

CIVIL RIGHTS REQUIREMENTS

Nondiscrimination Statement

On May 24, 2013 the United States Department of Agriculture (USDA) provided guidance on the Nondiscrimination Statement. All School Nutrition Program (SNP) sponsors are required to utilize the following Nondiscrimination statement on documents provided to the public. The Pennsylvania Department of Education (PDE), Division of Food and Nutrition (DFN) encourages the use of this document in its entirety, however, in specific circumstances where space is limited the statement "USDA is an equal opportunity provider and employer," may be utilized.

"The U.S. Department of Agriculture prohibits discrimination against its customers, employees, and applicants for employment on the basis of race, color, national origin, age, disability, sex, genetic 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, 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."

"And Justice for All" Posters

It is a requirement that Sponsors of the School Nutrition Program display in food service areas the "And Justice for All" poster. Due to revisions, posters are not available to be ordered, however, they can be printed from the following link <http://www.fns.usda.gov/sites/default/files/475C.pdf>.