



Child Nutrition Programs (CNP) Bulletin

Child Nutrition Programs (CNP) Bulletin No. 31 - Civil Rights Updates - January 21, 2025

Every year, all staff and volunteers that work in Federal Child Nutrition Programs are required to have Civil Rights training. There are required topics that need to be covered in that Civil Rights training. This is a long-standing requirement.

The Michigan Department of Education (MDE) has a free [online Civil Rights training module](#) available for all sponsors. The [Institute of Child Nutrition](#) also has a free online Civil Rights training.

Some sponsors use other sources for Civil Rights training, and it is the responsibility of the user to ensure that these trainings cover all required topics. MDE has developed a checklist to be completed once a year by sponsors who use different Civil Rights training than those listed above. The [SFA-Developed Civil Rights Training Compliance Checklist](#) should be kept on file but does not need to be submitted to MDE.

Nondiscrimination Statement (NDS) on Websites

The complete, long version of the United States Department of Agriculture (USDA) Civil Rights Nondiscrimination Statement (NDS) must be displayed directly on the homepage of your district's food service or nutrition services website. The version of the statement for Child Nutrition Programs is on the [USDA Nondiscrimination State webpage](#). A link or tab on the homepage that directs customers to another page with the NDS does not meet the requirement.

And Justice for All Posters

Hard copies of the newest And Justice for All Posters are still not available from USDA. Please see [this document](#) for additional information that includes images of correct and incorrect posters.

Questions: MDE-SchoolNutrition@michigan.gov

Contact Us

Email: MDE-SchoolNutrition@Michigan.gov

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USDA Nondiscrimination Statement

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

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To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: [USDA Program Discrimination Complaint Form](#), from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

1. **mail:**

U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or

2. **fax:**

(833) 256-1665 or (202) 690-7442; or

3. **email:**

Program.Intake@usda.gov

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