

## Non-Discrimination Notices

### Federal

"In accordance with Federal law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability. To file a complaint of discrimination, write USDA, Director, Office of Adjudication, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call 1(866)632-9992 (Voice). Individuals who are hearing impaired or have speech disabilities may contact the USDA through the Federal Relay Service at 1(800)877-8339 or 1 (800)845-6136 (Spanish). USDA is an equal opportunity provider and employer."

### Iowa

"It is the policy of Tripoli Community School District not to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, disability, or religion in its programs, activities, or employment practices as required by the Iowa Code section 216.7. If you have questions or grievances related to compliance with this policy by (Name of CNP Provider), please contact the Iowa Civil Rights Commission, Grimes State Office Building, 400 E. 14th St., Des Moines, IA 50319-1004; phone number 515-281-4121, 800-457-4416; web site: <http://www.state.ia.us/government/crc/index.html>."

If the CNP participates in NSLP or SBP, the Iowa Code section 216.9 must also be referenced.

*The USDA notice must be printed on all material describing the program, such as handbooks, letters and pamphlets, and on websites. The print for notices may **not** be smaller than the print of the text in the material. Prototype letters and forms available from the SA include the correct USDA announcement.*

*Note: A nonpublic may exclude religion, sexual orientation, and gender identity because of a bona fide religious belief if evidence of the belief is documented. The federal statement cannot be modified.*

*Documentation could include items such as school policies regarding student access to educational programs and grievance procedures.*

### *Guidance:*

*Nothing in 281—IAC 12.1(1) shall be construed as prohibiting any bona fide religious institution from imposing qualifications based upon religion, sexual orientation, or gender identity when such qualifications are related to a bona fide religious purpose.*