ATTENTION ALL STAFF INVOLVED IN RECRUITMENT SELECTION ENROLLMENT

AMERICANS WITH DISABILITIES ACT (ADA) Applies to Head Start and Early Head Start Programs

Americans with Disabilities Act is a comprehensive civil rights law that gives protection to individuals with disabilities under four sections: Employment, Public Services, Public Accommodations and Telecommunications.

Performance Standard 1308.5: A grantee must insure that staff engaged in recruitment and enrollment of children are knowledgeable about the provisions of 45 CFR PAR 84 – Nondiscrimination on the basis of disability in programs and activities receiving or benefiting from Federal Financial Assistance and of the Americans with Disabilities Act of 1990.

The Rehabilitation Act of 1973 (P.L. 930112, Section 504 prohibits discrimination on the basis of physical and mental disabilities and applies to every federally funded program or activity in the country. Head Start makes accommodations and adaptations. Auxiliary aids and services are available, upon request to individuals with disabilities.

USDA and Head Start Non-Discrimination 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 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 at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 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). USDA is an equal opportunity provider and employer."