



Civil Rights Research Compliance Review Update

UC ANR Town Hall
January 16, 2025



Source: nifa.usda.gov/equal-opportunity-civil-rights

Civil Rights Research Compliance Review Purpose

- Why does NIFA conduct compliance reviews?
 - NIFA is responsible for enforcing civil rights laws that prohibit discrimination based on race, color, and national origin
 - Helps NIFA determine how benefits and services are delivered by NIFA-funded programs and activities
- Why is this important for UC?
 - Reviews provide technical assistance and strategies to improve access and equal opportunity in our research activities
 - Ensures UC is protecting civil rights and following the law
 - Supports a safer, more welcoming learning and working environment for all

Civil Rights Compliance Review Purpose

- What is a civil rights compliance review?
 - “A review of civil rights policies, practices, and procedures, conducted by a NIFA equal opportunity specialist. The review seeks to gain compliance with civil rights and equal opportunity laws and regulations.”
– NIFA Office of Equal Opportunity and Civil Rights
- Requirements around NIFA funds
 - “All activities funded by NIFA must comply with the Civil Rights Act of 1964, Title VI, and its regulations. This includes nondiscrimination and equal opportunity provisions that prohibit exclusion based on race, color, national origin, sex, age, or disability.” – NIFA Office of Equal Opportunity and Civil Rights

NIFA's Research Review Criteria

- I. Organizational Capacity
- II. Civil Rights Knowledge and Procedures
- III. Non-Discrimination Based on Sex
- IV. Advisory Boards and Committees
- V. Public Notification and Outreach
- VI. Graduate Students
- VII. Resource Allocation
- VIII. Accessibility for Individuals with Disabilities
- IX. Language Access

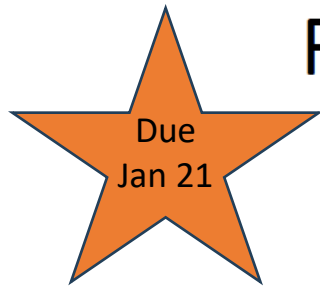


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NIFA's Review Timeline (after letter issued)

Provide requested information and data within forty-five (45) calendar days (!) from the date of the letter

Review Timeline



NIFA indicates the start of the review and deadline for document and data request (45 calendar days).

Scheduling letter & data request

Interview scheduling

Request to schedule provided 2 to 4 weeks in advance. Interviews occur during the same week.

NIFA provides the Recommendations Memo and sets deadline for a proposed Corrective Action Plan (60 calendar days).

Recommendations & CAP

Enacting the CAP

Institution implements actions from NIFA-approved Corrective Action Plan.

Institution provides evidence of action taken in response to recommendations based on deadlines provided.

Ongoing action & monitoring

Letter of compliance

NIFA provides letter of compliance when all recommendations have been adequately addressed.

UC ANR Civil Rights Resources

- ANR Update with more detail on these resources coming Tuesday, January 21

Civil Rights Contacts:

UC ANR Interim Affirmative Action Compliance Officer:

Tina Jordan, Academic Human Resources Director
530-750-1280 / tljordan@ucanr.edu

UC ANR Affirmative Action and Equal Opportunity Website:

https://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/

UC ANR Title IX Coordinator:

Wendi Delmendo, **Harassment & Discrimination Assistance and Prevention Program (HDAPP)**

wjdelmendo@ucdavis.edu / 530-747-3864 (Davis) or 916-734-3417 (Sacramento)

HDAPP Website: <https://hdapp.ucdavis.edu/>

UC ANR Civil Rights Resources

How to file a sexual harassment or discrimination complaint through UC Davis Harassment and Discrimination Prevention Program (HDAPP)

➤ Anonymous complaint

- Call line: (530) 747-3865
- Online
 - Report Hate and Bias Portal: <https://ocpweb.ucdavis.edu/rhbadmin/public/report-form.cfm>
 - Sexual Violence and Sexual Harassment Incident Report Form: <https://ocpweb.ucdavis.edu/svsh/public/report-form.cfm>
 - Report Suspected Misconduct (Whistleblower Hotline): <https://secure.ethicspoint.com/domain/media/en/gui/23531/index.html>

UC ANR Civil Rights Resources

- UC ANR Non-Discrimination Statements:

https://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/Resources/Policy-related_downloads/

“It is the policy of the University of California (UC) and UC Agriculture & Natural Resources not to engage in discrimination against or harassment of any person in any of its programs or activities.

Inquiries regarding nondiscrimination policies may be directed to UC ANR, Affirmative Action Compliance & Title IX Officer, University of California, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1343.”

- Notification requirement: post full USDA non-discrimination statement on all print and non-print materials
- Notification requirement: recipients are required to notify individuals with disabilities and limited English proficiency individuals of their right to free accommodations and language assistance
- “...And Justice For All” Posters must be prominently displayed in all offices where there is a USDA presence and where it may be read by customers/clients
- UC ANR Affirmative Action/Civil Rights Compliance Training:
https://ucanr.edu/sites/ProjectBoardHelp/Affirmative_Action_Civil_Rights_Compliance_Training/

Non-Discrimination Statement

In accordance with Federal law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, University of California Agriculture and Natural Resources (UC ANR) is prohibited from discriminating on the basis of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, age, marital status, family/parental status, disability, political beliefs, income derived from a public assistance program, or reprisal or retaliation for prior civil rights activity. Remedies and complaint filing deadlines vary by program or incident.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language) should contact the UC ANR Office of Diversity & Inclusion, phone: 530-786-0206, email: dewwhite@ucanr.edu or USDA's TARGET Center at (202) 720- 2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at [How to File a Program Discrimination 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.

Alternatively, a program discrimination complaint may be filed with the UC Harassment & Discrimination Assistance and Prevention Program (HDAPP) by email hdapp@ucdavis.edu or phone: 530-304-3864; or contact the UC ANR Title IX Coordinator at (530) 752-9466.

University of California Agriculture and Natural Resources (UC ANR) is an equal opportunity provider.

Inquiries regarding the University's nondiscrimination policies may be directed to: UC ANR, Interim Affirmative Action Compliance Officer, University of California, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1280. Email: tjordan@ucanr.edu. Website: http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/.



Thank you!

Questions?

