Dunn County
CIVIL RIGHTS COMPLIANCE

Letter of Assurance
January 1, 2014 to December 31, 2017
Use this Form for both the CRC LOA and CRC Plan.

Name of Primary Recipient / Direct Vendor
Dunn County

Street Address
800 Wilson Avenue

City
Menomonie

State
WI

Zip Code
54751

Recipient's or Vendor's Total Workforce
425 Full Time 125 Part Time

Name of Equal Opportunity Coordinator
Nicholas P. Lange

SIGNATURE - Equal Opportunity Coordinator

[Signature]

Date Signed
05/09/2014

Telephone Number
(715) 232-3996

Email Address
nlange@co.dunn.wi.us

Name of Limited English Proficiency (LEP) Coordinator
Nicholas P. Lange

SIGNATURE - LEP Coordinator

[Signature]

Date Signed
05/09/2014

Telephone Number
(715) 232-3996

Email Address
nlange@co.dunn.wi.us

Name of Executive Director or Chief Executive Officer (CEO)
Steven Rasmussen, Chairperson, Dunn County Board of Supervisors

SIGNATURE - Executive Director or CEO

[Signature]

Date Signed
5/21/14

Telephone Number
(715) 232-2429

Email Address
srasmussen@co.dunn.wi.us

Notes:

- Be sure to show the names in print and have the form signed where indicated.
- Important: Please provide email addresses, as we may communicate policy updates and other program information to the recipient, via email.
- Be sure to print their names and have them sign the form.

Instructions for completing Recipient Contact Information and Signature Page

- Fill in all the blanks on this form.
- Identify the name and address of the primary recipient, sub-recipient or vendor receiving federal or state financial assistance responsible for this CRC LOA document and the CRC Plan.
- All primary recipients, sub-recipients or vendors must designate and identify an Equal Opportunity Coordinator and a Limited English Proficiency (LEP) Coordinator.
- The Executive Director, President, or Chief Executive Officer’s contact information must appear as listed in your contract.
APPENDIX B
FUNDING RELATIONSHIP TO DHS / DCF / DWD AND/OR ANOTHER ENTITY

- Completing this funding relationship section will assist each Office of Civil Rights to determine who the primary recipients, sub-recipients and vendors are and their funding relationship(s) with DCF, DHS or DWD.
- Primary recipients, sub-recipients and vendors often receive multiple contracts from the three Departments.
- Clarifying the multiple funding streams will help the State to identify mutually funded recipients as well as to determine jurisdictional authority, oversight and coordination between the Departments.

Please check as many as applicable

<table>
<thead>
<tr>
<th>If you receive funding from more than one state department, submit your CRC LOA to the department that provides the largest amount of funds.</th>
<th>Contract or Program Name</th>
<th>Contract Amount ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our agency/entity has a direct contract, direct grant, funding agreement or purchase order (PO) with DCF</td>
<td>DCF</td>
<td>1. Child Support 241154</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. Social Services &amp; Child Care 760965</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.</td>
</tr>
<tr>
<td>Our agency/entity has a direct contract, direct grant funding agreement or purchase order (PO), with DHS</td>
<td>DHS</td>
<td>1. BCA, CLTS, B-3, MH, Juv., AODA 2069248</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. FSET 72421</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3. ADRC 265148</td>
</tr>
<tr>
<td>Our agency/entity has a direct contract, direct grant, funding agreement, or purchase order (PO), with DWD</td>
<td>DWD</td>
<td>1.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.</td>
</tr>
<tr>
<td>Our agency/entity has a direct contract, direct grant, funding agreement, or purchase order (PO), with County</td>
<td>COUNTY AGENCY</td>
<td>1.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.</td>
</tr>
<tr>
<td>Our agency/entity has a sub-contract with (name of the agency(s)</td>
<td>COUNTY AGENCY</td>
<td>1.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.</td>
</tr>
</tbody>
</table>

Note: If you have more than three contracts, add a copy as an attachment

Instructions for Completing: Funding Relationship to the DCF, the DHS or the DWD

Fill in all the blanks on the above form

Single-Funded Recipient
If you answered "Yes" to only one of the three possible funding options above, the LOA should be submitted to the state department that was selected.

Mutually-Funded Recipient
If you answered "Yes" to more than one of the state agencies above, you are considered a Mutually-Funded Recipient. You should submit your CRC LOA to the state department that provides the largest amount of funds.

If you answered "Yes" to any of the three state agencies and your agency/entity also has a subcontract with a primary recipient of that state agency, you are also considered a Mutually-Funded Recipient. You should submit your CRC LOA to the state agency, not the primary recipients.

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
CIVIL RIGHTS COMPLIANCE LETTER OF ASSURANCE

As a condition of funding under this contract(s), DUNN COUNTY,

A. Service Delivery: Services will be provided without discrimination in compliance with the following laws, guidance and regulations; however, there are other statutes that apply to recipients of specific federal program such as specific grant-related civil rights statutes that may also apply (live links can be found under B. Authority, starting on page 6 of this document):

- Title VI of the Civil Rights Act of 1964, HHS 45 CFR Part 80 Regulations
- Section 504 of the Rehabilitation Act of 1973 - Nondiscrimination on the basis of disability in the provision of benefits or services or the conduct of programs or activities. This includes the prohibition of employment discrimination by Recipients of Federal financial assistance from U.S. DHHS
- Age Discrimination Act of 1975, as amended 45 CFR Part 90
- Discrimination on the Basis of Age in Programs or Activities Receiving Federal Financial Assistance From HHS 45 CFR Part 91
- Titles VI and XVI of the Public Health Service Act (42 U.S.C. 291 et. seq., and 42 U.S.C. 300s et. seq.)
- Section 542 of the Public Health Service Act, as amended, (42 U.S.C. 290dd-1) bars discrimination in admission or treatment against substance abusers suffering from medical conditions by Federally-assisted hospitals and outpatient facilities. The HHS regulation is 45 CFR Section 84.53
- Education Amendments of 1972 - Title IX, as amended
- Title II of the Americans with Disabilities Act of 1990 as amended (42 U.S.C. 12131 et. seq.)
- Civil Rights Act of 1991
- Statutory amendments made by the Civil Rights Restoration Act of 1987 (CRRA)
- Executive Order 13166 Limited English Proficiency Guidelines
- The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA)
- Section 1808(c) of the Small Business Job Protection Act of 1996 prohibits covered agencies and entities from discriminating on the basis of race, color and national origin in child placement decisions in adoption and foster care. The regulation is 42 U.S.C. § 1996b.
- Sections 794 and 855 of the Public Health Service Act, 42 U.S.C. 295m and 296g, prohibits discrimination on the basis of sex (gender) in Federally-Assisted Health Training Programs. The regulation is 45 CFR Part 83
- Section 508 of the Social Security Act prohibits discrimination on the basis of age, race, color, national origin, disability, sec (gender), or religion in the Maternal and Child Health Service Block Grant 42 U.S.C. § 708
- Section 533 of the Public Health Service Act prohibits discrimination on the basis of age, race, color, national origin, disability, sex (gender), or religion in Projects for Assistance in Transition from Homelessness 42 U.S.C.§ 290cc-33

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
- Section 1908 of the Public Health Service Act prohibits discrimination on the basis of age, race, color, national origin, disability, sex (gender), or religion in programs, services, and activities funded by Preventative Health and Health Services Block Grants 42 U.S.C. § 300w-7
- Section 1947 of the Public Health Service Act prohibits discrimination on the basis of age, race, color, national origin, disability, sex (gender), or religion in programs and activities funded by Community Mental Health Services Block Grant and Substance Abuse Prevention and Treatment Block Grants 42 U.S.C. § 300x-57
- The Family Violence Prevention and Services Act prohibits discrimination on the basis of age, race, color, national origin, disability, sex (gender), or religion in programs and activities funded under this Act 42 U.S.C. § 10406
- The Community Services Block Grant Act prohibits discrimination on the basis of race, color, national origin, or sex (gender) in programs and activities funded under this Act 42 U.S.C. § 9918
- Policy Guidance Document: Enforcement of Title VI of the Civil Rights Act of 1964 and Related Statutes in Block Grant-Type Programs
- Title I, Section 1557, The Affordable Care Act prohibits discrimination on the basis of gender identity and sex stereotyping
- Section 17 of the Child Nutrition Act of 1966, as amended. 7 CFR Part 246 Special Supplemental Nutrition Program for Women, Infants and Children
- USDA Departmental Regulation 4330-2, Activities Receiving USDA Financial Assistance, ensures compliance with and enforcement of the prohibition against discrimination in programs and activities funded in whole or in part by the U.S. Department of Agriculture.
- Title VII of the Civil Rights Act of 1964
- Title I of the Americans with Disability Act of 1990
- Age Discrimination in Employment Act of 1967
- Equal Pay Act of 1963, as amended
- Executive Order 11246, as amended
- Fair Employment Law Sections 111.31-111.395 of the Wisconsin Statutes
- Chapter 106.52 Public Places of Accommodation
- Employee Relations, Chapter 230

No otherwise qualified person shall be excluded from participation in, be denied the benefits of, or otherwise be subject to discrimination in any manner on the basis of age, race, color, national origin, sex, gender identity, disability, or having an association with a person with a disability, religion, retaliation, and applicable political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual’s income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the DCF, DHS, or DWD. The
Federal Health Care Provider Conscience Protection law prohibits recipients of certain federal financial assistance from discriminating against certain health care providers because of the provider's refusal or willingness to participate in sterilization procedures or abortions contrary to or consistent with the provider's religious beliefs or moral convictions. The Genetic Information Nondiscrimination Act of 2008 (P.L. 110-233, 122 Stat. 881), also referred to as GINA, applies to certain health care entities and providers that prohibits discrimination in health coverage and employment based on genetic information. *(Not all prohibited bases will apply to all programs and/or employment activities.)*

The Recipient will:

1. Provide training to all staff on the CRC laws, and methods of providing meaningful and effective cross-cultural services to diverse populations from different cultures, linguistic, and/or physical conditions through the provision of cultural awareness skill training. Primary recipients and sub-recipients administering USDA-FNS funded programs must provide CRC training to all frontline staff who interact with program applicants and participants, not limited to supervisors and administrators, annually. Non USDA-FNS funded recipients must provide CRC training and/or cross-cultural awareness training for each staff person during the employee’s initial orientation process and once every three years thereafter.

2. Provide accessible programs, facilities and reasonable accommodations to service participants/customers with disabilities in compliance with Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990 as amended (ADA) and is applies to local governments and municipalities, Title III of the ADA or Wisconsin Civil Rights Statute Chapter 106.52 Public Places of Accommodations or Amusement, and DWD Chapter 221.1.

3. Upon request, provide an American Sign Language (ASL) interpreter or a nationally certified or Wisconsin Interpreting and Transliterating Assessment (WITA)-verified sign language interpreter to assist deaf and hard-of-hearing applicants.

4. Provide other options for effective communication (e.g., TTY, or other appropriate technology) for deaf and hard-of-hearing clients who do not use ASL. Provide an oral interpreter for an applicant/participant with limited English proficiency (LEP) to ensure meaningful participation in the organization’s programs and services.

5. Provide LEP applicants/participants with written notice of their right to receive oral interpretation in their primary language free of charge.

6. Provide translation of vital documents for each eligible LEP group that constitutes at least 5 percent or 1,000 individuals, whichever is less, of the population eligible to be served or likely to be encountered in the recipient’s service area.

7. Establish an appeal or complaint process that shall be posted in the different languages of those LEP groups like to be eligible and likely to be encountered in the recipient’s service area. The appeal and/or complaint process must be posted in conspicuous places such as lobbies and waiting rooms available to applicants/clients.

**B. Employment Conditions:** Employment discrimination is prohibited by Title VII of the Civil Rights Act of 1964, Title I of the ADA of 1990 as amended, Section 504 of the Rehabilitation Act of 1973, Age Discrimination in Employment Act of 1976, Ch. 111.31 to 111.395 (Wis. Fair Employment Act), Wisconsin Statutes, Chapter 230, Chapter 106.52 Public Places of Accommodations; Wisconsin Contract Compliance Law, Chapters 16.765 and 51.01(5), Wis. Stats., Executive Order 11246, as amended, and other laws requiring nondiscrimination in employment. Title VI of the Civil Rights Act of 1964 statutorily restricts claims of employment discrimination to instances where the "primary objective" of the financial assistance is to provide employment; however, a recipient's employment practices may be subject to Title VI when these practices negatively affect the delivery of services to ultimate beneficiaries. When employment discrimination by a recipient has a secondary effect on the ability of beneficiaries to meaningfully participate in and/or receive the benefits of a federally assisted
program in a nondiscriminatory manner, these employment practices will come within the purview of Title VI.

No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subjected to discrimination in employment in any manner or term of employment on the basis of, race, creed, color, national origin, ancestry, age, sex/gender, gender identity, disability, arrest and conviction record, sexual orientation, marital status, familial or parental status or all or part of an individual’s income is derived from any public assistance program, and membership in the military reserve. State law prohibits honesty and genetic testing or protected genetic information in employment, discrimination due to filing a complaint or because of the use or nonuse of lawful products outside the workplace during nonworking hours. The Federal Health Care Provider Conscience Protection Law protects certain health care providers on the basis of religion. All employees, especially supervisors and managers, are expected to support goals and programmatic activities relating to nondiscrimination in employment.

The DCF, DHS and DWD are aware of, and respect tribal rights in the area of employment that includes “Indian Preference” that exempts the tribes from compliance with specific employment civil rights laws. The DCF, DHS and DWD will work in a government-to-government relationship through “Consultation and Coordination” with Wisconsin Indian Tribal Governments when an employment discrimination complaint is filed against a funded Indian Tribe. Furthermore, USDA-FNS 7 CFR Part 272.2(b) 3., requires DHS to implement the Supplemental Nutrition Assistance Program (SNAP) in a manner that is responsive to the special needs of American Indians on reservations and consult in good faith with tribal organizations about that portion of the State’s SNAP Plan of Operation pertaining to the implementation of the Program for members of the tribe on reservations.

The Recipient will:
1. Fairly and consistently administer and revise policies and procedures to comply with federal and state employment laws.
2. Establish policies and processes that eliminate bias and assure Equal Opportunity for all employment actions, i.e., hiring and selection up to voluntary or involuntary termination.

To assist in complying with all applicable Civil Rights Compliance rules, regulations and guidelines, I have appointed as Equal Opportunity Coordinator:

<table>
<thead>
<tr>
<th>Name of Equal Opportunity Coordinator</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>NICHOLAS P. LANGE</td>
<td>CORPORATION COUNSEL</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Telephone Number</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>715 - 232-3996</td>
<td><a href="mailto:nlange@co.dunn.wi.us">nlange@co.dunn.wi.us</a></td>
</tr>
</tbody>
</table>
To assist in complying with all applicable Limited English Proficiency rules, regulations and guidelines, I have appointed as the Limited English Proficiency Coordinator:

<table>
<thead>
<tr>
<th>LEP Coordinator Name</th>
<th>LEP Coordinator Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>NICHOLAS P. LANGE</td>
<td>CORPORATION COUNSEL</td>
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<tr>
<td>715 - 232-3996</td>
<td><a href="mailto:nlange@co.dunn.wi.us">nlange@co.dunn.wi.us</a></td>
</tr>
</tbody>
</table>

DUNN COUNTY agrees to comply with civil rights monitoring reviews, including the examination of records and relevant files maintained by the agency, as well as interviews with staff, clients and applicants for services, subcontractors, and referral agencies.

DUNN COUNTY agrees to cooperate with DCF, DHS, and DWD in developing, implementing, and monitoring corrective action plans that result from complaint investigations or other monitoring efforts.

DUNN COUNTY agrees to implement the requirements of the CRC Letter of Assurance.

DUNN COUNTY agrees to conduct an annual self-assessment as required below.

- Self-Assessment Requirement—Primary recipients and sub-recipients are expected to annually conduct a self assessment of policies and practices to ensure civil rights and EO compliance. In the event of a monitoring visit by the funding agency, we will likely request a copy of your most recent self assessment.

[Signature]  
SIGNATURE – County Board Chairperson

[Date]  
Date Signed
**APPENDIX C**
**FUNDED PROGRAMS CHECKLIST**

- Completing this Section will allow DCF, DHS or DWD to identify the types of program(s), contract(s) or grant(s) that the primary recipients, sub-recipients, mutually funded recipients or vendors are administering.
- The checklist is not an exhaustive list that identifies every possible grant program, contract, or agreement. For programs or funding sources not identified in the checklist, enter the name of the program, grant, or agreement in the section titled "Other specify."

**Check the type of program or funding applicable to your contract(s).**

**USE this checklist for Department of Children and Families (DCF)**

| ☐ Adoption Assistance Program | ☐ Milwaukee Child Welfare Program Service Provider |
| ☐ Adoption Finalization and Post Adoption Services | ☐ Promoting Safe and Stable Families |
| ☐ Brighter Futures Initiative | ☐ Refugee Assistance |
| ☒ Child Abuse and Neglect - Child Protective Services | - Cash and Medical Assistance |
| ☐ Child Abuse and Neglect – Prevention Services | - Immigrant Integration: |
| ☐ Child Care Certification or Licensing | - Health Services |
| ☐ Child Care Resource and Referral or Quality Improvement | - Mental Health |
| ☐ Child Placing Agencies - Foster Care | - Older Refugee |
| ☐ Children Residential Care Programs – RCCs and Group Homes | - Preventative Health |
| ☒ Child Support | - Social Services |
| ☒ Child Welfare Case Management Services | - Targeted Assistance, Employment & Training Program (TAP) Grant, Milwaukee (TAG) Formula |
| ☐ Community Services Block Grant Services | ☐ Runaway Youth Services |
| ☐ Domestic Violence/Domestic Abuse Programs | ☐ TANF Funded Services - Including Transitional Jobs and Children First |
| ☒ Foster Care Payments | ☐ Wisconsin Shares - Child Care Subsidy Program |
| ☐ Home Visiting Services | ☐ Wisconsin Works (W-2) Programs |
| ☒ Independent Living | ☐ Other: Specify |
| ☒ Indian Child Welfare | ☐ Other: Specify |
| ☒ Kinship Care Payments | |

**USE this checklist for Department Workforce Development (DWD)**

Please check all funded programs/services/activities administered with grants/contracts or other agreements received from Department of Workforce Development (DWD):

| ☐ Other: Specify | ☐ Other: Specify |

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
USE this checklist for Department of Health Services (DHS)

Please check all the funded programs/services/activities administered with grant/contract or other agreements received from Department of Health Services (DHS):

| ☐ Adolescent Pregnancy Prevention and Intervention | ☐ Mental Health - Comprehensive Community Services (CCS) |
| ☑ Adult Protective Services | ☐ Narcotic Treatment Services |
| ☑ Aging and Disability Resource Center | ☐ Nutrition and Physical Activity |
| ☑ Autism Services | ☐ Office for the Deaf and Hard of Hearing |
| ☑ AIDS/HIV | ☐ Office for the Blind and Visually Impaired |
| ☐ Ambulance Services | ☑ Oral Health |
| ☐ AODA-Comprehensive Community Services | ☐ Office of Independence and Employment |
| ☐ Asbestos Certification | ☐ Public Health Preparedness |
| ☐ Asthma Program | ☐ Pace/Wisconsin Partnership Program |
| ☑ BadgerCare, BadgerCare-Plus, (Forward Health) | ☑ Public Health Emergency Preparedness program |
| ☐ Birth to 3 Program | ☐ Resource Center Development |
| ☐ Cancer-Comprehensive/Cancer Control Plan | ☐ SeniorCare |
| ☐ Cardiovascular Health | ☐ Senior Community Services Employment Program |
| ☑ Children and Youth With Special Health Care Needs | ☐ Senior Farmer’s Market Nutrition Program |
| ☑ Childhood Lead Poisoning Prevention | ☐ Services for Children with Disabilities |
| ☑ Community Support Programs (CSP) | ☐ Sexually Transmitted Diseases Program |
| ☐ Commodity Supplement Food Program | ☐ Sexual Assault |
| ☐ Developmental Disability Services | ☐ State Grants to Community Health Centers |
| ☐ Disability Determination (SSI/SSDI) | ☐ Strategic Prevention Framework- State Incentive Grant (SPF-SIG) |
| ☑ Developmental Disability | ☐ Strengthening Treatment Access and Retention |
| ☑ Emergency Medical Services and Injury Prevention | ☐ Substance Abuse Prevention Services Information System (SAPSID) |
| ☑ Environmental Health | ☐ Temporary Emergency Food Assistance Program (TEFAP) |
| ☐ Family and Community Health | ☐ Tobacco Control Programs |
| ☐ Family Care | ☐ Tuberculosis ☑ Refugee Health |
| ☑ Family Support | ☐ Well Women Programs |
| ☑ FoodShare Program | ☐ WIC Farmer’s Market Nutrition Program |
| ☑ Food Stamp Employment and Training (FSET) | ☐ Wisconsin CHANGE for Healthy Communities |
| ☐ Foster Care Medical Home | ☐ Wisconsin UPC |
| ☐ Health Statistics | ☐ Wisconsin Comprehensive Cancer Control Program |
| ☑ Immunizations | ☐ Wisconsin Collaborative Diabetes Quality Improvement Project |
| ☑ Injury Prevention | ☐ WisTech Assistive Technology Programs |
| ☑ Integrated Service Project (CST-ISP) | ☐ Women Program |
| ☑ Intoxicated Drive Program (IDP) | ☑ Wisconsin Music and Memory Initiative |
| ☐ IRIS | ☐ Wisconsin Hospital Emergency Preparedness Program |
| ☑ Maternal and Child Health | ☐ Other: Specify |
| ☐ Minority Health | |
| ☑ Medicaid – HMO | |
| ☑ Medicaid Fee for Services Provider | |
APPENDIX D
EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY POLICY STATEMENT

It is the policy of DUNN COUNTY (Organization Name) to comply with the equal opportunity policy and standards of the Wisconsin Department of Children and Families, the Department of Health Services and the Department of Workforce Development and all applicable state and federal statutes and regulations relating to nondiscrimination in employment and service delivery.

EMPLOYMENT

No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subject to discrimination in employment in any manner on the basis of age (over 40), race, religion, color, sex, national origin or ancestry, disability or association with a person with a disability, arrest record, conviction record, sexual orientation, marital status, pregnancy or childbirth, military participation, genetic testing, submitting to honesty testing, or use or nonuse of lawful products off the employer’s premises during non-working hours. Employees may not be harassed in the workplace based on their protected status nor retaliated against for filing a complaint, for assisting with a complaint, or for opposing discrimination in the workplace.

All employees are expected to support goals and programmatic activities relating to nondiscrimination in employment.

SERVICE DELIVERY

No otherwise qualified applicant for service or program participant shall be excluded from participation, be denied benefits, or otherwise be subject to discrimination in any manner on the basis of race, color, national origin, age, sex, sexual identity, sexual orientation, religion, political beliefs or disability. No employee or other person shall intimidate, threaten, coerce, or discriminate against any otherwise qualified individual for the purpose of interfering with any right or privilege secured under one of the applicable civil rights laws, or because they have made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding or hearing under one of the applicable civil rights laws. Program access for persons with disabilities is covered in the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973 as amended. Political belief or affiliation is protected under the Food Stamp Act of 1997 and the Workforce Investment Act of 1998. This policy covers eligibility for access to service delivery, and to treatment in all of the programs, services and activities. All employees are expected to support the goals and programmatic activities relating to nondiscrimination in service delivery.

The Federal Health Care Provider Conscience Protection Laws prohibit recipients of certain federal financial assistance from discrimination against health care providers because of the provider’s refusal or willingness to participate in sterilization procedures or abortions contrary to or consistent with the provider’s religious beliefs or moral convictions. This protection applies to both employment and service delivery.

To assist us in complying with all applicable equal opportunity rules, regulations and guidelines, I have appointed (Mr./Ms.) NICHOLAS P. LANGE Phone (715) 232-3996 as Equal Opportunity Coordinator. You are encouraged to discuss any perceived discrimination problems in employment or service delivery with him/her. Information about discrimination complaint resolution process is available to you upon request.

SIGNATURE: Executive Director or Chief Executive Officer

Date Signed

MAY 9, 2014

1 Exceptions: Under Section 702(a) of Title VII, 42 U.S.C. § 2000e-1(a), religious organizations are permitted to give employment preference to members of their own religion. The exception applies only to those institutions whose “purpose and character are primarily religious.”

Under Indian Preference status, Wisconsin Tribes are exempt from complying with specific employment civil rights laws.

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013

Page 1 of 1
APÉNDICE D
DECLARACIÓN DE LA POLÍTICA DE IGUALDAD DE OPORTUNIDADES EN EL EMPLEO Y LA PRESTACIÓN DE SERVICIOS

EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY POLICY

Es la política de DUNN COUNTY (Nombre de la organización) cumplir con la política y las normas de igualdad de oportunidades del Wisconsin Department of Children and Families, el Department of Health Services y el Department of Workforce Development y con todos los estatutos y las regulaciones federales y estatales que apliquen relativos a la anti-discriminación en el empleo y en la prestación de servicios.

EMPLEO
Ninguna persona de otro modo calificada será excluida del empleo, negada los beneficios del empleo, o sometida de cualquier otro modo a discriminación en el empleo sobre la base de edad (mayor de 40), raza, religión, color, sexo, país de origen o ascendencia, discapacidad o asociación con una persona con una discapacidad, registro de arresto, antecedentes penales, orientación sexual, estado civil, embarazo o parto, participación militar, pruebas genéticas, sometimiento a prueba de honestidad, o el uso o no uso de productos legales en la localidad de trabajo durante las horas no laborales. http://dwd.wisconsin.gov/er/discrimination_civil_rights/harassment.htm en función de su estatus de protección http://dwd.wisconsin.gov/er/discrimination_civil_rights/fair_employment_retaliation.htm.

Se espera que todos los empleados apoyen los objetivos y las actividades programáticas relativos a la anti-discriminación en el empleo.

PRESTACIÓN DE SERVICIOS
Ningún solicitante de servicios o participante del programa de otro modo calificado será excluido de participar, negado beneficios, o de otro modo sometido a la discriminación sobre la base de raza, color, país de origen, edad, sexo, identidad sexual, orientación sexual, religión, creencias políticas o discapacidad. Ningún empleado u otra persona intimidará, amenazará, coaccionará o discriminará a ninguna persona acreditada para el propósito de interferir con cualquier derecho o privilegio garantizado en virtud de una de las leyes aplicables sobre los derechos civiles, o porque ha presentado una queja, testificado, ayudado, o participado de alguna manera en una investigación, procedimiento o audiencia en una de las leyes de derechos civiles aplicables. El acceso a programas para las personas con una discapacidad es tratado en el Americans with Disabilities Act de 1990 y en la Sección 504 del Rehabilitation Act de 1973 en su versión modificada. La creencia política o afiliación está protegida bajo el Food Stamp Act de 1997 y el Workforce Investment Act de 1998. Esta política cubre elegibilidad para acceder a la prestación de servicios y a tratamiento en todos los programas, servicios y actividades. Se espera que todos los empleados apoyen los objetivos y las actividades programáticas relativos a la anti-discriminación en la prestación de servicios.

Los Federal Health Care Provider Conscience Protection Laws prohíben que los recipientes de cierta asistencia financiera federal discriminen contra los proveedores de cuidado de salud por causa del rechazo o la disposición del proveedor de participar en los procedimientos de esterilización o abortos, contrario a, o consistente con, las creencias religiosas o convicciones morales del proveedor. Estas protecciones se aplican tanto al empleo como a la prestación de servicios.

Para ayudarnos a cumplir con todas las normas, reglamentos y pautas aplicables de igualdad de oportunidades, he nombrado a (Sr./Sra.) NICHOLAS P. LANGE como el Coordinador de Igualdad de Oportunidades (Equal Opportunity Coordinator), le exhortamos a discutir cualquier problema percibido como discriminación en el empleo o
la prestación de servicios. La información sobre el proceso de resolución de quejas por discriminación está disponible a petición de usted.

FIRMA – Executive Director or Chief Executive Officer

Fecha de la firma 5/9/2014

Excepciones: Bajo la Sección 702(a) del Título VII, 42 U.S.C. § 2000e-1(a), las organizaciones religiosas están autorizadas a dar preferencia de empleo a los miembros de su propia religión. La excepción aplica únicamente a aquellas instituciones cuyo "propósito y carácter son principalmente religiosos."

Bajo estatus de Preferencia India (Indian Preference), las tribus de Wisconsin están exentas de cumplir con las leyes específicas sobre derechos civiles de empleos.
APPENDIX D: KEV MUAB VAJ HUAM SIB LUAG RAU SAWV DAWS HAUV KEV UA HAUJ LWM THIAB KEV PAB CUAM TXOJ CAI NTHUAHV TAWM
EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY POLICY STATEMENT

Nws yog txoj cai ntwam DUNN COUNTY (Qhov Chaw Khiav Hauj Lwm Lub Npe)
los mus muab vaj huam sib luag rau sawv daws hauv txoj kev ua hauj lwm thiab kev pab cuam kom ua tau raws li tsoom fww xeev Wisconsin uas yog Department of Children and Families, Department of Health Services thiab Department of Workforce Development thiab tsoom fww tew chaws cov cai.

KEV UA HAUJ LWM
Tsis pub kom tus neeg uas nws muaj feem tau txais kev pab raug muab caiw tawm ntwam kev ua hauj lwm, tsis kam muab kev pab nws raw ntwam kev ua hauj lwm los yog raug txub ntxaug maws cais tawm vim nws lub hnbub nyooq (40 xyoo rov saud), hauv neeg, kev ntseeg1, tsos nqaj daim taww, poj niam/txiv neeg, keeb kwmm, muaj mob xiam oob qhab los yog muaj kev koom nrog ib tus neeg muaj mob xiam oob qhab, raug ntes, raug kaw, muaj kev pleees kev yl txaww, muaj txij nkwam los tsis muaj, ceev xeeb lub los yog tau me nyuam, ua tub roq, kuaj kom puab caj ces/noob (genetic testing), sim txog kev ncaj nceses (honesty testing) los yog siv los tsis siv tej khoom tsis txhaum cai uas tsis yog nyob ntwam tus tswv hauj lwm thaj chaw thauam tsis yog lub sij hawm ua hauj lwm. Tsis pub zes los yog taub cov neeg ua hauj lwm hauv chaw ua hauj lwm los ntwam qhov lawv yog cov uas muaj txoj cai pab tiv thair los yog tsis pub ua phem rau leej twg kom tau pauj txij ntsim rau qhov nws tau ua ntawv tsis txaus siab, tau pab lawm tus ua ntawv tsis txaus siab, los yog tau tawm tsam txoj kev ntxub ntxaug caiw neeg hauv chaw ua hauj lwm.

Tas nrho cov neeg khiav hauj lwm yuav tau pab txhawb thiab muab kev koom tes rau cov dej num ntsg xog qhov tsis pub ntxub ntxaug caiw ib leej twg ntwam kev ua hauj lwm no.

KEV PAB CUAM
Tsis pub kom tus neeg uas nws muaj feem tau txais kev pab raug muab caiw tawm ntwam kev pab, tsis kam muab kev pab rau nws, los yog raug ntxub ntxaug caiw tawm los ntwam nws hauv neeg, tsos nqaj daim taww, keeb kwmm, hnbub nyooq, poj niam/txiv neeg, kev ntseeg, kev ntseeg kev tswj hwm teb chaws los yog muaj mob xiam oob qhab. Tsis pub ib leeg twg tso hem thawj, ntxias, los yog ntxub tus neeg no vim muaj txoj cai pab tiv thawj nws, los yog muaj kev nws taua ntwaw tsis txaus siab, pub ua pov thawj, los yog muaj kev koom tes rau kev tshawb nrhaiv qhov ua tsis yog, los yog tau si hais mus rau ntwaw rooj plaub raws txoj cai. Tsab cai hais txog cov neeg muaj mob xiam oob qhab kom lawv tau txais kev pab sib npaaug muaj nyob rau hauv Americans with Disabilities Act of 1990 thiab Section 504 of the Rehabilitation Act of 1973 raws li tau hauv kho dua tshiab.

Kev ntseeg txog kev tswj hwm teb chaws los yog kev muaj keem koom nrog raug tiv thaiy nyob hauv tsab cai Food Stamp Act ntwam xyoo 1997 thiab tsab cai Workforce Investment Act ntwam xyoo 1998. Tsab cai no yog siv kom sawv daws tau txais kev pab ib yang kqae cajx thauam ua ntwaw thov kev pab, thauam tau txais kev pab thiab thauam koom tes ua qhov kev pab cuam tej dej num tib si. Tas nrho cov neeg khiav hauj lwm yuav tau pab txhawb thiab muab kev koom tes rau cov dej num ntsg xog qhov tsis pub ntxub ntxaug caiw ib leej twg ntwam kev pab cuam no.

Tsoom Fww Teb Chaws Cov Cai Federal Health Care Provider Conscience Protection Laws txww cov neeg tau txais nyijaw ntwaw tsoom fww teb chaws ib txhia nyijaw pab los ntwaw qhov caiw neeg tsis raws cai rau cov muab kev pab kho mob vim tus muaj kev koo mob tsis kam los yog tsis tuaj yeem los mus koom rau hauv kev txiav hlub kom txhob muaj taut me nyuam cov txheej txtheem los yog kev rho me nyuam tsis thoij li los yog raws nkaus li tus neeg muab kev kho mob cov kev ntseeg kev cai dabh quhas los yog lub siab ntseeg tuag nthi. Cov kev tiv thawj no siv rau kev ua hauj lwm thiaub muab kev pab cuam.

Yuav kom pab peb ua tau raws li cov cai tau hais saum no, kuv tau tsa
(Mr./Ms.) NICHOLAS P. LANGE Xov Tooj (715) 232-3996

ua Tus Xyuaas Txog Kev Muab Vaaj Huam Sib Luag (Equal Opportunity Coordinator). Yog koj muaj teeb meem dabh tsxog kev ua hauj lwm los yog kev pab cuam thov tham nrog nws tau. Qhov koj yuav ua ntawv tsis txaus siab li cas thiab txoj kev yuav pab daws teeb meem yuav muab qhia rau koj yog koj nug txog thiab xav paub.

Kos Npe ntwam Tus Executive Director los yog Chief Executive Officer

Hnub Kos Npe

5/9/2019

1 Tsis Hais Txog Cov No (Exceptions): Nyob Hauv Nqe Luas 702(a) of Title VII, 42 U.S.C. § 2000e-1(a), cov koom hauv rau kev ntseeg tau txais lus tso cai kom muab hauj lwm rau cov tswv cuab hauv lawv txoj kev ntseeg xwb los tau. Qhov no tsuas haiix txog cov koom hauv ums lawv txoj hauj lwm yog ua rau kev ntseeg thiab tsuas yog haiix txog kev ua hauj lwm nkaus xwb.
APPENDIX E
EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY STATEMENT

U.S. DEPARTMENT OF AGRICULTURE – FOOD NUTRITION SERVICES
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
PUBLIC NOTICE POSTING – LOBBIES & WAITING ROOMS

The DUNN COUNTY - ____________________________________________ is an equal opportunity employer and service provider. If you need special assistance to access this material in an alternate format or need it to be translated to a different language, please call 715-232-3996 (Voice); or if you are deaf and/or hard of hearing, call us through Wisconsin Relay at 711 or 800-947-3529 (TTY/TDD).

This institution is prohibited from discriminating on the basis of race, color, national origin, disability, age, sex, gender identity, sexual orientation, and in some cases, religion and political beliefs.

The U.S. Department of Health and Human Services (HSS) and Department of Agriculture (USDA) prohibits discrimination against its customers, employees, and applicants for employment on the basis of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual’s income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities.)

The Federal Health Care Provider Conscience Protection Laws prohibit recipients of certain federal financial assistance from discrimination against health care providers because of the provider’s refusal or willingness to participate in sterilization procedures or abortions contrary to or consistent with the provider’s religious beliefs or moral convictions. These protections apply to employment and service delivery.

For information regarding the Supplemental Nutrition Assistance Program (SNAP), contact the USDA SNAP Hotline Number at 800-221-5689, or click on the State information/Hotline Number. Click on the link for a listing of the Wisconsin Income Maintenance (IM) Consortia's Call Center number for your area or county and/or local tribal contact numbers: Wisconsin IM Consortia.

If you wish to file a Civil Rights Program complaint of discrimination with USDA, complete the USDA Program Discrimination Complaint form, found online at http://www.ascr.usda.gov/complaint_filing_cust.html or at any USDA office, or call 866-632-9992, to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to USDA at:

U.S. Department of Agriculture
Director, Office of Adjudication
1400 Independence Avenue, S.W.
Washington D.C. 20250-9410
202-690-7442 (fax) or email at program.intake@usda.gov

Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Services at 800-877-8339; or 800-845-6163 (Spanish).

To file a complaint of discrimination regarding a program receiving federal financial assistance through the U.S. Department of Health and Human Services (HHS), write:

HHS Director, Office of Civil Rights
200 Independence Avenue, S.W.
Room 509-F, HHH Building
Washington, D.C. 20201
Toll free 800-368-1019 or 800-537-7697 (TDD)

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
Complaints can also be directed to:
HHS Office for Civil Rights-Region V
233 N. Michigan Avenue, Suite 240
Chicago, IL 60601
Toll free 800-368-1019, 315-353-5693 (TDD), or 312-886-1807 (Fax)

DHS, USDA and HHS are equal opportunity service providers and employers.

You may also file a formal discrimination complaint with the Department of Health Services (DHS). Any consumer that receives services and benefits funded by the HHS or USDA may file a civil rights complaint by contacting Wisconsin DHS, Office of Affirmative Action and Civil Rights Compliance (AA/CRC). To file a complaint, write to:
   Civil Rights Compliance Officer
   P.O. Box 7850
   1 West Wilson Street, Room 656
   Madison, WI 53707-7850
   608-266-9372 (Voice), 608-266-0583 (Fax)
   Wisconsin Relay Services 711 or by dialing 1-888-701-1251 (TTY)

To assist us in complying with all applicable equal opportunity rules, regulations and guidelines, I have appointed (Mr./Ms.) NICHOLAS P. LANGE Phone: 715-232-3996 as Equal Opportunity Coordinator. You are encouraged to discuss any perceived discrimination problems in employment or service delivery with him/her. Information about the discrimination complaint resolution process is available to you upon request.

SIGNATURE: Executive Director or Chief Executive Officer

Date Signed
May 9, 2014

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
El (County Department of Health and Human or Social Services, I.M. Consortia) es un empleador y proveedor de servicios que ofrece igualdad de oportunidades. Si usted requiere asistencia especial para acceder a este material en un formato alternativo o si requiere que sea traducido a otro idioma, por favor llame al 715-232-3996 (Voz); o si usted es una persona sorda o con problemas de audición, llámenos a través del Wisconsin Relay al 711 o 800-947-3529 (TTY/TDD).

Esta institución prohíbe discriminar sobre la base de raza, color, país de origen, discapacidad, edad, sexo, identidad de género, orientación sexual, y en algunos casos, religión y creencias políticas.

El U.S. Department of Health and Human Services (HSS) y el U.S. Department of Agriculture (USDA) prohíben la discriminación contra sus clientes, empleados y solicitantes de empleo sobre la base de raza, color, país de origen, edad, discapacidad, sexo, identidad de género, religión, represalias y, según corresponda, creencias políticas, estado civil, situación familiar o parental, orientación sexual, o si los ingresos de una persona provienen en su totalidad o en parte de un programa de asistencia pública, o información genética protegida de empleo o de cualquier programa o actividad realizada o financiada por el Departamento. (No todos los criterios prohibidos se aplican a todos los programas y/o actividades laborales).

Los Federal Health Care Provider Conscience Protection Laws prohíben que los receptores de cierta asistencia financiera federal discriminen contra los proveedores de cuidado de salud por causa del rechazo o la disposición del proveedor de participar en los procedimientos de esterilización o abortos, contrario a, o consistente con, las creencias religiosas o convicciones morales del proveedor. Estas protecciones se aplican tanto al empleo como a la prestación de servicios.

Para información relacionada con el Supplemental Nutrition Assistance Program (SNAP), llame al número de línea directa del USDA SNAP al (800) 221-5689, o haga clic en el enlace State Information/Hotline Numbers. Haga clic en el enlace Wisconsin IM Consortia para una lista de los números del Centro de Llamadas del Wisconsin Income Maintenance (IM) Consortia en su área o condado y/o los números de contacto de las tribus locales.

Si desea presentar una queja al USDA por discriminación de los derechos civiles, complete el USDA Program Discrimination Complaint Form (Formulario de Quejas por Discriminación del Programa del USDA), que se puede encontrar por internet en http://www.ascr.usda.gov/complaint_filing_cust.html, o en cualquier oficina del USDA, o llame al (866) 632-9992 para solicitar el formulario. También puede escribir una carta que contenga toda la información solicitada en el formulario. Envíe su formulario de queja completo o carta al USDA a:

U.S. Department of Agriculture
Director, Office of Adjudication
1400 Independence Avenue, S.W.
Washington D.C. 20250-9410
202-690-7442 (fax) o por correo electrónico a program.intake@usda.gov

Las personas sordas, con dificultades auditivas o con discapacidades del habla pueden contactar al USDA a través del Federal Relay Service (Servicio Federal de Transmisión) al (800) 877-8339; o al (800) 845-6136 (para español).
Las quejas también pueden ser dirigidas a:
HHS Office for Civil Rights-Region V
233 N. Michigan Avenue, Suite 240
Chicago, IL 60601
Línea gratis 800-368-1019 o al 800-537-7697 (TDD), o por fax al 312-886-1807

DHS, USDA y HHS son empleadores y proveedores de servicios que ofrecen igualdad de oportunidades.

También puede presentar una queja por discriminación formal con el Department of Health Services (DHS). Cualquier consumidor que reciba servicios y beneficios financiados por el U.S. Department of Health and Human Services (HHS) o el U.S. Department of Agriculture (USDA) puede presentar una queja de violación de los derechos civiles contactando a la Affirmative Action and Civil Rights Compliance Office (AA/CRC) del Department of Health Services (DHS) de Wisconsin. Para presentar una queja, escriba a:

Civil Rights Compliance Officer
P.O. Box 7850
1 West Wilson Street, Room 656
Madison, WI 53707-7850
608-266-9372 (Voz), 608-266-0583 (Fax)
Wisconsin Relay Services 711 o llame al 1-888-701-1251 (TTY)

Para ayudarnos a cumplir con todas las normas, reglamentos y pautas aplicables de igualdad de oportunidades, he nombrado a (Sr./Sra.) NICHOLAS P. LANGE
Teléfono: (715) 232-3996 como Coordinador(a) de Igualdad de Oportunidades. Le animamos a tratar con su Coordinador de Igualdad de Oportunidades cualquier problema percibido como discriminación en el empleo y la prestación de servicios. La información sobre el proceso de resolución de quejas por discriminación está disponible a petición de usted.

FIRMA: Executive Director or Chief Executive Officer

Fecha de la firma: 5/9/2014
DAIM NTAWV NTXIV E
Lus Hais Txog Kev Muaj Vaj Huam Sib Luag Hauv Kev Ua Hauj Lwm Thiab Muab
Kev Pab Cuam
EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY STATEMENT
U.S. DEPARTMENT OF AGRICULTURE – FOOD NUTRITION SERVICES
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

Ntawv Ceeb Toom Muab Dai Rau Sawv Daws Pom – Ntawm Chav Neeg Nkag Mus
Los & Cov Chav Nyob Tos
PUBLIC NOTICE POSTING – LOBBIES & WAITING ROOMS

Lub DUNN COUNTY

Yog kev bai xuam sib luag rau saww daws. Yog hais tias koi xav tau kev kev pab tshwj xeeb kom muab cov ntaub ntaww no ua

Lub koom txoos ua hauj lwm no txww tsib pub cais neeg tsis raws cai rau ntaww hawv neeg, tsos nqaj daim
taww, keeb kwm teb chaws, muaj mob xiam oob qhah, hnuub nyooog, poj niam txiv neej, nws hais tias nws yog
poj niam los txiv neej (gender identity), kev plees kev yu txaww hauv ib cov yov kev ntseeg thib cov kev ntseeg kev

U.S. Department of Health and Human Services (HSS) thib Department of Agriculture (USDA) txww tsib pub
cais neeg tsis raws cai rau nws cov yuav khoom los yov siv khoom thibau txais nws cov kev pab (customers),
cov neeg ua hauj lwm, thib cov ua ntawv thov rau kev ua hauj lwm los ntaww hawv neeg, tsos

Ntsoum Fwv Teb Chaws Cov Cai Tiv Thaiv Cov Muab Koph Mob (Federal Health Care Provider
Conscience Protection Laws) txww cov neeg tau txais nqaj ntaww tsoom fwv teb chaws ib txhia nqaj pab los
ntaww qhov cais neeg tsis raws cai rau cov muab kev pab koph mob vim tus muab kev koph mob tsis kam los
tyaj suaj yeem los mus koom rau hauv kev xiai hib kom txhob muaj taus me nyuam cov txheej txheem los
yov kev rho me nyuam tsis thoj li los yov raws nkaus li tus neeg kev koph mob cov kev ntseeg kev
cai dab quhas los yov lub siab ntseeg tuag nthi. Cov kev tiv thavv no siv rau kev ua hauj lwm thiab muab kev
pab cuam.

Rau tej lus hais ntsig txog Supplemental Nutrition Assistance Program (SNAP), hu rau USDA SNAP Tus Xov
Tooj Hu Pab ntawm 000-221-5689, los yov nias rau ntawm State information /Hotline Number. Nias rau qhov
txaus mus rau qhov teev Wisconsin Income Maintenance (IM) Consortia’s Call Center tus naj npawb rau koh
cheep tsaam los yov lub county thibai/los yov tribal ntaww koy cov naj npawb hu rauu: Wisconsin IM
Consortia.

Yog koi xav sau Neeg Tsoj Cai Qhov Kev Pab Cuam ib daim ntaww tsis txaus siab hais txog kev cais neeg tsis
raws cai mus rau USDA, ua kom fiaj daim foos USDA Program Discrimination Complaint form, nhaiv tau
online ntawm http://www.ascr.usda.gov/complaint_filing_cust.html los yov USDA ib qhov chaw ua hauj lwm

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
twg, los yog hu rau (866) 632-9992 mus thov kom tau daim foos. Koj yuav sau koj ib tsav ntawv muaj tag nrho cov ntsiab luz kom muab nyob hauv daim foos. Xa koj daim foos ua tiav txhij txhua los yog tsav ntawv mus rau USDA ntawm:

U.S. Department of Agriculture
Director, Office of Adjudication
1400 Independence Avenue, S.W.
Washington D.C. 20250-9410
202-690-7442 (fax) los yog email rau ntawm program.intake@usda.gov

Cov tib neeg uas lag ntseg, hnov luz tsis zoo los yog muaj teeb meem hais luz tsis tau yuav hu tau rau USDA ntawm Federal Relay Service ntawm tus xov tooj 800- 877-8339; los yog 800- 845-6136 (Spanish).

Yuav sau ib daim ntawv tsis txaus siab txog kev cai neeg tsis raws cai hais txog ib qhov kev pab cuam tau txais niyaj pab ntawm tsomm fwv teb chaws tuaj ntawm U.S. Department of Health and Human Services (HHS), sau rau:

HHS Director, Office of Civil Rights
200 Independence Avenue, S.W.
Room 509-F, HHH Building
Washington, D.C. 20020
Xov tooj hu dawb 800-368-1019 los yog 800-537-7697 (TDD)

Cov ntawv tsis txaus siab kuj muab xa tau mus rau:

HHS Office for Civil Rights-Region V
233 N. Michigan Avenue, Suite 240
Chicago, IL 60601
Xov tooj hu dawb 800-368-1019, 315-353-5693 (TDD), los yog 312-886-1807 (Fax)

DHS, USDA thiab HHS yogcov chaw muab kev pab cuam thiab yog cov tswv hauj lwm muab vaj huam sib luag rau sawv daws.

Koj kuj tseen sau tau ntawv tsis txaus siab hais txog cai neeg tsis raws cai mus rau Department of Health Services (DHS). Ib tug neeg twg uas tau txis kev pab thiab tau txais niyaj pab uas yog muab tuaj ntawm HHS los yog USDA yuav ua tau ntawv tsis txaus siab hais txog neeg cov cai uas yog hu rau Wisconsin DHS, Office of Affirmative Action and Civil Rights Compliance (AA/CRC). Yog sau ib daim ntawv tsis txaus siab, sau mus rau:

Civil Rights Compliance Officer
P.O. Box 7850
1 West Wilson Street, Room 656
Madison, WI 53707-7850
608-266-9372 (Suab), 608-266-0583 (Fax)
Wisconsin Relay Services 711 los yog hu rau 1-888-701-1251 (TTY)

Kom pab tau peb ua tau raws li cov cai tswj, cov cai kav thiab cov lus taw qhia hais txog kev muab vaj huam sib luag rau sawv daws, kuv tau tsaa (Mr./Ms.) NICHOLAS P. LANGE


KOS NPE – Tis Thawj Coj (Executive Director los yog Chief Executive Officer)

Hnub Kos Npe

5/9/2019

Co-authored by: Departments of Children and Families, Health Services, and Workforce Development
12/1/2013
APPENDIX F
EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY STATEMENT

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
DEPARTMENT OF HEALTH SERVICES FUNDED PROGRAMS

HEALTH CARE FACILITIES AND HEALTH CARE PROVIDERS

DUNN COUNTY is an equal opportunity employer and service provider. If you need special assistance to access this material in an alternate format or need it to be translated to a different language, please call 715-232-3996 (Voice); or if you are deaf and/or hard of hearing, call us through Wisconsin Relay at 711 or 800-947-3529 (TTY/TDD).

This institution is prohibited from discriminating on the basis of race, color, national origin, disability age, sex, gender identity, sexual orientation or religion. The Federal Health Care Provider Conscience Protection Laws prohibit recipients of certain HHS federal financial assistance from discriminating against certain health care providers because of the provider's refusal or willingness to participate in sterilization procedures or abortions contrary to or consistent with the provider's beliefs or moral convictions. These prohibitions apply to employment and service delivery.

If you feel that someone or this institution has discriminated against you based on a protected basis, you may file an informal discrimination complaint with DUNN COUNTY, Equal Opportunity Coordinator.

To assist us in complying with all applicable equal opportunity rules, regulations, and guidelines, we have appointed NICHOLAS P. LANGE, (telephone: 715-232-3996) as Equal Opportunity Coordinator. You are encouraged to discuss any perceived discrimination problems in employment or service delivery with him/her.

You may also file a formal discrimination complaint with the Department of Health Services (DHS). Any consumer that receives services and benefits funded by the HHS or USDA may file a civil rights complaint by contacting Wisconsin DHS, Office of Affirmative Action and Civil Rights Compliance (AA/CRC). To file a complaint, write:

Civil Rights Compliance Officer
P.O. Box 7850
1 West Wilson Street, Room 656
Madison, WI 53707-7850
608-266-9372 (Voice), 608-266-0583 (Fax)
Wisconsin Relay Services 711 or 1-888-701-1251 (TTY)

Anyone can file written complaints with the Office of Civil Rights. It is recommended that you use the Civil Rights Discrimination Complaint Form Package. You can also request a copy of this form from an OCR regional office. If you need help filing a complaint or have a question about the complaint or consent forms, please email OCR at OCRMail@hhs.gov.

OR

To file a complaint of discrimination regarding any program receiving federal financial assistance through the U.S. Department of Health and Human Services (HHS), write:

HHS Director, Office of Civil Rights
200 Independence Avenue, S.W.,
Room 509-F, HHH Building
Washington, D.C. 20301 or
Toll Free 800-368-1019 or 800-537-7697 (TDD)

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
Complaints can also be directed to:
  HHS Office for Civil Rights-Region V
  233 N. Michigan Avenue, Suite 240
  Chicago, IL 60601
  Toll Free 800-368-1019
  800-537-7697 (TDD)
  312-886-1807 (Fax)

Federal Health Care Provider Conscience Protection Laws complaints must be filed at the Federal level with the HHS Office for Civil Rights (OCR).

We recommend that you use the Civil Rights Discrimination Complaint Form Package, which can be found on the federal website at http://www.hhs.gov/ocr/civilrights/complaints/discrimhowtostfile.pdf. However, you also may file a complaint by mail, fax or email. If you need help filing a complaint, please email HHS OCR at OCRMail@hhs.gov.

For further information, contact:
  Director, Office for Civil Rights
  U.S. Department of Health and Human Services
  200 Independence Avenue, SW - Room 506-F
  Washington, D.C. 20201
  Toll Free 1-800-368-1019, 1-800-537-7697 (TDD)
  Email: OCRMail@hhs.gov
  Website: http://www.hhs.gov/ocr

DUNN COUNTY, DHS, and HHS are equal opportunity service providers and employers.
APÉNDICE F
DECLARACIÓN DE IGUALDAD DE OPORTUNIDADES
EN EL EMPLEO Y LA PRESTACIÓN DE SERVICIOS

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
DEPARTMENT OF HEALTH SERVICES FUNDED PROGRAMS
FACILIDADES Y PROVEedores DE CUIDADO DE SALUD
HEALTH CARE FACILITIES AND HEALTH CARE PROVIDERS

DUNN COUNTY ________________ (Escriba nombre del recipiente aquí) es un empleador y proveedor de servicios que ofrece igualdad de oportunidades. Si usted requiere asistencia especial para acceder a este material en un formato alternativo o si requiere que sea traducido a otro idioma, por favor llame al 715-232-3996 (Voz); o si usted es una persona sorda o con problemas de audición, llámenos a través del Wisconsin Relay al 711 o 800-947-3529 (TTY/TDD).

Esta institución se prohíbe discriminar sobre la base de raza, color, país de origen, discapacidad, edad, sexo, identidad de género, orientación sexual o religión. Los Federal Health Care Provider Conscience Protection Laws prohíben que los recibientes de cierta asistencia financiera federal (HHS) discriminen contra los proveedores de cuidado de salud por causa del rechazo o la disposición del proveedor de participar en los procedimientos de esterilización o abortos, contrario a, o consistente con, las creencias religiosas o convicciones morales del proveedor. Estas protecciones se aplican tanto al empleo como a la prestación de servicios.

Si usted siente que esta institución o alguien ha discriminado en contra suya basado en una de las bases protegidas, usted puede presentar una queja por discriminación informal con el DUNN COUNTY ________________ (Nombre de la entidad), Coordinador de Igualdad de Oportunidades (Equal Opportunity Coordinator).

Para ayudarnos a cumplir con todas las normas, regulaciones y pautas aplicables de igualdad de oportunidades, hemos nombrado al Sr./Sra. NICHOLAS P. LANGE ________________, (teléfono: 715-232-3996 ) como el Coordinador(a) de Igualdad de Oportunidades. Le animamos a tratar con el Coordinador de Igualdad de Oportunidades cualquier problema percibido como discriminación en el empleo o la prestación de servicios.

También puede presentar una queja por discriminación formal con el Department of Health Services (DHS). Cualquier beneficiario que reciba servicios y beneficios financiados por el HHS o el USDA puede presentar una queja por violación de los derechos civiles contactando a Wisconsin DHS, Office of Affirmative Action and Civil Rights Compliance (AA/CRC). Para presentar una queja, escriba a:
  Civil Rights Compliance Officer
  P.O. Box 7850
  1 West Wilson Street, Room 656
  Madison, WI 53707-7850
  608-266-9372 (Voz), 608-266-0583 (Fax)
  Wisconsin Relay Services 711 o 1-888-701-1251 (TTY)

Cualquier persona puede presentar quejas por escrito con la Oficina de Derechos Civiles (OCR por sus siglas en inglés). Se recomienda que utilice el Civil Rights Discrimination Complaint Form Package. También puede solicitar una copia de este formulario a través del OCR regional office. Si necesita ayuda para presentar una queja o tiene alguna pregunta acerca de la queja o los formularios de consentimiento, por favor envié un mensaje de correo electrónico (email) a OCR a OCRMail@hhs.gov.

O
Para presentar una queja por discriminación relativa a cualquier programa que reciba asistencia financiera federal a través del U.S. Department of Health and Human Services (HHS), escriba a:

HHS Director, Office of Civil Rights
200 Independence Avenue, S.W.,
Room 509-F, HHH Building
Washington, D.C. 20301
Línea gratis 800-368-1019 o 800-537-7697 (TDD)

Las quejas también pueden ser dirigidas a:
HHS Office for Civil Rights-Region V
233 N. Michigan Avenue, Suite 240
Chicago, IL 60601
Línea gratis 800-368-1019
800-537-7697 (TDD)
312-886-1807 (Fax)

Las quejas relativas a los Federal Health Care Provider Conscience Protection Laws se tienen que presentar a nivel Federal con el HHS Office for Civil Rights (OCR).

Le recomendamos que utilice los documentos del Civil Rights Discrimination Complaint Form Package, que se pueden encontrar en el sitio web federal en http://www.hhs.gov/ocr/civilrights/complaints/discrimhowtofile.pdf. Sin embargo, también puede presentar una queja por correo, fax o correo electrónico. Si necesita ayuda para presentar una queja, por favor envié un mensaje por correo electrónico a HHS OCR a la siguiente dirección OCRMail@hhs.gov.

Para más información, contacte al:
Director, Office for Civil Rights
U.S. Department of Health and Human Services
200 Independence Avenue, SW - Room 506-F
Washington, D.C. 20201
Línea gratis 1-800-368-1019, 1-800-537-7697 (TDD)
Email: OCRMail@hhs.gov
Website: http://www.hhs.gov/ocr

DUNN COUNTY (Nombre de la entidad), DHS, y HHS son empleadores y proveedores de servicios que ofrecen igualdad de oportunidades.
DAIM NTAWV NTXIV F

Lus Hais Txog Kev Muaj Vaj Huan sib Luag Hauv Kev Ua Hauj Lwm thiab Muab Kev Pab Cuam

EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY STATEMENT

COV KEV PAB CUAM TAU NYIAJ TUAJ NTAWM
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
DEPARTMENT OF HEALTH SERVICES

Cov Chaw Muab Kev Kho Mob Thiab Cov Neeg Muab Kev Kho Mob
HEALTH CARE FACILITIES AND HEALTH CARE PROVIDERS

DUNN COUNTY ________________________ (Recipient’s Name Here) yog ib tug tswv hauj lwm thiab ib qhov chaw muab kev pab cuam muaj vaj huan sib luag rau sawv daws. Yog hais tias køj xav tau kev pab tshwj xeeb kom muab cov ntaub ntaww no ua lwm hwm kom køj njeem tau los yog kom muab txhais ua ib hom lus txaww, thov hu rau 715-232-3996 (Suba); los yog tias køj tsi hnow lus thiab/los yog muaj teeb meem tsi tsis hnow lus zoo, hu rau peb hauv Wisconsin Relay ntawm 711 los yog 800-947-3529 (TTY/TDD).

Lub koom txoos ua hauj lwm no txwv tis pub cai neeg tsi sraws cai rau ntawm haiv neeg, tsos nqaij daim taww, keeb kwmm teb chaws, muab moj xiam oob qhab, hnhb nyooog, poj niam txiv neej, nws hais tias nws yog poj niam los txiv neej (gender identity), kev plees kev yi txaww los yog kev ntseeg. Federal Health Care Provider Conscience Protection Laws bwxw cov neeg tau txaij ntawm tsoom fww teb chaws HHS ib txhia nyaij pab los ntawm qhov cai neeg tsi sraws cai rau ib txhia cov muab kev pab kho mob vim tus muab kev kho mob tsis kam los yog tsi taj yeem los mus kom koom rau hauv kev txiav hlub kom txhob muaj tais me nyuam cov txhej txheem los yog kev rho me nyuam tsis hooy lo los yog raws nkaua li tus neeg meub kev kho mob cov kev ntseeg kev cai dëb qhuas los yog lu siab ntseeg tuaj nthi. Cov kev txwv no siv rau kev ua hauj lwm thiab muab kev pab cuam.

Yog køj xav tias leej twg los yog lub koom txoos ua hauj lwm no tau caij køj tsi sraws cai rau ntawm ib qhov uas raug txoj cai tiv thaij, køj yuav sau tau ib daim ntaww tis txaus siab mus rau DUNN COUNTY __________ (Name of the Entity), Tus Xyuas Kev Muab Vaj Huan Sib Luag Rau Sawv Daws (Equal Opportunity Coordinator).

Kom pab tau peb ua tau raws li cov cai tswj, cov cai kev thiab cov lus tawq qhia hais txog kev muab vaj huan sib luag rau sawv daws, peb tau tsa Mr./Ms. NICHOLAS P. LANGE, (xov tooj: 715-232-3996) Ua Tus Xyuas Kev Muab Vaj Huan Sib Luag Rau Sawv Daws. Peb txhawb kom køj tham tej teeb meem uas zoo li yog kev cai neeg tsi sraws cai hauv kev ua hauj lwm los yog muab kev pab cuam nrog rau tus neeg no.

Koj kjub tseem sau tau ntaww tis txaus siab hais txog cai neeg tsi sraws cai mus rau Department of Health Services (DHS). Ib tug neeg twg uas tau txais kev pab thiab tau txais nyaij pab uas yog muab tuaj ntawm HHS los yog USDA yuav ua tau ntaww tis txaus siab hais txog neeg cai yuay hu rau Wisconsin DHS, Office of Affirmative Action thiab Civil Rights Compliance (AA/CRC). Yog sau ib daim ntaww tis txaus siab, sau mus rau:

Civil Rights Compliance Officer
P.O. Box 7850
1 West Wilson Street, Room 656
Madison, WI 53707-7850
608-266-9372 (Suba), 608-266-0583 (Fax)
Wisconsin Relay Services 711 los yog 1-888-701-1251 (TTY)

Tsis hais leej twg yeej ua tau ntaww tis txaus siab mus rau Office of Civil Rights. Pab xav hais kom køj siv cov foos Civil Rights Discrimination Complaint Form Package. Koj kjub tseem thov tau ib daim qauv luam ntawm daim foos no ntawm OCR regional office. Yog køj xav tau kev pab ua daim ntaww tis txaus siab los yog muaj lus nug txog cov foos tis txaus siab los yog pom zoo tso cai, thov sau email xa mus rau OCR ntawm OCRMail@hhs.gov.

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
LOS YOG

Yuav ua ntawv tsis txaus siab txog caih neeg tsis raws cai haij txog ib qhow kev pab cuam twg uas tau txais nyiaj tsoom fww pab tuaj ntawm U.S. Department of Health and Human Services (HHS), sau rau:

HHS Director, Office of Civil Rights
200 Independence Avenue, S.W.,
Room 509-F, HHH Building
Washington, D.C. 20201 los yog
Xov Tooj Hu Dawb 800-368-1019 los yog 800-537-7697 (TDD)

Cov ntawv tsis txaus siab kuj tseem xa tau mus rau:
HHS Office for Civil Rights-Region V
233 N. Michigan Avenue, Suite 240
Chicago, IL 60601
Xov Tooj Hu Dawb 800-368-1019
800-537-7697 (TDD)
312-886-1807 (Fax)

Federal Health Care Provider Conscience Protection Laws cov ntawv tsis txaus siab yuav tsum yog sau mus rau theem siab hauv Tsofar Fvw Teh Chaws ntawm qhow chaw ua hauj lwmu HHS Office for Civil Rights (OCR).

Peb xav hais kom koi siv cov foos Civil Rights Discrimination Complaint Form Package, uas nhiaj tau nyob rau ntawm tsom fww lub website ntawm http://www.hhs.gov/ocr/civilrights/complaints/discrimhowtofile.pdf. Li cas los xj, koi yuav ua tau ntawv tsis txaus siab hauv tsvv xa ntawv mus, fax los yog email. Yov koi xav tau kev pab ua ib daim ntawv tsis txaus siab, thov sau email xa mus rau HHS OCR ntawm OCRMail@hhs.gov.

Yog xav paub ntxiv, hu rau:
Director, Office for Civil Rights
U.S. Department of Health and Human Services
200 Independence Avenue, SW - Room 506-F
Washington, D.C. 20201
Xov Tooj Hu Dawb 1-800-368-1019, 1-800-537-7697 (TDD)
Email: OCRMail@hhs.gov
Website: http://www.hhs.gov/ocr

DUNN COUNTY _____________________ (Name of Entity), DHS, thiab HHS yog cov chaw muab kev pab cuam thiab cov tswv hauj lwmu muab vaj huam sib luag rau sawv daws.

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development
12/1/2013
APPENDIX G: USDA-FNS EMPLOYMENT AND SERVICE DELIVERY STATEMENT
FOR
SNAP/FOODSHARE, WIC, TEFAP AND FSET PROGRAM RECIPIENTS
WEBSITES OR WEBPAGES STATEMENT

The U.S. Department of Agriculture prohibits discrimination against its customers, employees, and applicants for employment on the bases of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities).

If you wish to file a Civil Rights Program complaint of discrimination, complete the USDA Program Discrimination Complaint Form found online at http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail:

U.S. Department of Agriculture
Director, Office of Adjudication
1400 Independence Avenue, S.W.
Washington, D.C., 20250-9410
202-690-7442 (Fax) or email at program.intake@usda.gov.

Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at 800-877-8339 or 800-845-6136 (Spanish).

For any other information dealing with Supplemental Nutrition Assistance Program (SNAP) issues, persons should either contact the USDA SNAP Hotline Number at 800-221-5689, which is also in Spanish, or call the State Information/Hotline Numbers (click the link for a listing of hotline numbers by State) found online at http://www.fns.usda.gov/snap/contact_info/hotlines.htm

USDA is an equal opportunity provider and employer.
APÉNDICE G
USDA-FNS DECLARACIÓN DE IGUALDAD DE OPORTUNIDADES EN EL EMPLEO Y LA PRESTACIÓN DE SERVICIOS
PARA BENEFICIARIOS DE LOS PROGRAMAS DE SNAP/FOODSHARE, WIC, TEFAP y FSET
DECLARACIÓN PARA EL WEB
USDA-FNS EMPLOYMENT AND SERVICE DELIVERY STATEMENT FOR SNAP/FOODSHARE, WIC, TEFAP AND FSET PROGRAM RECIPIENTS WEBSITES OR WEBPAGES STATEMENT

El U.S. Department of Agriculture (USDA) prohíbe la discriminación contra sus clientes, empleados y solicitantes de empleo sobre la base de raza, color, país de origen, edad, discapacidad, sexo, identidad de género, religión, represalias y, según corresponda, creencias políticas, estado civil, situación familiar o parental, orientación sexual, o si los ingresos de una persona provienen en su totalidad o en parte de un programa de asistencia pública, o información genética protegida de empleo o de cualquier programa o actividad realizada o financiada por el Departamento. (No todos los criterios prohibidos se aplican a todos los programas y/o actividades laborales).

Si desea presentar una queja por discriminación de los derechos civiles, complete el USDA Program Discrimination Complaint Form (Formulario de Quejas por Discriminación del Programa del USDA), que se encuentra por internet en http://www.ascr.usda.gov/complaint_filing_cust.html, o en cualquier oficina del USDA, o llame al (866) 632-9992 para solicitar un formulario. También puede escribir una carta que contenga toda la información solicitada en el formulario. Envíe su formulario de queja completo o carta al:
U.S. Department of Agriculture
Director, Office of Adjudication
1400 Independence Avenue, S.W.
Washington D.C. 20250-9410
202-690-7442 (fax) o por correo electrónico a program.intake@usda.gov

Las personas sordas, con dificultades auditivas o con discapacidades del habla pueden contactar al USDA a través del Federal Relay Service (Servicio Federal de Transmisión) al (800) 877-8339; o al (800) 845-6136 (para español).

Para información relacionada con el Supplemental Nutrition Assistance Program (SNAP), llame al número de línea directa del USDA SNAP al (800) 221-5689 (para inglés o español), o llame el State Information/Hotline Numbers (clic el enlace para una lista de las líneas directas de cada estado) que se encuentra por internet en http://www.fns.usda.gov/snap/contact_info/hotlines.htm.

El USDA es un proveedor y empleador que ofrece igualdad de oportunidades.
DAIM NTAWV NTXIV G
LUS HAIS TXOG USDA-FNS KEV UA HAUJ LWM THIAB MUAB KEV PAB CUAM
USDA-FNS EMPLOYMENT AND SERVICE DELIVERY STATEMENT
RAU
COV NEEG TAU TXAIS SNAP/FOODSHARE, WIC, TEFAP THIAB FSET KEV PAB CUAM
SNAP/FOODSHARE, WIC, TEFAP AND FSET PROGRAM RECIPIENTS
COV WEBSITES LOS YOG WEBPAGES COV LUS HAIS
WEBSITES OR WEBPAGES STATEMENT

U.S. Department of Health and Human Services (HSS) thiab Department of Agriculture (USDA) txwv tsi pub cais neeg tsis raws cai rau nws cov neeg yuav khoom los yog siv khoom thiab tau txais nws cov kev pab (customers), cov neeg ua hauj lwm, thiab cov ua ntawv thov rau kev ua hauj lwm los ntawm haiv neeg, tsos nqaij daim tawv, keeb kwm teb chaws, hnub nyoog, muaj mob xiam oob qhab, poj niam txiv neej, nws hais tias nws yog poj niam los txiv neej (gender identity), kev ntseeg, kev ua pauj (reprisal), thiab nyob ntawm qhov siv rau, cov kev ntseeg kev tswj hwm teb chaws, muaj txij nkawm los yog tsis muaj, tsev neeg muaj me nyuam los yog muaj niam muaj txiv, kev plees kev yi txawv, los yog tag nrho los yog ib feem ntawm ib tug tib neeg cov nyiaj tau los yog tau los ntawm ib qho kev pab cuam twg, los yog rauq ti laiv los ntawm caj ces hauv kev ua hauj lwm los yog hauv ib qho kev pab cuam twg los yog kev ua ub no muab kev coj ua los yog tau nyiaj los ntawm iub Department. (Tsis yog tag nrho cov kev txwv yuav siv rau tag nrho cov kev pab cuam thiab/los yog cov kev ua hauj lwm).

Yog koi xav sau Neeg Txoj Cai Qhov Kev Pab Cuam ib daim ntawv tsis txaus siab hais txog kev cais neeg tsis raws cai mus rau USDA, ua kom tiav daim foos USDA Program Discrimination Complaint form, nhiai laus online ntawm http://www.ascr.usda.gov/complaint_filing_cust.html los yog USDA ib qhov chaw ua hauj lwm twg, los yog hu rau (866) 632-9992 mus thov kom tau daim foos. Koj yuav sau koi ib tsab ntawv muaj tag nrho cov ntsiab lus kom muab nyob hauv daim foos. Xa koi daim foos ua tiav bti bti caj xhau los yog tsab ntawv mu rau peb ntawm:
  U.S. Department of Agriculture
  Director, Office of Adjudication
  1400 Independence Avenue, S.W.
  Washington D.C. 20250-9410
  202-690-7442 (fax) los yog email rau ntawm program.intake@usda.gov

Cov tib neeg uas lag ntseg, hnov lus tsis zoo los yog muaj teeb meem hais lus tsis tau yuav hu tau rau USDA ntawm Federal Relay Service ntawm tus xov tooj 800- 877-8339; los yog 800- 845-8136 (Spanish).

Rau lwm cov lus hais ntsiq txog Supplemental Nutrition Assistance Program (SNAP) cov teeb meem, cov neeg yuav tau hu rau USDA SNAP Tus Xov Tooj Hu Pab ntawm 800-221-5689, uas muaj hais ua lus Spanish thiab, los yog hu rau State Information/Hotline Numbers (nias rau qhov txuas mus rau cov npe teev cov naj npawb hu tau raws Xeev) nhiai laus online ntawm http://www.fns.usda.gov/snap/contact_info/hotlines.htm

USDA yog ib qhov chaw muab kev pab cuam thiab yog ib tug tsawv hauj lwm muab vaj huam sib luag rau sawv daws.
APPENDIX H
LIMITED ENGLISH PROFICIENCY POLICY STATEMENT

The DUNN COUNTY is committed to provide equal opportunity in all programs, services and activities to persons with limited English proficiency (LEP). Program access for LEP persons is covered in Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of national origin; these protections are further affirmed in Executive Order 13166. Services include providing written translation and oral interpretation, free of cost, to LEP persons to ensure meaningful, accurate, and equal access to programs, benefits, and activities.

It is the policy of DUNN COUNTY to discourage the use of family members or friends as interpreters because this may violate the person’s privacy and disclose sensitive and confidential information. It is our policy to inform all LEP customer of the right to free language assistance/interpreter services at no cost to the LEP customer. LEP customers who decline such services and request the use of a family member or friend will be ask to sign a Release acknowledging that this practice could result in a breach of confidentiality and he/she will not hold the agency responsible for any inaccurate translation or miscommunication.

This organization prohibits the use of minor children (18 years of age or younger) as an interpreter and will not allow minor children to interpret under any circumstances.

This agency monitors its changing demographics and population trends on an annual basis, to ensure awareness of the changing demographics and, language needs in our service area.

All sub-recipients contracting with this agency are required to comply with the LEP policies requirements.

To assist us in complying with all applicable limited English proficiency rules, regulations and guidelines, I have appointed (Mr./Ms.) NICHOLAS P. LANGE as Limited English Proficiency Coordinator. LEP customers are encouraged to ask for language assistance or discuss any perceived discrimination problems with him/her. Information about discrimination complaint resolution process is available to you upon request.

[Signature - Executive Director or Chief Executive Officer] May 14, 2014

Date Signed
APPENDIX H
LIMITED ENGLISH PROFICIENCY POLICY STATEMENT

Domínio Limitado del Idioma Inglés Declaración de Política

El DUNN COUNTY (Organization name) se compromete a proveer igualdad de oportunidades en todos los programas y servicios a aquellas personas con dominio limitado del idioma inglés (Limited English Proficiency – LEP por sus siglas en inglés). El acceso al programa para las personas LEP es tratado en el Título VI del Civil Rights Act de 1964 el cual prohíbe la discriminación sobre la base de país de origen. Esta protección se afirma con más detalle en Executive Order 13166. Los servicios incluyen traducción escrita e interpretación oral, a ningún costo, a las personas LEP para garantizar acceso significativo, preciso y equitativo a los programas, beneficios y actividades.

Es la política de DUNN COUNTY (Organization name) disuadir el uso de miembros de familia o amigos como intérpretes ya que esto podría violar la privacidad de la persona y revelar información confidencial y sensible. Es nuestra política el informar al cliente LEP sobre su derecho a recibir los servicios de asistencia / interpretación de idioma a ningún costo para el cliente LEP. A los clientes LEP que rechazan tales servicios y que solicitan el uso de un miembro de familia o amigo, se les pedirá que firmen un documento que reconozca que esta práctica podría constituir una infracción de la confidencialidad y que él / ella no hará a la agencia responsable por cualquier traducción incorrecta o falta de comunicación.

Esta organización prohíbe el uso de niños menores (18 años de edad o menos) como intérpretes y no permitirá que niños menores sirvan de intérpretes bajo ningún circunstancia.

Esta agencia supervisa los cambios demográficos y las tendencias de la población de forma anual para garantizar el conocimiento de los cambios demográficos y las necesidades de idioma en nuestra área de servicio.

Todos los sub-beneficiarios de un contrato con esta agencia están obligados a cumplir con los requisitos de la política del LEP.

Para ayudarnos a cumplir con todas las normas, reglamentos y pautas aplicables a la política de Dominio Limitado del Idioma Inglés, he nombrado a (Sr./Sra.) NICHOLAS P. LANGE, Teléfono 715-232-3996 como Coordinador de acceso a servicios para personas con dominio limitado del idioma inglés (LEP). Les exhortamos a los clientes LEP a pedirle al Coordinador asistencia de idioma o discutir cualquier problema percibido como discriminación en el empleo o la prestación de servicios. La información sobre el proceso de resolución de quejas por discriminación está disponible a petición de usted.

 Signature: Executive Director or Chief Executive Officer Date Signed: 5/9/2014

Co-authored by: Departments of Children and Families, Health Services; and Workforce Development 12/1/2013