

USDA Civil Rights

United States Department of Agriculture Food & Nutrition Service (FNS) policies and procedures about nondiscrimination in the administration of the child nutrition and food distribution programs.

[Materials](#) | [Resources](#)

Federal Nondiscrimination Statement

Full Statement

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, 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, or by fax (202) 690-7442 or by 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.

Note: The only protected classes covered under the Child Nutrition Programs are race, color, national origin, sex, age, or disability.

Short Statement

The USDA and the CDE are equal opportunity providers and employers.

Spanish Full Statement

El Departamento de Agricultura de los Estados Unidos (USDA) prohíbe la discriminación hacia sus clientes, empleados y solicitantes de empleo por motivos de raza, color, origen nacional, edad, discapacidad, sexo, identidad de género, religión, temor a represalias y, según corresponda, creencia política, estado civil, condición familiar o paternal, orientación sexual, si los ingresos de una persona provienen en su totalidad o en parte de un programa de asistencia pública, o información genética protegida en el empleo o en cualquier programa o actividad realizada o financiada por el Departamento. (No todos los motivos prohibidos se aplicarán a todos los programas o actividades laborales).

Si desea presentar una queja por discriminación bajo el programa de Derechos Civiles, llene el formulario de quejas por discriminación del programa del USDA que se encuentra en línea en http://www.ascr.usda.gov/complaint_filing_cust.html, o en cualquier oficina del USDA, o llame al (866) 632-9992 para solicitar el formulario. También puede escribir una carta con toda la información solicitada en el formulario. Envíenos su formulario de queja completo o carta por correo postal a U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, por fax al (202) 690-7442 o por correo electrónico a program.intake@usda.gov. Las personas sordas, con dificultades auditivas o con discapacidad del habla pueden contactar al USDA por medio del servicio federal de retransmisión al (800) 877-8339 o al (800) 845-6136 (en español).

El USDA es un proveedor y empleador que ofrece igualdad de oportunidades.



Nota: Las únicas clases protegidas cubiertas por los programas de nutrición infantil son raza, color, origen nacional, sexo, edad o discapacidad.

Spanish Short Statement

El USDA y el Departamento de Educación de California son proveedores y empleadores que ofrecen igualdad de oportunidades.

Civil Rights Materials

General Materials

- [Civil Rights Fact Sheet](#) (DOC; Dated Oct-2011)
Explains when to use the full and short civil rights statement on communication materials to households.
- [NSD Civil Rights and Complaints Handbook](#) (DOC)
This handbook outlines the civil rights requirements for all agencies participating in the Child Nutrition Programs.
- [And Justice for All Poster](#)  (PDF)
Civil rights poster with information in English and Spanish. For more translations, please visit the [USDA: Civil Rights: And Justice for All Posters](#)  Web page.
- [Medical Statement to Request Special Meals and/or Accommodations](#) (DOC; Dated Jun-2012)
CNP 925 - This form is used by parents/guardians to have a medical authority prescribe special meals, or accommodations during meals, which are necessary because of a disability or medical reason.
[Available Translations of the Medical Statement to Request Special Meals and/or Accommodations](#) (Dated Jun-2012)

Management Bulletins

- USDA-CNP-08-2013: [Nondiscrimination Statement Update](#)
- NSD-CNP-02-2010: [NSD Civil Rights and Complaints Handbook](#)
- 02-900 - Management Bulletin on the Nondiscrimination statement guidance (available in hard copy).
- 01-902 - Management Bulletin on the revisions to the standards for the classification of federal data on race and ethnicity (available in hard copy).

Section 504






Section 504 of the Rehabilitation Act of 1973 is a federal civil rights law that prohibits discrimination against individuals with disabilities.

Civil Rights Resources

CDE Resources

- [Quality Assurance Process](#)
Resources to improve educational outcomes for students with disabilities while ensuring compliance with state and federal laws and regulations.

Outside Resources

- [USDA Web Site](#) 
- [USDA, Office of Civil Rights](#) 
- [USDA, Food Nutrition Services, Office of Civil Rights](#) 
- United States Department of Justice - [A Guide to Disability Rights Laws](#) 
- United States Department of Justice - [Americans with Disabilities Act \(ADA\)](#) 

[Back to Top](#)

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The USDA and the CDE are equal opportunity providers and employers.
Esto explica qué hacer si usted cree que se le ha tratado injustamente

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Last Reviewed: Tuesday, February 18, 2014