



GOALS OF CIVIL RIGHTS

- ♦ Equal treatment for all applicants and beneficiaries
- ♦ Knowledge of rights and responsibilities
- ♦ Elimination of illegal barriers that prevent or deter people from receiving benefits
- ♦ Dignity and respect for all

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What is Discrimination?

The act of distinguishing one person or group of persons from other, either intentionally, by neglect, or by the effect of actions or lack of actions based on their protected classes.

What Is a Protected Class?

Any person or group of people who have characteristics for which discrimination is prohibited based on a law, regulation, or executive order.

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Discrimination = Four D's

...an individual or group is:

- **D**enied benefits or services that other receive
- **D**elayed receiving benefits or services that others receive
- Treated **D**ifferently than others to their disadvantage
- Given **D**isparate treatment something which does not seem discriminatory, but has a discriminatory impact in practice

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Examples of Discrimination

- ♦ Refuse a child's enrollment based on disability
- ♦ Failure to provide reasonable accommodations to disabled individuals
- ♦ Serving meals at a time, place, or manner that is discriminatory
- ♦ Selectively distributing applications and income forms
- ♦ Failure to provide the same eligibility criteria to all children
- ♦ Failure to provide materials regarding CACFP in different translations, as needed

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Components of Civil Rights Compliance

- ♦ Public Notification System
- ♦ Outreach and Education
- ♦ Data Collection
- ♦ Reasonable Accommodations
- ♦ Language Assistance
- ♦ Civil Rights Complaint Procedures
- ♦ Technical Assistance and Training
- ♦ Customer Service
- ♦ Conflict Resolution

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Equal Access

- All participants who attend must be provided equal access to the benefits of the CACFP
- To withhold the program from any eligible age group is **age** discrimination
 - Infants must be offered infant formula and food at the child care; parents cannot be asked or required to supply these items.

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Public Notification

Must include information on:

- Eligibility
- Benefits & Services (i.e., free or reduced-price meals)
- Program availability
- Applicant rights and responsibilities
- Procedures for filing a complaint
- Nondiscrimination policies
- Any programmatic changes (i.e., changing location of a meal site)

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Methods of Public Notification

- **Public Release – Issued by State Agency**
 - Informs the general public that your agency sponsors the CACFP and that meals are provided at no separate charge.
- **Post “And Justice for All” Poster** *(required of sponsor only)*
 - Includes the USDA’s required nondiscrimination statement and lists the USDA contact information for filing a complaint of discrimination.
- **Other methods of public notification** *(optional):*
 - Bulletins
 - Letters/Leaflets/Brochures
 - Internet/Computer-based Applications

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“And Justice for All” Poster

- All sponsors participating in Child Nutrition Programs **must** display the USDA’s non-discrimination poster in a prominent area **where participants and potential participants have access**
 - Examples: cafeteria/food service area, office, central bulletin board
- Must be posted in admin building/office
- Must be 11” x 17” format



DPI provides posters to sponsors free of charge.

➤ Complete this [order form](#) to order additional posters, if needed.

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Public Notification System

- ◆ All FDCH sponsors participating in the CACFP must **provide informational materials in the appropriate translation** concerning the availability and nutritional benefits of the program
- ◆ **News Media Release:** DPI annually issues a statewide media release for all FDCH sponsors.

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Public Notification System

Sponsors must:

- Give copies to providers

Good nutrition today means a stronger tomorrow!

Building for the Future with CACFP

This program receives support from the Child and Adult Care Food Program to serve healthy meals to your children.

Meals served here must meet USDA’s nutrition standards.

Questions? Concerns?

Participating Agency Contact Information:

Agency Name

Agency Address

Agency Phone Number

Agency Email Address

Agency Website

Agency Fax Number

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date

Agency Filing Date



Providers must:

- Post in visible location of home

AND/OR

- Give copies to families

Sponsor contact info here:
 Agency name
 AR name
 Phone number
 Address

Amanda S. Cullen, RDN, CD,
 Director
 Community Nutrition Programs
 Wisconsin Department of Public
 Instruction
 P.O. Box 7841
 Madison, WI 53707-7841
 608-267-9129

Located under Guidance Memo H on website

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Outreach and Education

- ◆ Reach as many potential participants as possible
- ◆ Ensure program access
- ◆ Pay attention to under-represented groups
- ◆ Include the required nondiscrimination statement on all appropriate FNS and agency publications, web sites, posters, and informational materials
- ◆ When using graphics, reflect diversity and inclusion

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Nondiscrimination Statement (NDS)

At a minimum, the full USDA Nondiscrimination Statement (NDS) must be on:

- Application form(s) for the CACFP
- Notification of eligibility or ineligibility of CACFP
- Notification of adverse action
- Program (Home) webpage (or a link to it)
- Public information, including program literature

The full NDS is on the next slide. Agencies may copy and paste the full NDS from the document available under [Guidance Memo H](http://dpi.wi.gov/community-nutrition/cacfp/guidance-memo) (<http://dpi.wi.gov/community-nutrition/cacfp/guidance-memo>)

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Nondiscrimination Statement (5/22 revision)

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17-ax2Mail.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

1. **mail:**
U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or
2. **fax:**
(833) 256-1665 or (202) 690-7442; or
3. **email:**
program.intake@usda.gov

This institution is an equal opportunity provider.

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Nondiscrimination Statement

If the material or document is too small to permit the full statement (previous 2 slides) to be included, the material **MUST**, at a minimum, include:

“This institution is an equal opportunity provider.”

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Collecting and Recording Participation Data

- Race and ethnicity data is used to determine how effectively your program is reaching potentially eligible children and where outreach may be needed.
- Establish a system to collect race and ethnicity data on an annual basis
- Program applicants may not be **required** to furnish race and ethnicity
 - You may inform the household, however, that collection of this information is strictly for statistical reporting and has no influence on eligibility determination for the program.
- Data collectors may not second guess, change, or challenge a self-declaration of race and ethnicity made by a participant unless such declarations are blatantly false.

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Data Collecting and Reporting

Collect ethnicity data first, then race data

1. **Ethnicity categories:**
 - Hispanic or Latino
 - Non-Hispanic or Non-Latino
2. **Race categories (instructions should specify “mark one or more”)**
 - American Indian or Alaskan Native
 - Asian
 - Black or African American
 - Native Hawaiian or other Pacific Islander
 - White

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Obtain race / ethnicity data through...

Voluntary self-identification or self-reporting

USDA issued guidance that visual observation and identification is no longer an allowable practice in obtaining race and ethnicity from CACFP participants

- CACFP Enrollment Forms: The race and ethnicity data may be collected on the enrollment forms submitted to the sponsor
- If a household does not provide race and ethnicity information, use other documentation the sponsor collects that identifies the enrolled children's race and ethnicity data

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Sample Race and Ethnicity Data Form

This data may be:

- Annually compiled by other means than this sample **Race and Ethnicity Data Form**.
- Collected and maintained within a database to annually compile into a printed report

Located under Guidance Memo H on website:
<http://dpi.wi.gov/community-nutrition/cacfp/guidance-memo>

RACE and ETHNICITY DATA FORM
 COMPLETE BY AGENCY REPRESENTATIVE
 CONTACT NUMBER TO CONTACT FOR ASSISTANCE REQUESTED

Agency Name: _____ Site Name (if different): _____
 Site Address: _____

Instructions:
 1. Record the total number of participants for each ethnicity.
 2. Record the total number of participants for each race. Participants can be recorded within more than one race.

ETHNICITY

| ETHNICITY | Number of Participants |
|---|------------------------|
| Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. This category includes all individuals of Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race. | |
| Not Hispanic or Latino | |

RACE

| RACE | Number of Participants |
|---|------------------------|
| American Indian or Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America and Caribbean) through affiliation or community attachment. | |
| Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. | |
| Black or African American: A person having origins in any of the black race groups of Africa. Terms such as "Negro" or "Negro" can be used interchangeably with "Black or African American." | |
| Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. | |
| White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. | |
| Total (total racial or ethnic origin groups) | |

Name of Agency Representative: _____
 Agency Representative Signature: _____ Date: _____
Agency Representative (Agency Use Only)

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Data Management

- Collection systems must ensure that data collected/retained are:
 - Collected and retained by each provider
 - Kept secure and confidential
 - Submitted, if requested, to FNS Regional or Headquarters Offices
 - Kept on file for 3 years plus the current program year
 - Identify all sources of information used

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Conflict Resolution

The USDA recommends using an **Alternative Dispute Resolution (ADR) program**

ADR Definition: use of a neutral third party (usually a person acting as a facilitator) to resolve informally a complaint of discrimination through use of various techniques such as fact finding, mediation, peer panels, facilitation, ombudsman support, or conciliation.

For more information, visit:
[Federal Sector Alternative Dispute Resolution | U.S. Equal Employment Opportunity Commission \(eeoc.gov\)](https://www.eeoc.gov/federal-sector-alternative-dispute-resolution)

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Reasonable Accommodations for Persons with Disabilities

Providing Food Substitutions

A disability is defined as any physical or mental impairment substantially limiting one or more "major life activities", including digestion.

This includes food allergies and intolerances.

Programs are **required** to reasonably accommodate participants whose disabilities restrict their diets by providing substitutions or modifications for their meals, **when supported by a proper medical statement**

The medical statement must:

- Be from a licensed healthcare professional authorized to write medical prescriptions under Wisconsin law
These are:
 Licensed Physicians; Physician Assistants; and Advanced Practice Nurse Prescribers (APNP)
- Include a description of impairment (reason for request) and how to accommodate the impairment (e.g., food(s) to be avoided and recommended substitution(s))

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Language Assistance

Limited English Proficiency (LEP)

Definition:

- Individuals who do not speak English as their primary language and have limited ability to read, speak, write, or understand English.
- Recipients of Federal financial assistance have a responsibility to take reasonable steps to ensure meaningful access to their programs and activities by persons with LEP.

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Limited English Proficiency (LEP)

- Children **should not** be used as interpreters.
- Volunteers may be used, but make sure they understand interpreter ethics – particularly **confidentiality!**

Example: Sponsor staff with Spanish language skills could assist a household in completing a Household Size-Income Statement but would need to be trained on the importance of keeping all information received from the household confidential.

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Limited English Proficiency (LEP)

- ♦ See www.lep.gov for more information and resources
- ♦ Documents translated in Spanish and Hmong (Wisconsin specific forms):
<https://dpi.wi.gov/community-nutrition/cacfp/child-care/translations>
- ♦ Household-Size Income Statement Forms in other languages (USDA Forms):
<https://www.fns.usda.gov/cacfp/english-meal-benefit-income-eligibility-form>

Note: the USDA document includes the various forms for all CACFP components; identify the appropriate form within the English version first to know which of the translated documents to give households.

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A shortage of resources does not eliminate the translation requirement

Suggestions:

- **Share resources to save money**
 - Use interpreter from another area
 - Train bilingual staff to be interpreters
 - Contact grassroots organizations to discuss translation or assistance from within the community
- **Language line phone services may be available for a subscription fee through your local telephone service provider**

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Right to File a Complaint

Any person who believes they or someone they know has been discriminated against based on Federal protected classes (i.e., National origin, race, etc.) has a right to file a complaint within **180 days** of the alleged discriminatory action. **Complainants:**

- Should complete the USDA Program Discrimination Complaint Form (AD-3027) Found online at:
<https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf>
- May contact either of the following offices to submit a complaint:
 - **USDA- Office of the Assistant Secretary for Civil Rights:**
Refer to slide 14 for the address, fax number, and email address.
 - **Wisconsin DPI:** Director, Community Nutrition Programs, 125 South Webster Street, P.O. Box 7841, Madison, WI 53707-7841, 608.267.9129

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Handling Civil Rights Complaints

- ♦ Complaints can be written or verbal
- ♦ Anonymous complaints should be handled as any other complaint
- ♦ All verbal or written complaints must be forwarded to WI DPI or USDA's Office of the Assistant Secretary for Civil Rights **within three days** of receiving a complaint
- ♦ Sponsors must give complainants a *Civil Rights Complaint Form* to complete (slide 27 has web link)
- ♦ Document all potential complaints in the Civil Rights Complaint Log
- ♦ Have a central location where the sponsor keeps completed Civil Rights Complaint Forms and the Civil Rights Complaint Log

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The following information should be included in a Civil Rights Complaint

- ♦ Name, address, phone number of complainant, if provided (not required)
- ♦ Specific name and location of entity delivering the benefit or service
- ♦ The nature of the incident, action, or method of administration that led the complainant to feel discriminated against

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The following information should be included in a Civil Rights Complaint

(Continued)

- ♦ The basis on which the complainant feels discrimination exists [race, color, national origin, sex (including gender identity and sexual orientation), age, or disability]
- ♦ The names, titles, and business addresses of persons who may have knowledge of the discriminatory action
- ♦ The date(s) during which the alleged discriminatory actions occurred, or if continuing, the duration of such actions

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Civil Rights Training for Agency Staff

- ♦ All staff who work with the CACFP **must** receive training on all aspects of civil rights compliance **annually**
- ♦ **Topics**
 - What is Discrimination?
 - Collecting/recording racial/ethnic data
 - Where to display posters
 - What is a Civil Rights complaint
 - How to handle a Civil Rights complaint
- **Use DPI's Civil Rights Training Power Point**
 (Located under GM H > Civil Rights Training tab)
- ♦ **Keep training records:** List of staff who received training, when they received it, and training materials

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Customer Service

- All participants must be allowed equal opportunities to participate in Child Nutrition programs regardless of race, color, national origin, sex (including gender identity and sexual orientation), age, or disability
- All participants must be treated in the same manner (i.e., seating arrangements, serving lines, services and facilities, assignment of eating periods, methods of selection for *Household Size-Income Statement* approval)

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Understanding Differences: Respectful Language

Put the person first

- ❖ **Example:** USE "person with a disability", NOT "disabled person"

Use culturally sensitive language

- ❖ **Example:** USE "Asian", NOT "Oriental"



Use inclusive/respectful terms

- ❖ **Example:** USE "chair", NOT "chairman"

The Side Road – Business Communication:

http://www.sideroad.com/Business_Communication/politically-correct-language.html

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Ask yourself each time you interact with participants...

- How would I want to be addressed?
- Am I treating this person in the same manner I treat others?
- Have I informed this person exactly what information I need to make a determination on their *Household Size-Income Statement*?
- Have I given this person the opportunity to clarify all relevant factors or inconsistencies and ask questions?
- Have I provided this person with needed information to make necessary decisions?

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Civil Rights "Must Do List"

Sponsors must train & monitor providers to ensure:

- The CACFP is provided in a nondiscriminatory manner
- Meals are offered to all children in care and meal substitutions are supplied to children with disabilities
- Providers supply formula and foods to infants, giving parents the option to supply only if they choose
- The *Building for the Future* flier is posted or given out to all families of enrolled children
- The current USDA nondiscrimination statement & complaint filing procedure is printed on materials available to the public which mention USDA and/or CACFP, including websites (**sponsors & providers**)

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Civil Rights "Must Do List"

Sponsors must:

- Conspicuously place the "*And Justice for All*" poster within the sponsor's administrative office
- Annually compile Civil Rights Data and retain on file for 3 years plus the current year
- Provide informational materials in the appropriate translation concerning the availability and nutritional benefits of the CACFP
- Train staff annually on Civil Rights and retain training records
- Develop & fully implement your Civil Rights Complaint Procedure
- Make available to all staff: Civil Rights Complaint forms, Civil Rights Log and Civil Rights complaint procedure
- Refer all Civil Rights complaints to DPI or USDA

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