Minority and Women Business Enterprises (M/WBE) (Supplier Diversity)

The Town of Esto is committed to supplier diversity in the performance of all contracts associated with Federal and State funding projects. For projects funded through the Community Development Block Grant (CDBG) program, the Town and the Bidder/Contractor are required to make good faith efforts to encourage the participation of minority owned and woman owned and small business enterprises in accordance with applicable laws.

The Bidder/Contractor will be required to submit documentation to reflect the affirmative action steps taken to utilize certified minority- and women-owned businesses in the work and the intended use of these companies in the work. Documentation shall include evidence that qualified minority and women's businesses have been solicited for subcontracting work and/or supplies, as may be needed to complete the work. The list of certified minority- and women-owned businesses that operate in the Town of Esto region can be found at the following web address:

Florida Department of Management Services, Office of Supplier Diversity
https://vendorstrator.dms.myflorida.com/directory

The Bidder/Contractor will be responsible for participating in these affirmative steps and providing documentation to that effect.

Fair Housing
Coordinator and Information

It is the policy of the Town of Esto, in keeping with the laws of the United States of America and the spirit of the Constitution of the State of Florida, to promote through fair, orderly and lawful procedure the opportunity for each person so desiring to obtain housing of such person's choice in this Town, without regard to race, color, ancestry, national origin, religion, sex, marital status, familial status, handicap, or age, and, to that end, to prohibit discrimination in housing by any person. For more information on Fair Housing contact the Fair Housing Coordinator as follows:

Ben Tew, Town Clerk
Town of Esto
3312 2nd Avenue South
Esto, Florida, 32425
Telephone: (850) 263-6521
Email: estotownclerk@gmail.com

Americans with Disabilities Act (ADA)
Coordinator and Information

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Town of Esto will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities**. Employment:** The Town of Esto does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA. **Effective Communicatio**n: The Town of Esto will generally, upon request, provide appropriate aids and services leading to effective communications for qualified persons with disabilities so they can participate equally in the Town of Esto's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing or vision impairments. **Modifications to Policies and Procedures:** The Town of Esto will make all reasonable modifications to policies or procedures to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services and activities. For example, individuals with service animals are welcome in the Town of Esto's facilities/properties, even where pets are generally prohibited. Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service or activity of the Town of Esto, should contact the Town's ADA Coordinator as soon as possible but no later than forty-eight (48) hours before the scheduled event. Contact information for the ADA Coordinator is as follows:

Ben Tew, Town Clerk
Town of Esto
3312 2nd Avenue South
Esto, Florida, 32425
Telephone: (850) 263-6521
Email: estotownclerk@gmail.com

The ADA does not require the Town of Esto to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden. Complaints that a program, service or activity of the Town of Esto is not accessible to persons with disabilities should be directed to the ADA Coordinator as listed above. The Town of Esto will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but not accessible to persons who use wheelchairs.

Equal Employment Opportunity (EEO)
Coordinator and Information

The Town of Esto certifies that it complies with the Equal Employment Opportunity Laws of the United States and that it shall require contractors that it hires with funds provided through the Community Development Block Grant Program (CDBG) to comply with the Equal Employment Opportunity Laws of the United States. Towards this end, the Town of Esto shall have in place an equal employment opportunity resolution or ordinance that protects its applicants and employees and the applicants and employees of its contractors from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, ancestry, national origin, religion, sex, marital status, familial status, handicap, or age. The resolution is on file with the Town. To arrange an appointment to view the resolution or to obtain a copy, or if you have any questions regarding equal employment opportunity or to register a complaint, contact:

Ben Tew, Town Clerk
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3312 2nd Avenue South
Esto, Florida, 32425
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