

# *Civil Rights*

## **CIVIL RIGHTS OVERVIEW**

As with other Child Nutrition programs, sponsors of the Summer Food Service Program (SFSP) must comply with Federal Civil Rights requirements. The Civil Rights requirements of the Program ensure that all SFSP participants benefit from the SFSP equally and without discrimination. Race, Color, National Origin, Sex, Gender Identity, Sexual Orientation, Age, Disability or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA are the protected classes in the SFSP.

The same meals and meal components must be served to all site participants on a first-come, first-served basis. This requirement ensures that site supervisors do not use personal preference to determine the order of service for participants. All meal site participants must also be allowed equal access to all available meal site facilities and services.

Other Civil Rights requirements for the sponsor include the required notification to the community, collection of ethnicity and race data for potential and actual SFSP beneficiaries, posting the USDA Nondiscrimination Poster at the meal site(s) and sponsor office and including the USDA Nondiscrimination Statement, the procedure for filing a complaint, and the address for filing a complaint on all Program materials and information distributed to the public.

The United States Department of Agriculture (USDA), Food and Nutrition Service (FNS) publication FNS Instruction 113-1 discusses in greater detail, the Civil Rights requirements for the SFSP.

## **IN THIS SECTION YOU WILL FIND:**

- Handout – SFSP Sponsor Civil Rights Responsibilities
- Handout – Procedure for Filing Civil Rights Complaints
- Handout – Civil Rights Acts and Amendments
- Handout – USDA Nondiscrimination Statement with Addresses for Filing Complaints
- Complaint Documentation Form and Instructions (NMSFSP Form #6.2)

## **SPONSORS SHOULD PLACE INTO THIS SECTION:**

- Completed complaint documentation forms
- Other documentation of complaints