

Civil Rights Related Definitions

- A. Applicant - A person who submits in writing, electronically, verbally or through a designated representative requests participation in the WIC Program.
- B. Current Participants - Those persons to whom assistance, services, or benefits are provided by a WIC Program.
- C. Potential participants - Those persons who may be eligible to receive WIC benefits and services but have not applied.
- D. Discrimination - Any distinction of one person or a group of persons from others, either intentionally, by neglect, or by the effect of actions or lack of actions based on race, color, national origin, age, sex, or disability.
- E. Complaint - A verbal or written allegation of discrimination which indicates that any WIC Program is administered or operated in such a manner that it results in disparity of treatment or services being provided to persons or groups of persons because of their protected bases.
- F. Complainant - A person or group of persons who allege discrimination in the delivery of program benefits or services by a State agency, local agency, or other sub recipient.
- G. Civil Rights - The nonpolitical rights of a citizen; the rights of personal liberty guaranteed to U.S. citizens by the 13th and 14th Amendments to the U.S. Constitution and by acts of Congress.
- H. Civil Rights Act and Regulation - Title VI of the Civil Rights Act of 1964 and other authorities as outlined in Section II above and in the program specific appendices.
- I. Disability - A physical or mental impairment that substantially limits one or more of an individual's major life activities, having a record of such impairment, or being regarded as having such impairment.
- J. Investigation - Formal gathering of facts by the appropriate Office of Civil Rights (OCR) or other authorized government agency or private contractor that will refute or substantiate an allegation of discrimination.
- K. Limited English Proficiency (LEP) Persons - Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English. Recipients of Federal financial assistance have a responsibility to take reasonable steps to ensure meaningful access to their programs and activities by person(s) with limited English proficiency.
- L. Preliminary Inquiry - An informal gathering of information that will refute or substantiate an allegation of discrimination.
- M. Post-approval Compliance Review - A civil rights review (desk or onsite) that is conducted after an entity has been authorized to receive Federal financial assistance from FNS to determine civil rights compliance. The review may be done as a routine part of the program compliance reviews or management evaluations. The review may also be a special in-depth review as determined by civil rights concerns.
- N. Noncompliance - The finding that any civil rights requirement, as interpreted by regulations, has not been satisfied.

- O. Program Compliance Reviews - An evaluation procedure used to determine if State agencies, local agencies, and other sub recipients are administering and operating FNS programs in accordance with program and civil rights regulations, instructions, policies, and guidance.
- P. Vendor - A sole proprietorship, partnership, cooperative association, corporation, or other business entity operating one or more stores authorized by the State agency to provide WIC-authorized supplemental foods to participants under a retail food delivery system.
- Q. Ethnicity - A person of Cuban, Mexican, Puerto Rican, South or Central America, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."
- R. Race
 - 1) American Indian or Alaska Native- A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
 - 2) Asian- A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
 - 3) Black or African American- A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."
 - 4) Native Hawaiian or Other Pacific Islands- A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
 - 5) White- A person having origins in any of the original peoples of Europe, Middle East, or North Africa.