

NONDISCRIMINATION POLICY STATEMENT

MISSOURI DEPARTMENT OF AGRICULTURE:

The Missouri Department of Agriculture (MDA) is committed to the principles of equal employment opportunity and equal access to services. Accordingly, MDA shall ensure that employees, applicants for employment, and contractors are treated equitably regardless of race, color, national origin, ancestry, sex, sexual orientation, age, disability, religion, veteran status, and genetic information.

All MDA contracts and vendor agreements shall contain nondiscrimination clauses as mandated by the Governor's Executive Order 94-3, Article XIII. Such clauses shall also contain assurances of compliance with Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act of 1990 (ADA), as amended; the Age Discrimination Act of 1975, as amended and other pertinent civil rights laws and regulations.

MDA shall ensure Applicants for, or recipients of, services from MDA are treated equitably regardless of race, color, national origin, ancestry, sex, sexual orientation, age, disability, religion, veteran status, and genetic information. Appropriate interpretive services will be provided as required for the visually or hearing impaired and for persons with language barriers. Applicants for, or recipients of, services from MDA who believe they have been denied a service or benefit may file a complaint by calling the MDA Human Resources Office at 573-751-1199; or Relay Missouri of hearing and speech impaired at 866-735-2460 (Voice); 800-735-2966 (Text).

Complaints may also be filed in writing to:

Missouri Department of Agriculture
Human Resource Office
P.O. Box 630
Jefferson City MO 65102

Missouri Commission on Human Rights
Complaint Processing
P.O. Box 1129
Jefferson City, MO 65102-1129

UNITED STATES DEPARTMENT OF AGRICULTURE:

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: How to File a Complaint, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter 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; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

This institution is an equal opportunity provider.

This policy shall be posted in a conspicuous place, accessible to all applicants for services, clients, employees, and applicants for employment, in all divisions, institutions and offices governed by MDA.



Director, Missouri Department of Agriculture