Title VI Civil Rights Act of 1964

Prohibits Discrimination

- Race
- Color
- National Origin
- Sex
- Age
- Disability
What does this mean for you?
Definition of Discrimination

“Different treatment that makes a distinction of one person or group of persons from others; either intentionally, by neglect, or by the actions or lack of actions from a program.”

FNS Instructions 113-1
What To Do
Ten Areas of Compliance

- Assurances
- Data Collection
- Equal Opportunity
- Public Notification
- Access
- Training
- Reporting Violations
- Compliance
- Conflict Resolution
- Customer Service
Assurances

Agree to comply with Acts, Amendments, Guidelines and directives regarding Civil Rights.

Will not exclude from participation in, be denied benefits of, or otherwise be subject to discrimination under any SNP program.
**Assurances**

SFA agrees to:

- Compile data, maintain records,
- Submit reports,
- Allow enforcement of nondiscrimination laws
- Allow USDA to review records and determine compliance
- Be in compliance with nondiscrimination laws.
Data Collection

Parents can choose to or not to self-identify.

Sponsors must identify each child enrolled.
Data Collection

Establish a system to collect racial and ethnic data

Data must be reported on an annual basis

Data collectors may not second guess, change or challenge a self-declaration of ethnicity/race made by a parent unless such declarations are blatantly false
Data Collection

“This information is requested solely for the purpose of determining the state’s compliance with federal civil rights laws, and your response will not affect consideration of your application and may be protected by the Privacy Act. By providing this information, you will assist us assuring that this program is administrated in a nondiscriminatory manner.” If you choose not to self identify a visual identification of your child’s race and ethnicity will be made and recorded in the data system. FNS Instruction 113-1. Pg. 17.
Equal Opportunity
Equal Opportunity

Provide all families the same information and services

Reflect diversity and inclusion on all program related information and photos

Categorize children by IEA, DC, or categorically Free
Public Notification

To inform area that the SFA participates in the School Meal Program

To reach as many applicants and potentially eligible persons as possible

To ensure program access
Public Notification

Must include information on:

• Eligibility
• Benefits & Service (free or reduced price meals)
• Program availability (location and hours of service)
• Applicant rights and responsibilities
• Procedures for filing a complaint
• Non-discrimination statement
Public Notification

“And Justice for All”

Public Release

Nondiscrimination Statement
Reporting Violations

- Give out USDA’s contact information
- Participants have 180 days to file a complaint
- Forward complaints to USDA-Midwest Regional Office, Regional Civil Rights Officer
Reporting Violations

All SFA must develop their own procedures for documenting civil rights complaints.

At a minimum for following information is required by the SFA:

- Name, title, address and phone number of complainant
- Name, title, address and phone number of individuals involved including any witnesses
- Protective classes involved in the complaint
- Facts and time period or date of the complaint
- Person taking the complaint
- Date complaint was originally reported
Training

Conduct annually for those who:

Interact with families and students

Have oversight and or supervisory responsibilities
Training

Owner/Board members

Food Service Personnel

Cooks
Teachers
Custodians
Training Topics

• Assurances
• Data Collection
• Equal Opportunity
• Public Notification
• Access
Training Topics

• Training
• Reporting Violations
• Compliance
• Conflict Resolution
• Customer Service
Accessibility
# Accessibility

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<td>Language</td>
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<td>• Make reasonable modifications</td>
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<td>Need assistance?</td>
<td>• Contact Program Specialist</td>
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Accessibility

Language Interpreters

Children should not be used as interpreters

Volunteers may be use but should understand ethics for interpreters
Accessibility

Definition of Disability:

Physical or mental impairment which substantially limits one or more of an individual’s major life activities, has a record of such an impairment, or is regarded as having such an impairment.
Accessibility

What is SFA responsibility to children with disabilities?

• Provide accommodations for participants with disabilities
• Provide appropriate information in alternative formats
• Provide food substitutions for student when documented in writing by a medical authority
Compliance

The Office of Integrated Student Supports conducts Civil Rights reviews as part of any and all reviews or audits our office completes.
Customer Service

Treat all participants equally

Offer all participants Program meals

Offer all participants the same meal unless they require modified meals due to a disability
Customer Service

- Treat all families equally
- Give the same information
- Categorize participants correctly
- Use alternate formats
Conflict Resolution

- Be open to hear grievances
- Try to resolve the complaint
- Contact ODE if issue is not resolved
Implementation

Ask yourself with all interactions:
• How would I want to be addressed?
• Am I treating this person in the same manner I treat others?
• Have I informed this person of the information I need for their application regarding CR?
• Have I given this person the opportunity to clarify all relevant factors or inconsistencies and ask questions?
• Have I provided this person with information (s)he needs to make necessary decisions?
Questions?
education.ohio.gov
Office for Child Nutrition
25 S. Front Street, Mail Stop 303
Columbus, OH 43215
Fax: (614) 466-8505
Phone: (614) 466-2945
FirstName.LastName@education.ohio.gov
Join the Conversation

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OHEducation

OhioEdDept

education.ohio.gov/text
SIGN UP FOR PARENT TEXT TIPS

Elementary Students
Text "OHED EL" to 468311

Middle and High School Students
Text "OHED HS" to 468311