

Civil Rights Training

★ Presented by CADCOM



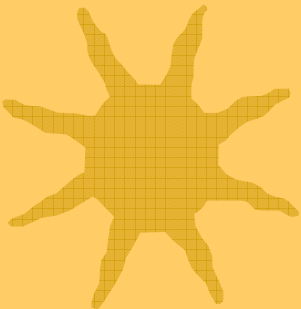
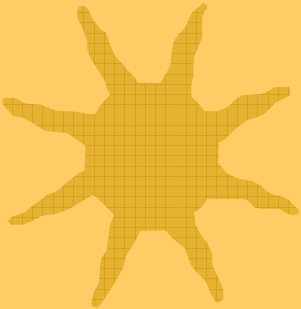
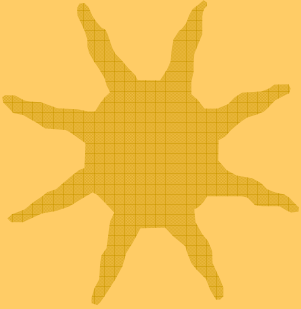
USDA Policy



- ★ USDA prohibits discrimination in all programs & activities on the basis of race, color, national origin, age, disability, and, sex.
- ★ This is true regardless of funding level



USDA Policy continued...



★ Sexual orientation, marital or family status, parental status, and genetic info are not protected in FNS programs

★ BUT...



Authority

Title VI of the Civil Rights Act of 1964

- Prohibits discrimination based on race, color, and national origin
- In programs receiving federal funding

Implementing USDA regulation

7 CFR Part 15, Subpart A and Subpart C



Authority

- ★ Americans with Disabilities Act
- ★ Title IX of the Education Amendments of 1972
 - Sex
- ★ Section 504 of the Rehabilitation Act of 1973
 - Disability
- ★ Age Discrimination Act of 1975
- ★ PRWORA and DOJ Memorandum, 1999
- ★ Civil Rights Restoration Act of 1987
- ★ Food Stamp Act of 1977, amended
- ★ Enforcement of Civil Rights of 1964, national origin discrimination against persons w/ limited English proficiency
- ★ USDA Dept Reg 4330-2
- ★ USDA Reg 7 CFR Part 16, Equal Opp for Religious Organizations



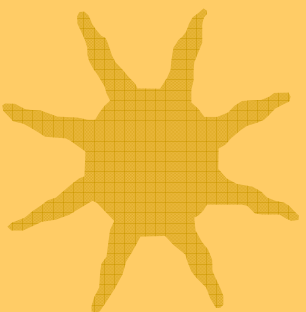
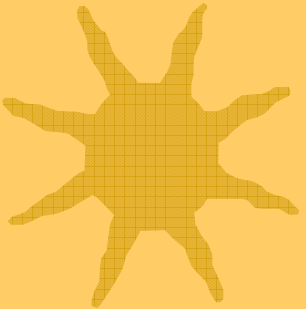
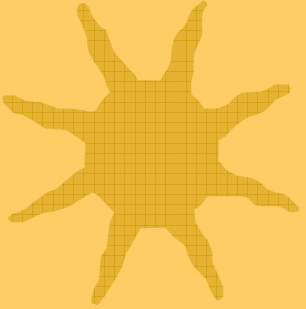
Limited English Proficiency (LEP)

- ★ State agencies, local agencies, or other subreipients that fail to provide services to LEP (Limited English Proficiency) persons, applicants, or participants, or deny access may be discriminating on the basis of national origin





LEP continued...
Primary Factors To Consider



- ★ Proportion of LEP persons in the eligible service population
- ★ Frequency of contact in the programs
- ★ Importance of the service provided by the program
- ★ Resources available to the provider and the associated costs

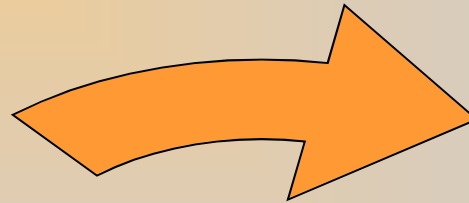


Public Notification

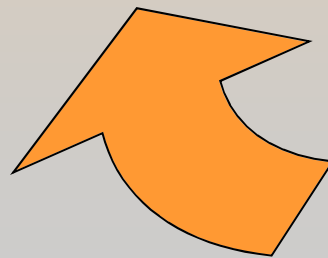
★ Purpose

- Inform applicants, participants, and potential eligibles of :

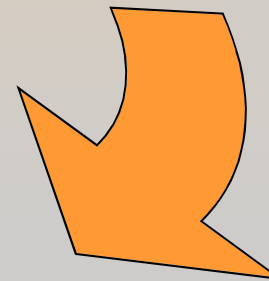
Program
Availability



Complaint
Information



Nondiscrimination
Statement





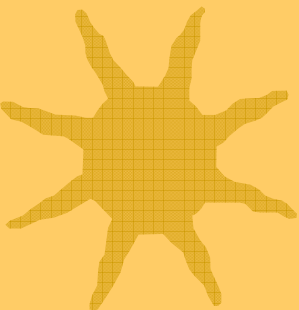
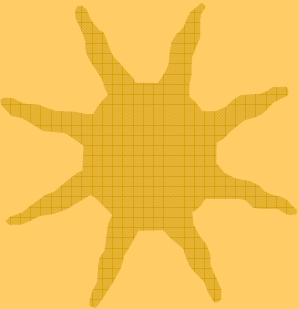
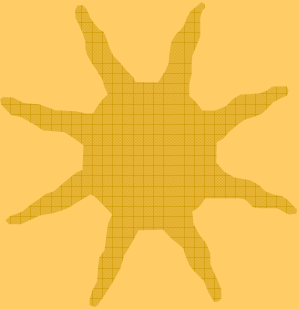
Public Notification continued...

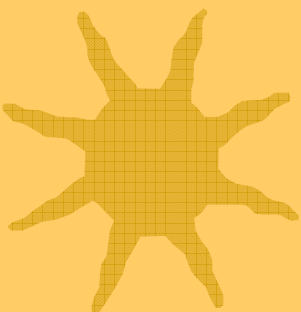
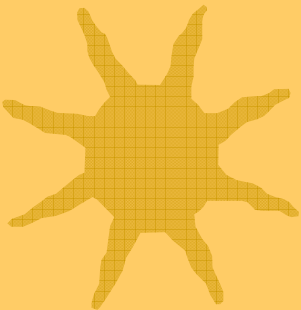
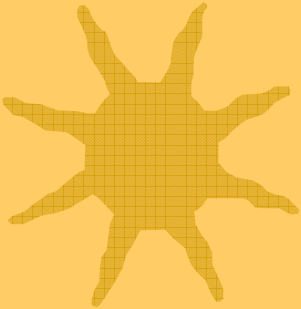
★ Complaint Information

- Applicants & participants must be advised at the service delivery point of their right to file a complaint, how to file a complaint, and the complaint procedures
 - Public Announcement
 - Complaint Procedure

★ Nondiscrimination Statement

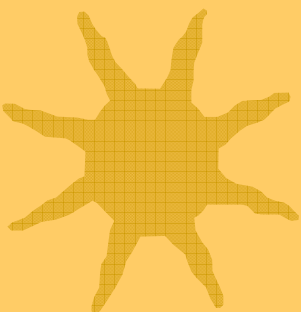
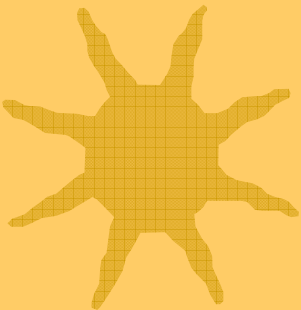
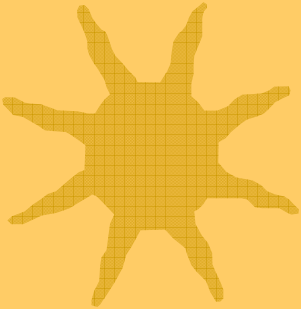
- All information materials & sources (websites), used by state agencies, local agencies, or subrecipients to inform the public about the programs must contain a nondiscrimination statement.





Nondiscrimination Statement

- ★ “In accordance with Federal law and the U.S. Department of Agriculture policy, this institution does not discriminate on the basis of race, color, national origin, sex, age, or disability. To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call (800) 795-3272 or (202) 720-6382 (TTY). USDA is an equal opportunity provider and employer.



Nondiscrimination Statement

- ★ State, local, subrecipients must post the nondiscrimination statement in their offices and be included in full on all materials produced for the public

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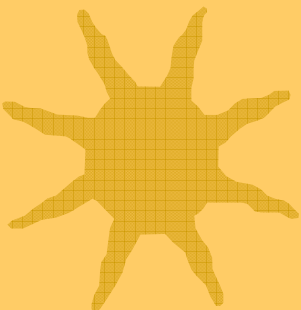
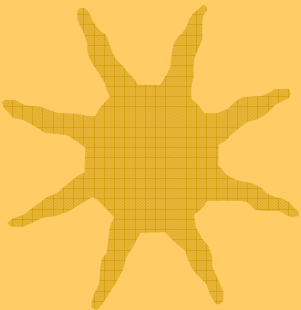
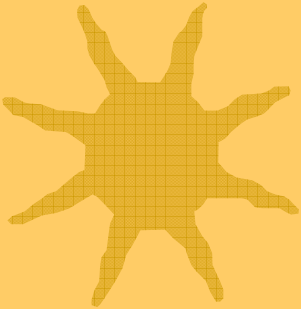
Compliance Reviews



- ★ Civil Rights findings during the CRE require a corrective action plan that ensures compliance with this Instruction



Complaints of Discrimination



★ Right To File

- Any person alleging discrimination has the right to file a complaint within 180 days of the alleged action

★ Acceptance

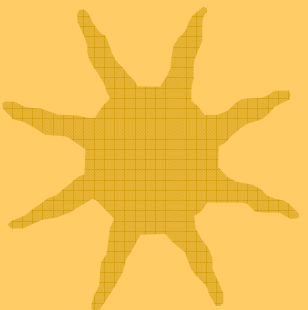
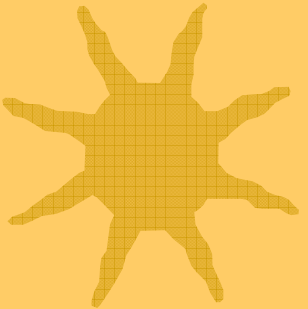
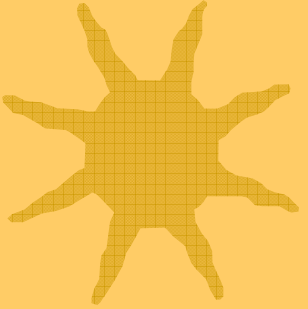
- Pennsylvania, written or verbal forward to USDA

★ Forms

- District may develop their own

★ Verbal Complaints

- The elements of the complaint should be written up by the complainant or the person allegations are made against



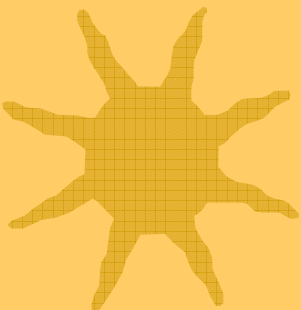
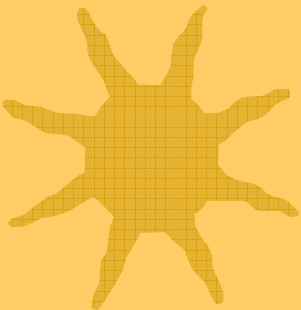
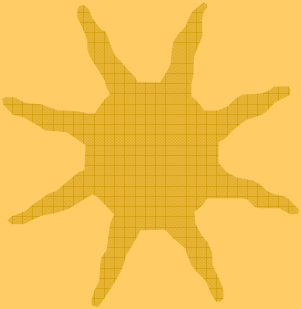
CRE Information

★ You will be asked:

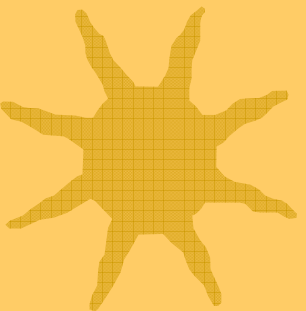
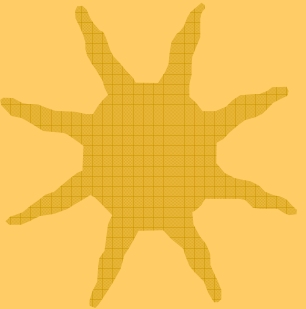
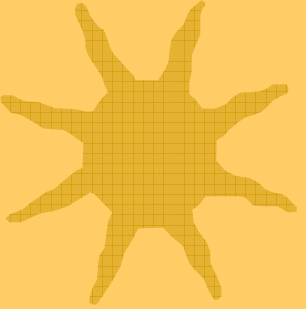
- Have you ever received any written or verbal complaints alleging discrimination?
- If YES, have these complaints been reported to the Governing Agency?
- What is your policy to handle a complaint of discrimination?



CRE Information continued...



- ★ Public Release
 - Letter to applicant, application form, income guidelines
 - Copy on file
- ★ Foreign language translations are available
- ★ USDA poster displayed in prominent place
- ★ Correct nondiscrimination stmt on pgrm materials
- ★ Admission procedures do not restrict enrollment by minority persons
- ★ Incorrectly denied F/R applications are not disproportionately composed of minority applications
- ★ Disabled persons are provided pgrm benefits



★ Questions

