

USDA Nondiscrimination Statement

Policy

USDA Federal Regulations:

7 CFR Part 246.8 (a) - (a)(1) ~~—(a)~~ Civil rights requirements. The State agency shall comply with the requirements of title VI of the Civil Rights Act of 1964, title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Aged Discrimination Act of 1975, Department of Agriculture regulations on nondiscrimination (7 CFR parts 15, 15a and 15b), and FNS instructions to ensure that no person shall, on the grounds of race, color, national origin, age, sex or handicap, be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination under the Program. Compliance with title VI of the Civil Rights Act of 1964, title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and regulations and instructions issued thereunder shall include, but not be limited to:

- (1) Notification to the public of the nondiscrimination policy and complaint rights of participants and eligible persons.

Authority

USDA Federal Regulations: 7 CFR Part 246.8 (a) - (a)(1)

USDA Federal Regulations: 7 CFR 15

USDA Federal Regulations: 7 CFR 16

USDA Departmental Regulations

FNA Program Regulations

Judicial Administration Federal Regulations: 28 CFR 35

Judicial Administration Federal Regulations: 28 CFR 36

Judicial Administration Federal Regulations: 28 CFR 42

Title VI of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Americans with Disabilities Act (ADA) of 1990

ADA Amendments Act of 2008

Age Discrimination Act of 1975

Civil Rights Restoration Act of 1987

Procedures

A nondiscrimination statement must appear on all materials that identify or describe the WIC Program, to comply with the civil rights requirements found in the WIC regulations.

A nondiscrimination statement is required if the material:

- Lists the local or state WIC program as the source or author on print materials,

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- Describes the eligibility requirements of the WIC Program,
- Identifies the benefits of WIC participation,
- Describes participation requirements for WIC,
- Provides notice of conditions to continue eligibility, or
- Provides notice of ineligibility or disqualification

Example: Local agency newsletters or WIC services brochure that describe WIC services must have the nondiscrimination statement.

A statement is not required:

- If the material does not identify or describe the WIC Program
- For items such as cups, buttons, magnets, and pens that identify the WIC Program, when the size or configuration make it impractical,
- On tablecloths, rugs, flags, or tents, or
- For nutrition education and breastfeeding promotion and support materials that only provide a nutrition message with no mention of the WIC Program

The federally protected bases are race, color, national origin, age, sex, and disability for applicants and recipients of WIC.

When using the nondiscrimination statement, the text must follow the requirements in the Iowa WIC Brand and Style Guide, be easily readable, and 12-point minimum font size.

English

Use the following statement for print materials or online materials, such as websites that identify or describe the WIC Program.

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the State or local Agency that administers the program or contact USDA through the Telecommunications Relay Service at 711 (voice and TTY). Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at [How to File a Program Discrimination Complaint \(https://www.usda.gov/about-usda/general-information/staff-offices/office-assistant-secretary-civil-rights/how-file-usda-discrimination-complaint/how-file-program-discrimination-complaint\)](https://www.usda.gov/about-usda/general-information/staff-offices/office-assistant-secretary-civil-rights/how-file-usda-discrimination-complaint/how-file-program-discrimination-complaint) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Mail Stop 9410, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

USDA is an equal opportunity provider, employer, and lender.

Spanish

Use the following statement for print materials that identify or describe the WIC Program.

De acuerdo con la ley federal de derechos civiles y las normas y políticas de derechos civiles del USDA, el USDA, sus agencias, oficinas, empleados e instituciones que participan o administran los programas del USDA tienen prohibido discriminar por motivos de raza, color, país de origen, religión, sexo, discapacidad, edad, estado civil, estado familiar/parental, ingresos derivados de un programa de asistencia pública, creencias políticas, o represalias o venganza por actividades previas de derechos civiles, en cualquier programa o actividad realizada o financiada por el USDA (no todas las bases aplican a todos los programas). Las fechas límite para la presentación de recursos y quejas varían según el programa o incidente.

Las personas con discapacidades que requieran medios de comunicación alternativos para obtener información del programa (p. ej., braille, letra grande, cinta de audio, lengua de señas estadounidense, etc.) deben comunicarse con la agencia estatal o local que administra el programa o comunicarse con el USDA a través del Servicio de retransmisión de telecomunicaciones al 711 (voz y TTY). Además, la información del programa se puede entregar en otros idiomas.

Para presentar una queja por discriminación en el programa, complete el Formulario de Queja por Discriminación en el Programa del USDA, AD-3027, que se encuentra en línea en [Cómo presentar una queja por discriminación en el programa](https://www.usda.gov/about-usda/general-information/staff-offices/office-assistant-secretary-civil-rights/how-file-usda-discrimination-complaint/how-file-program-discrimination-complaint) (<https://www.usda.gov/about-usda/general-information/staff-offices/office-assistant-secretary-civil-rights/how-file-usda-discrimination-complaint/how-file-program-discrimination-complaint>) y en cualquier oficina del USDA, o escriba una carta dirigida al USDA y provea toda la información solicitada en el formulario. Para solicitar una copia del formulario de queja, llame al (866) 632-9992. Envíe el formulario completado o la carta al USDA por:

1. **Correo:** U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Mail Stop 9410, Washington, D.C. 20250-9410.
2. **Fax:** (202) 690-7442.
3. **Correo electrónico:** program.intake@usda.gov.

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

Abbreviated Nondiscrimination Statement

Use the following statement for broadcast materials such as public service announcements on radio or television that identify or describe the WIC Program. Also, under special circumstances, the following abbreviated nondiscrimination statement may be used. The abbreviated version should be in print size no smaller than the text of the document. Contact the **WIC State Agency** for more information on using the abbreviated statement.

English

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Spanish

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