

**U.S. Department of Agriculture
Foreign Agricultural Service
Non-Discrimination Requirements**

This sheet should be provided to the Principal Investigators (PI) to ensure a copy is provided to anyone working on or providing university support or assistance for the USDA/FAS projects/agreements.

USDA Non-discrimination Statement

In accordance with Federal law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, San Diego State University Research Foundation is prohibited from discriminating on the basis of race, color, national origin, sex, age, disability, and reprisal or retaliation for prior civil rights activity. (Not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Individuals with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible State or local Agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information is available in languages other than English.

How to file a USDA Program Discrimination Complaint

To file a complaint alleging discrimination, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at <https://www.ascr.usda.gov/filing-program-discrimination-complaint-usda-customer> or 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 employer and provider.

Purpose and Content of the "And Justice For All" Poster:

Recipients of federal financial assistance and/or institutions participating in or administering USDA programs must prominently display the poster in their facilities for the public in a conspicuous location where it may be read by customers and employees.

Purpose: The USDA "And Justice for All" poster is the primary method utilized to inform customers of their rights. It informs the public of USDA's nondiscrimination policy and the procedures to take if filing a discrimination complaint is warranted.

Content: The information on the poster includes the USDA's nondiscrimination statement and information on how to file a program discrimination complaint.

Location of "And Justice for All" Poster: SDSU Office of Sponsored Principal Investigator

Location of "And Justice for All" Poster: SDSURF Human Resources Department-Gateway Center

Location of "And Justice for All" Poster: https://www.foundation.sdsu.edu/pdf/hr_usda_justice.pdf

NOTE: The attached poster is for reference only and not for printing and/or display.