

## SCHOOL NUTRITION PROGRAM NOTICES OF NONDISCRIMINATION

### USDA Nondiscrimination Statement

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 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 complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at <https://www.usda.gov/oascr/how-to-file-a-program-discrimination-complaint>, 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:

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

Fax: 202-690-7442

Email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

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

### Iowa Nondiscrimination Statement

~~It is the policy of~~ This CNP provider **does** not to discriminate ***in its educational programs, activities and employment practices*** on the basis of race, ~~creed~~, color, ***national origin***, sex, ~~sexual orientation, national origin,~~ disability, ***religion, creed, sexual orientation, age for employment, actual or potential parental, family, or marital status (for programs)***, or religion in its programs, activities, or employment practices as required by the Iowa Code section 216.6, 216.7, and 216.9. ***There is a grievance procedure for processing complaints of discrimination.*** If you have questions or grievances related to compliance with this policy ***or for information about the district's grievance procedures,*** by this CNP Provider, please contact the Iowa Civil Rights Commission, 6200 Park Avenue, Suite 100, Des Moines, IA 50321-1270; phone number 515-281-4121 or 800-457-4416; website: <https://icrc.iowa.gov/>.