



United States  
Department of  
Agriculture

Food and  
Nutrition  
Service

Mountain  
Plains  
Region

1244 Speer Boulevard, Suite 903  
Denver, Colorado 80204-3585

OCT 16 2015

Reply to  
Attn. of:

MPRO SP 01-2016

Subject:

Departmental Regulation (DR) 4300-003, Equal Opportunity Public Notification Policy

To:

STATE AGENCY DIRECTORS – Colorado ED, Colorado DPHE, Iowa, Kansas,  
(Special Nutrition Programs) Missouri ED, Missouri DHSS, Montana OPI,  
Montana DPHHS, Nebraska, North Dakota, South  
Dakota, Utah and Wyoming

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/document/departamental-regulation-4330-003>. 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.

Attached is the revised 2015 Nondiscrimination Statement (NDS) to be used for all Child Nutrition 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 your School Food Authorities, local agencies and subrecipients.

If you have questions, please contact our office at (303) 844-0354.

DARLENE SANCHEZ  
Regional Division Director  
Special Nutrition Programs

Attachment