

- ◆ Provide information in other languages concerning the availability and nutritional benefits of the child nutrition programs in areas where there are concentrations of people with LEP.
- ◆ Reach as many potential participants as possible and pay attention to under represented groups.

The U.S. Department of Agriculture prohibits discrimination against its customers, employees, and applicants for employment on the bases of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/ or employment activities.)

If you wish to file a Civil Rights program complaint of discrimination, complete the [USDA Program Discrimination Complaint Form](http://www.ascr.usda.gov/complaint_filing_cust.html), found online at http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at program.intake@usda.gov.

Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339; or (800) 845-6136 (Spanish).

USDA is an equal opportunity provider and employer.

Policy Notification Statement

It is the policy of the Indiana Department of Education not to discriminate on the basis of race, color, religion, sex, national origin, age, or disability, in its programs, activities, or employment policies as required by the Indiana Civil Rights Law (I.C. 22-9-1), Title VI and VII (Civil Rights Act of 1964), the Equal Pay of 1973, Title IX (Educational Amendments), Section 504 (Rehabilitation Act of 1973), and the Americans with Disabilities Act (42 USCS § 12101, et seq.).

Inquiries regarding compliance by the Indiana Department of Education with Title IX and other civil rights laws may be directed to the Title IX Coordinator, Indiana Department of Education, Room 229, State House, Indianapolis, IN 46204-2798, or by telephone to (317) 232-6610 or the Director of the Office for Civil Rights, U.S. Department of Education, 111 North Canal Street, Suite 1053, Chicago, IL, 60606-7204 (312) 886-8434 – Glenda Ritz, Indiana Superintendent of Public Instruction.

Inquiries regarding civil rights requirements for Child Nutrition Programs should be directed to:

Brittany Dale
 Indiana Department of Education, Office of School and Community Nutrition,
 115 W. Washington Street, South Tower, Suite 600
 Indianapolis, IN 46204
 317 –234-2375
 Toll Free: 1- 800-537-1142 Extension: 42375



Introduction

The purpose of this brochure is to notify participants of Child Nutrition Programs of the requirements regarding civil rights and to provide guidance on the nondiscrimination in the administration of these programs.

This brochure outlines specific responsibilities, requirements, and the procedures for federally-assisted programs to ensure federal, state, and local compliance with the provision of Title VI of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973. Civil rights requirements in legislation and regulations that cover Child Nutrition Programs and FNS Instruction 113-1.

The main expectation in civil rights is treating everyone with dignity and respect and not discriminating based on race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities.)

When do Civil Rights Rules Apply

Civil rights rules apply any time there is any federal financial assistance. Federal financial assistance is receiving anything of value from the federal government – not just cash. It can include commodities, training, equipment, and other goods and services.

Child Nutrition Programs Responsibilities

- ◆ Sponsors who participate in the program must maintain on file the racial/ethnic makeup of the children applying for and participating in the program.
- ◆ Sponsors are responsible for training any staff person who works with Child Nutrition Programs on all aspects of civil rights compliance annually.
- ◆ Make sure people with disabilities are accommodated. Sites should be accessible to people with all types of disabilities (e.g. mobility, sight, hearing, other) or alternate means of service delivery should be advertised and provided.

- ◆ Provide other language assistance to persons with Limited English Proficiency (LEP) who could not gain meaningful access to the program without other language assistance. Assistance must always be provided to all LEP households, but the level or type of assistance can vary based on circumstances.

Program Operations

- ◆ Determine eligibility for free and reduced price applicants in a non-discriminatory manner.
- ◆ Communicate that any person who believes he or she has been discriminated against based on all the protected classes has a right to file a complaint within 180 days of the alleged discriminatory action.
- ◆ Routinely analyze data to determine if any groups are disproportionately represented in adverse actions and if so, take further actions to determine if there is discrimination.
- ◆ Maintain confidentiality. It is not appropriate to talk about who is receiving benefits and to make remarks about them. Never share information with others regardless of an expression of good intentions. Refer all requests for information to the appropriate persons.
- ◆ Admission procedures should not impose requirements in excess of anything in regulations that would restrict enrollment by any group.
- ◆ Retain training records of the people who received civil rights training for three years, plus the current year.

Public Notification

- ◆ Display the USDA “And Justice for All...” non-discrimination poster in a place where it can be seen by all who visit the premises.
- ◆ Include the USDA non-discrimination statement on all materials that mention USDA funded programs and make sure that statement is also on websites that mention USDA funded programs. If the material is only one page (front and back is considered one page) and too small to include the full non-discrimination statement, use the abbreviated statement: *USDA is an equal opportunity provider.*
- ◆ Conduct outreach to insure that potentially eligible persons and households are aware of the program and have information on how to apply. Inform potentially eligible person, applicants, participants and grassroots organizations of programs.