP does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

If you believe that Shaw Cowart LLP has discriminated on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with Ethan L. Shaw at (512) 499-8900.

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

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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.

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 법률을 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.

Arabic

وأقر عل ساس أسأل ع زيمت الو اهب لوم عمل اة يداحت ال اة ين دمل ا قوق حل ا نين اوق عم ة ينون اقل ا ؤكرش ال اذه قفاوت ملام اعة وأ صاخش ال اء ال وه ة امل ا ؤكرش ين ثست ال سن حل ا وأ ؤقاع ال ا وأ نسل ا وأ يموق ال لصال ا وأ نول ال مهن ج وأ مهتقاع ا وأ مهرمع وأ يموق ال مه لصال ا وأ مهنول وأ مهقرع ببسب فلل تخم لكش ب

Urdu

،یدابآ یموق، گنر، لسن روا ے اتوہ قباطم ےک نین اوق ےک قوق ح یرمش ی قافو قال ط لباق مر ف نون اوق ے، رمع، یدابآ یموق، گنر، ژود یک نا مر ف نون اوق ے، اترک ےن باصتم رپ ون ادم ےک ےسن ج ای یرودعم، رمع ے، اترک ےن جال ع ای جراح رپ روط فلل تخم وک وگول ےس ےجو یک ےسن ج ای یرودعم

Tagalog

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

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.

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।

Persian / Farsi

،لم ءاشنم ،گنر ،داژن ساسا رب و تسرا قفاوم لاردف یندم قوقح هب طوبرم نیناوق اب یقوقح تکرش نی
،لم ءاشنم ،گنر ،داژن تلعل هب یقوقح تکرش نی .تسین لئاق ضعیعبت تیسنج ای یسنج یناوتان ،نس
دهد یمن رارق ریثات تحت یثوافتم روط هب ار امنآ تیسنج ای یسنج یناوتان ،نس

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.

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.

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.

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。

Laotian

ບໍລິສັດກົດຫມາຍນີ້ສອດຄ່ອງກັບລະບຽບກົດຫມາຍຂອງພົນລະເມືອງລະຫວ່າງລັດຖະບານແລະບໍ່ມີຄວາມ
ຈຳແນກກ່ຽວກັບເຫດຜົນຂອງເຊື້ອຊາດ, ສີ່ຜິວ, ດັ້ນກຳເນີດຂອງຊາດ, ອາຍ, ຄວາມພິການຫຼືການຮ່ວມເພດ.

ບໍລິສັດກົດຫມາຍນີ້ບໍ່ໄດ້ປະຕິເສດຫຼືປະຕິບັດຕໍ່ຄົນຕ່າງປະເທດເພາະວ່າເຊື້ອຊາດ, ສີ, ກຳເນີດຂອງຊາດ, ອາຍ, ຄວາມພິການຫຼືການຮ່ວມເພດ.