

Texas WIC Health and Human Services Commission

Effective January 1, 2024

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 nondiscriminatory methods in collecting race/ethnicity data are used, and that local public notification procedures of WIC and its benefits are nondiscriminatory in nature.

Authority

The WIC program receives funds from the U.S. Department of Agriculture (USDA). USDA policies prohibit discrimination based on race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity. FNS Instructions 113-1 and its Appendix D; 7 CFR Parts 15, 15a, 15b, 246.8, and 246.21; Title IX of the Education Amendments of 1972; Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1975; Americans with Disabilities Act of 1990 (ADA); Civil Rights Restoration Act of 1987; and USDA Policy Memo CRD 01-2022.

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. [CR:01.0 Rights and Responsibilities of Applicants/Participants](#);
 - B. [CR:05.0 Civil Rights Complaints](#);

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- C. [CR:06.0 Provision of Services to Individuals with Disabilities](#);
 - D. [CR:08.0 Civil Rights Training](#);
 - E. [CR:09.0 Collection of Race and Ethnicity Data](#); and
 - F. [CR:10.0 Providing Oral and Written Program Information to Non-English or Limited English Speaking Persons](#).
- II. Any probable or identified non-compliance with the policies listed in Procedure I 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, color, national origin, sex (including gender identity or sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity 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 an LA for civil rights compliance as part of USDA's management evaluation process of the SA. LAs are selected by USDA.