



MEMORANDUM

TO: SM 32-22, CA 17-22, FCC 16-22, SFSP 15-22, MK 11-22

FROM: *CF* Carol Fettweis, Section Chief, Program Administration
Office of School and Community Nutrition Programs

DATE: May 25, 2022

SUBJECT: Revised Nondiscrimination Statement and “And Justice for All” Posters - Timelines and Guidance for Implementation

This memorandum is related to SM 29-22, CA 16-22, FCC 15-22, SFSP 14-22, MK 10-22, *Application of Bostock v. Clayton County to Program Discrimination Complaint Processing – Policy Update with Questions and Answers*, issued on May 23, 2022. The memorandum informed child nutrition program operators that the prohibition of discrimination based on sex in Title IX and the Food and Nutrition Act includes gender identity and sexual orientation. The changes impact the U.S. Department of Agriculture (USDA) Nondiscrimination Statement (NDS) and the *And Justice for All* (AJFA) posters. Additional guidance is outlined below.

The attached revised USDA NDS document includes updated language and is available [here](#). New AJFA posters are in the design / printing phase and guidance on poster ordering is forthcoming. A timeline for distribution cannot be determined until printing commences.

Nondiscrimination Statement

All documents, pamphlets, websites, etc. should be updated with the 2022 NDS as follows:

1. Websites must be updated within 90 days of the date of this memorandum.
2. Documents, pamphlets, brochures, etc., using 2015 NDS language must be updated when current supply on hand is exhausted or by September 30, 2023.
3. All new printing of materials must use the 2022 NDS.

And Justice for All Posters

Until the new posters are received, additional guidance is outlined below.

1. Local program operators may request the 2019 AJFA posters from their Regional Civil Rights Officer until their supply is exhausted.

Program operators may also contact their assigned Maryland State Department of Education program specialist to request the current AJFA poster until new posters are received.

2. AJFA posters currently posted must not be removed until replaced with the new poster.
3. The 2019 AJFA poster(s) language should be updated on websites and training presentations and any pending printing of brochures, pamphlets and materials and be replaced with the appropriate 2022 version.

Agencies should disseminate this information to appropriate personnel. If you have questions or comments concerning the information in this memorandum, email your program specialist.

CF: lf

Attachment