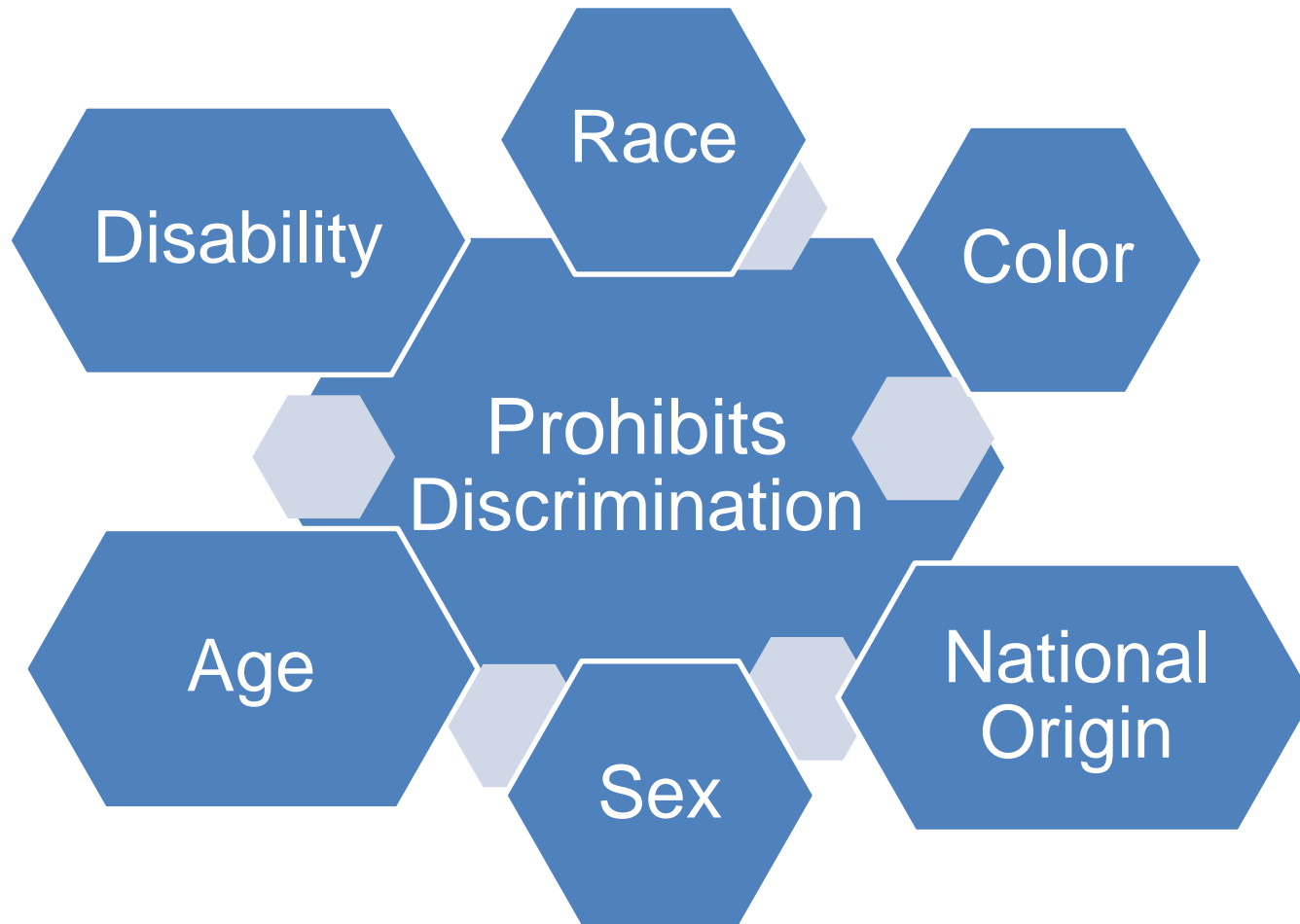


Civil Rights Compliance



Office of Integrated Student Supports
Rick Watson

Title VI Civil Rights Act of 1964





**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.

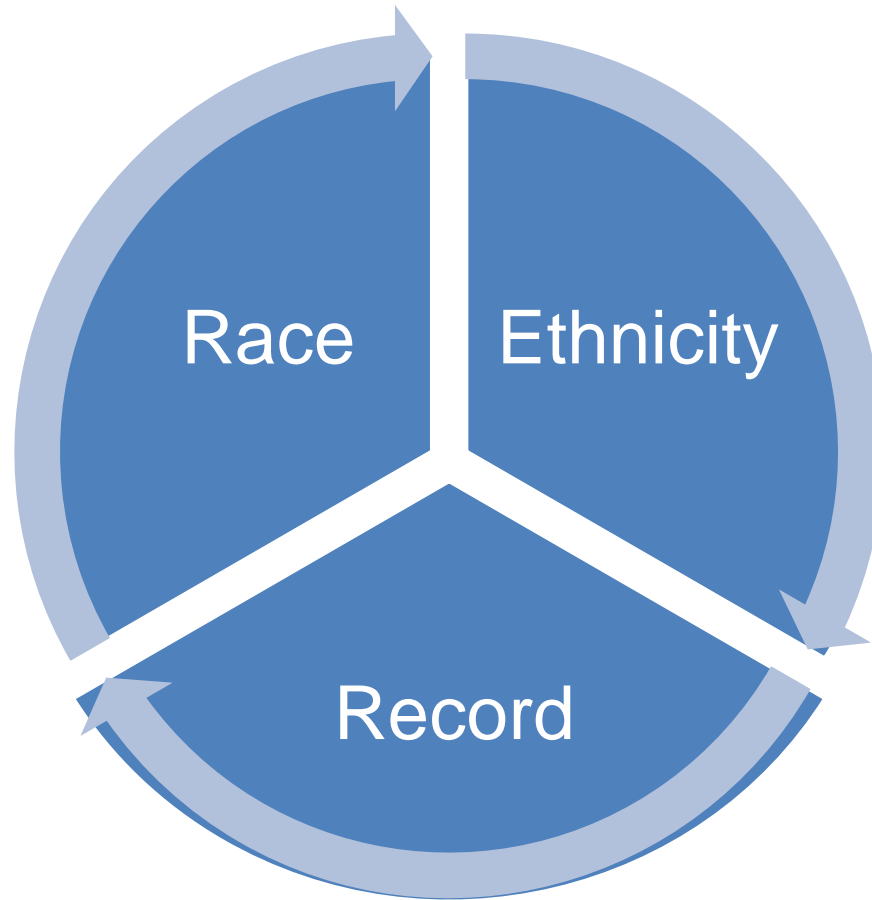
Will not exclude from participation in, be denied benefits of, or otherwise be subject to discrimination under any School Nutrition Program.

Assurances

SFA agrees to:

- Compile data
- Maintain records
- Submit reports
- Allow enforcement of nondiscrimination laws
- Allow USDA to review records and determine compliance
- Comply with nondiscrimination laws

Data Collection



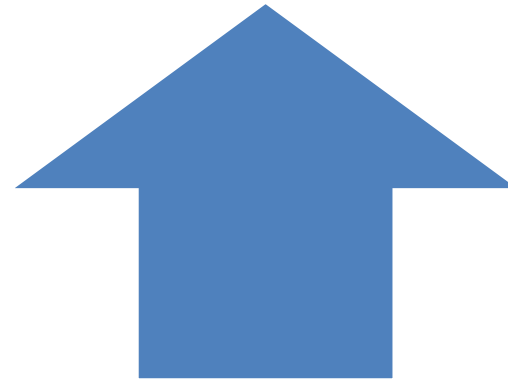
Data Collection



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

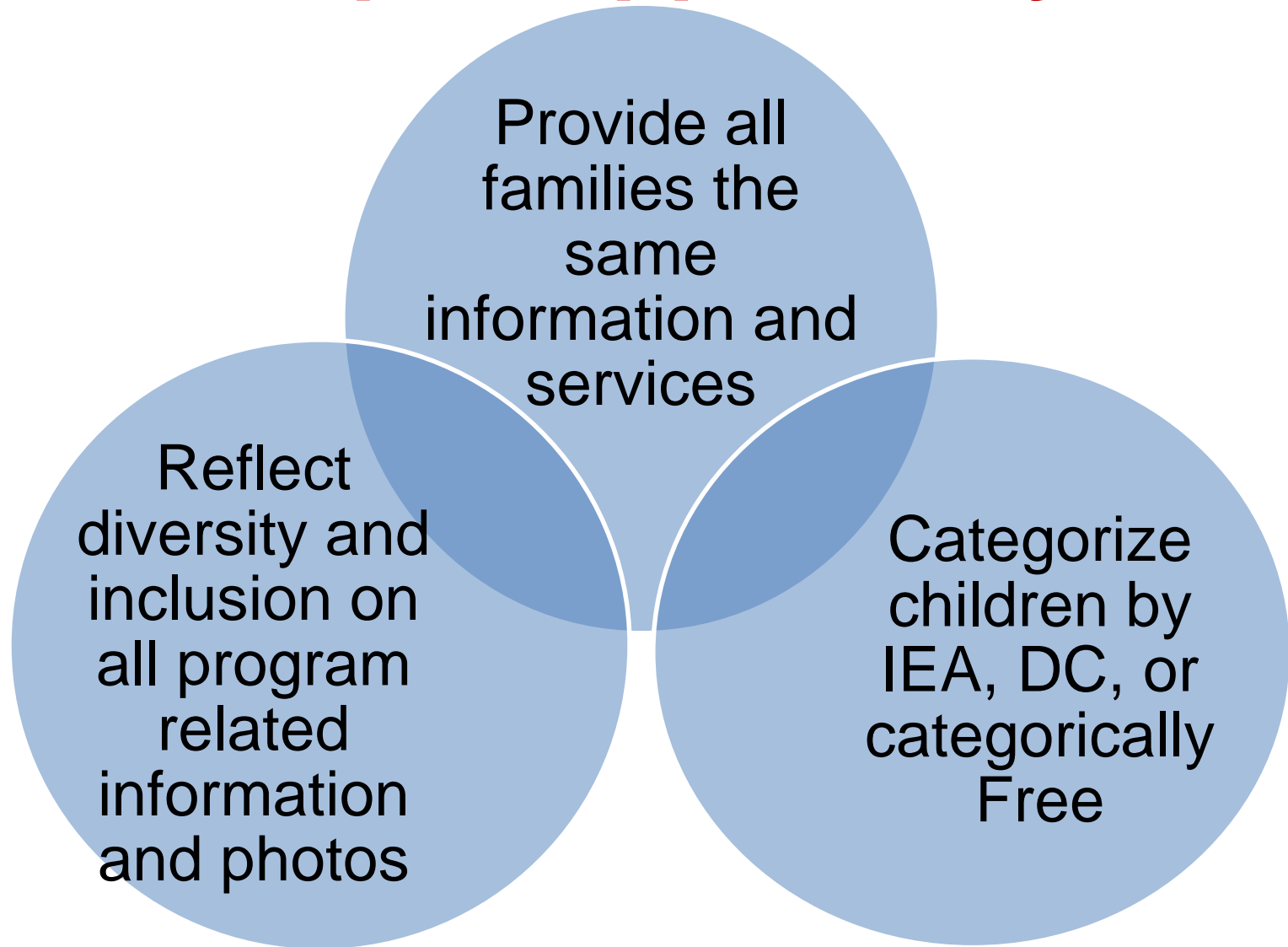
Data Collection

“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



Public Notification

- To inform area that School Food Authority (SFA) participates in school meal programs
- To reach as many potential applicants and eligible people as possible
- To ensure program access

Public Notification

Must include the following information:

- Eligibility
- Benefits and 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” Posters

Public Release

Nondiscrimination
Statement

Reporting Violations



Provide 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, date complaint was reported
- 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

Training

Conduct training annually for the following individuals:

- Those who interact with families and students; or
- 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



Language

- Translate program information

Disability

- Make reasonable modifications

Need assistance?

- Contact Program Specialist

Accessibility

- Language Interpreters
- Children should not be used as interpreters
- Volunteers may be used but should understand ethics for interpreters

Accessibility

Disability:

Physical or mental impairment which substantially limits one or more of an individual's major life activities, has a record of such and 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 completed by the office.

Compliance



Customer Service

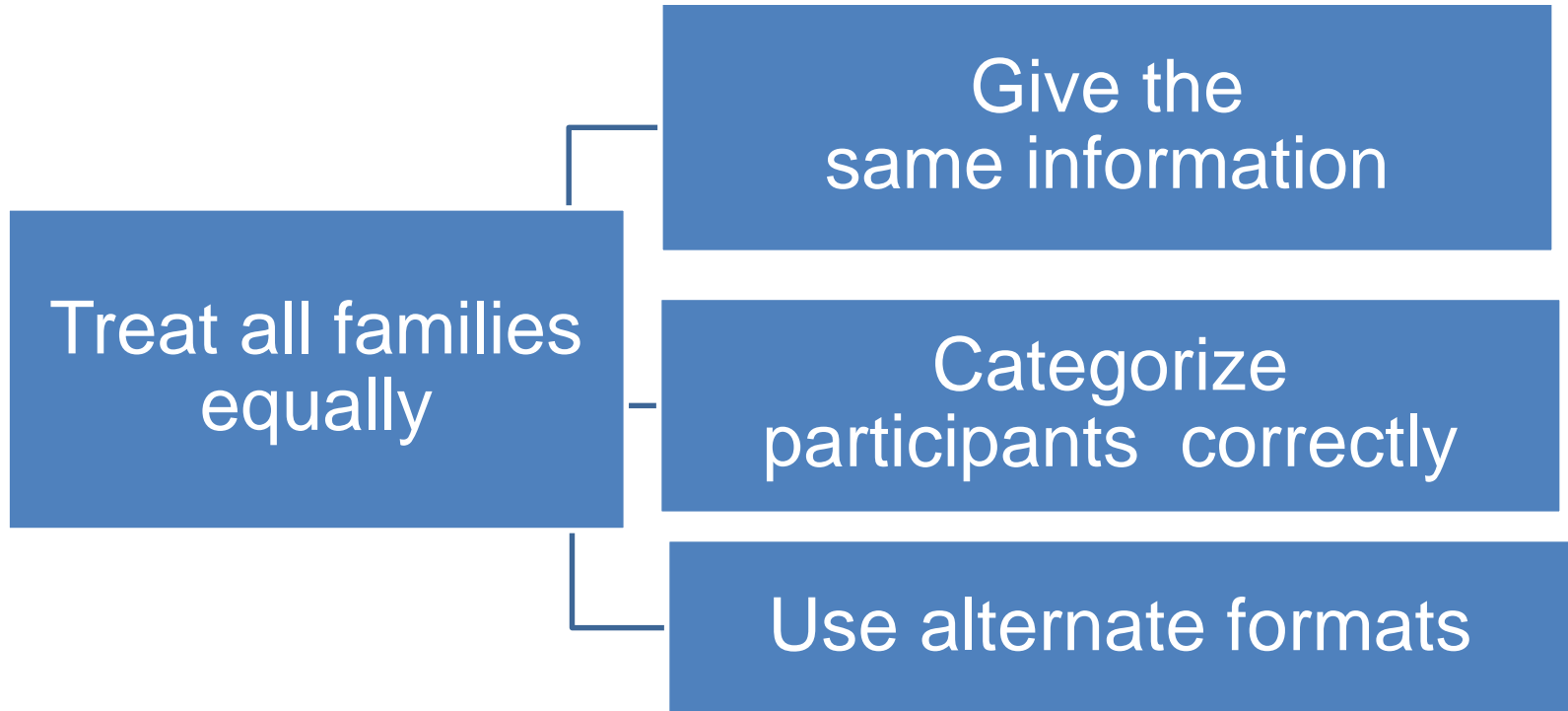
Treat all participants
equally

```
graph LR; A[Treat all participants equally] --> B[Offer all participants Program meals]; A --> C[Offer all participants the same meal unless they require modified meals due to a disability];
```

Offer all participants
Program meals

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

Customer Service



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 civil rights?
- 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 of Integrated Student Supports
25 S. Front Street, Mail Stop 303
Columbus, OH 43215**

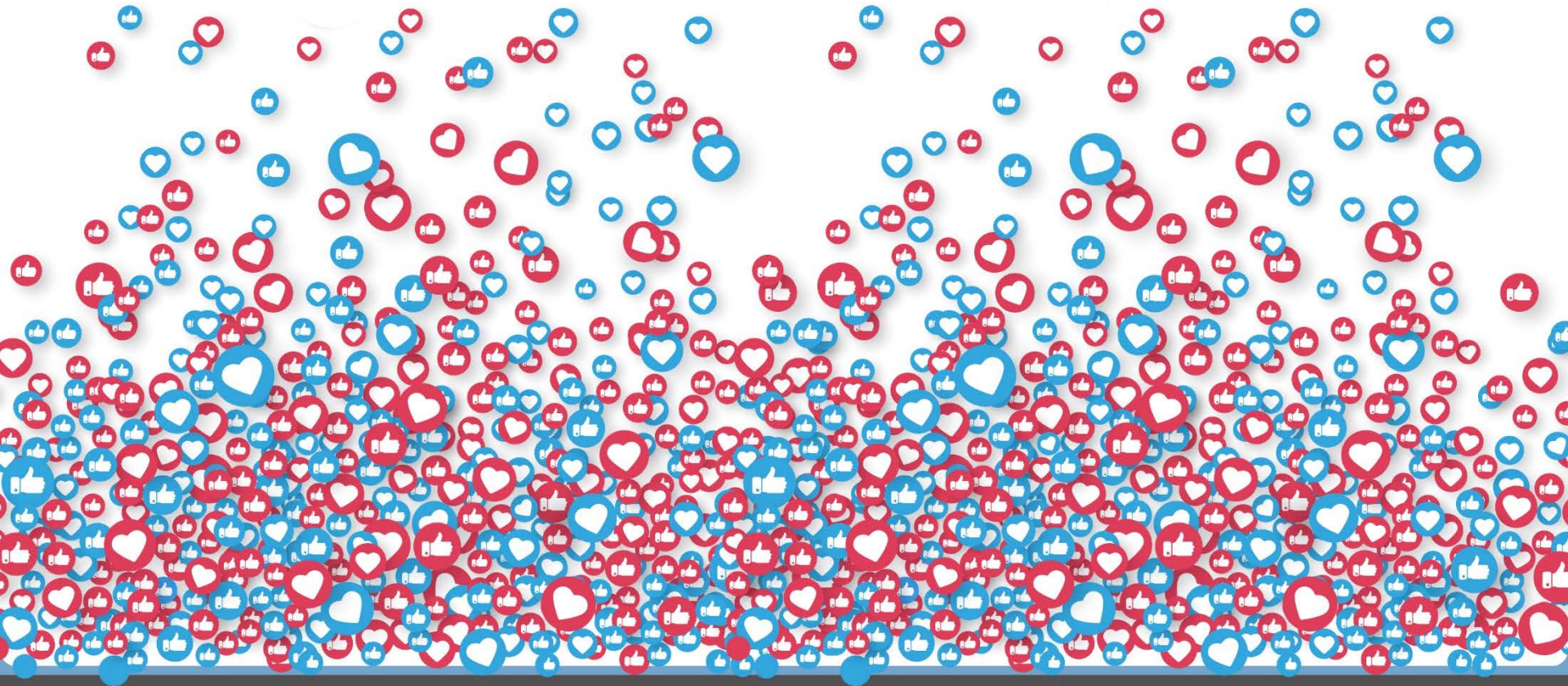
Phone: (614) 466-2945

Rick Watson

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@OHEducation



Ohio

Department
of Education

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**



**Share your learning
community with us!**

#MyOhioClassroom



Celebrate educators!

#OhioLovesTeachers