CIVIL RIGHTS KNOWLEDGE CHECK ANSWER KEY
Name (Signature)_________________________________________ Date__________

Instructions: Select from the terms listed below to answer the questions.

1. What are the six federally protected classes under USDA requirements?
   1. _____Disability____  2. _____Age_________  3. _____Sex________
   4. _____National Origin_____  5. _____Race_________  6. _____Color________

2. What are the State of Iowa four additional classes protected under Iowa Civil Rights law?
   1. _____Sexual Orientation_  2. _____Gender Identity_  3. _____Creed___  4. _____Religion___

3. All employees with Child Nutrition Program responsibilities complete Civil Rights training annually.

4. _Discrimination_ is the act of distinguishing one person or group of persons from others, either intentionally, by neglect, or by the effect of actions, or lack of actions based on their protected classes.

5. _Noncompliance_ is a factual finding that any civil rights requirement, as provided by federal and state law, regulation, policy, instruction, or guidelines, is not being adhered to.

6. _And Justice for All_ poster must be prominently displayed in an area that is visible to all program participants.

7. _Racial and Ethnic Distribution_ form is completed annually and updated as needed. This form collects the district’s applicant data according to race and ethnicity.

8. _Diet Modification_ form describes a participant’s disability/intolerance that prevents the participant from eating the regularly offered foods.

9. What statement can be use if the material is too small to permit the full non-discrimination statement to be included, one page or smaller. _This institution is an equal opportunity provider_

10. _Reasonable steps_ must be taken to ensure meaningful access to the information and services.

11. A complaint must be filed within ___180 days___ based on a federally protected class.

12. A complaint must be filed within ___300 days___ based on a state protected class.

“This institution is an equal opportunity provider”.