



October 19, 2015

United States
Department of
Agriculture

Subject: Revised Equal Opportunity Public Notification Policy

Food and
Nutrition
Service

To: All State Agency Directors

Midwest Region
77 W. Jackson
Blvd. 20th fl.
Chicago, Ill 6060

On June 2, 2015, the Office of the Assistant Secretary for Civil Rights' Policy staff, released Departmental Regulation (DR) 4300-003, Equal Opportunity Public Notification Policy. The DR updates the Nondiscrimination Statement and the "*And Justice For All*" poster.

The DR, which includes the Nondiscrimination Statement language for our programs, can be found at <http://www.ocio.usda.gov/policy-directives-records-forms/directives-categories/whats-new>. New "*And Justice For All*" posters are in the design/printing phase. Posters will be shipped directly to States when printed based on the orders received by each regional office in September. A timeline for distribution cannot be determined until printing commences.

With this guidance is the revised 2015 Nondiscrimination Statements (NDS) to be used for all FNS programs. All documents, pamphlets, websites, etc. should be updated as follows:

1. Websites must be updated by November 20, 2015;
2. Documents, pamphlets, brochures, etc. using NDS language prior to 2013 must be Updated by December 31, 2015;
3. Documents, pamphlets, brochures, etc. using 2013 NDS language should be updated when supplies are exhausted or by September 30, 2016; or
4. All new printing must use the 2015 NDS.

Please provide this information to all your local agencies and sub recipients.

If you have questions, please contact Tamara Earley, CR Director, Midwest Region at Tamara.Earley@fns.usda.gov.

Sincerely,

JULIE MIKKELSON
Director
Special Nutrition Programs
Midwest Regional Office

(Attachment)

AN EQUAL OPPORTUNITY EMPLOYER