

<p style="text-align: center;">Texas WIC Health and Human Services Commission</p>

Effective June 1, 2002

Policy No. CR:04.0

Civil Rights Compliance Reviews

Purpose

To ensure that nondiscrimination practices in all aspects of the delivery of program benefits to participants and potential participants exist; that nondiscrimination methods in collecting racial/ethnic data are used, and that local public notification procedures of WIC and its benefits are nondiscriminatory in nature.

Authority

7 CFR Part 15, 15A, 246.8, 246.19;
Title VI of the Civil Rights Act of 1964;
Title IX of the Education Amendments of 1972 as amended;
Section 504 of the Rehabilitation Act of 1973;
Age Discrimination Act of 1975;
Americans with Disabilities Act of 1990 (ADA);
WIC Civil Rights Policies

Policy

The state agency (SA) shall perform at least once every two years as part of a regularly scheduled monitoring review or as deemed necessary by the program, an evaluation of the local agency's (LA) compliance with federal and state nondiscrimination requirements.

Procedures

- I. The SA monitoring team shall review for compliance with the following civil rights policies:
 - A. **Policy CR:01.0**, Rights and Obligations of an Applicant/Participant;
 - B. **Policy CR:05.0**, Civil Rights Complaints;

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- C. **Policy CR:06.0**, Provision of Services to Individuals with Disabilities;
 - D. **Policy CR:08.0**, Civil Rights Training;
 - E. **Policy CR:09.0**, Collection of Racial/Ethnic Data; and
 - F. **Policy CR: 10.0**, Providing Oral and Written Information to Non-English or Limited-English Speaking Persons.
- II. Any probable or identified non-compliance with the policies listed in Item I. above shall be reported to the LA for immediate corrective action.
- III. Any identified probable violation of a participant's civil rights such as, but not limited to, exclusion of persons from participation in the program, or inequitable allocation of food to eligible persons on the basis of race, age, sex, disability, color or national origin shall immediately be investigated by SA staff, and action taken in accordance with **Policy CR:05.0**.
- IV. United States Department of Agriculture (USDA) may review a LA for civil rights compliance as part of USDA's management evaluation process of the SA. LAs are selected by USDA.