**Civil Rights Training Study Guide (All Answers)**

The below guide is here to help you study for the Required Civil Rights Training. The correct answered are **bold and highlighted in green**. As you go through the training modules feel free to mark any notes within this document.

1. What is the definition of a disability?

Select one:

1. A temporary mental or physical impairment that limits major life activities
2. A physical impairment that limits some life activities
3. **A physical or mental impairment that substantially limits major life activities**
4. A mental impairment that limits some life activities
5. The nutrition educator can fill in the race of the participant on the data card if they refuse to do so.

Select one:

1. True
2. **False**
3. Not all complaints about SNAP-Ed programs are civil rights related.

Select one:

1. **True. Many times a complaint is related to poor customer service.**
2. False. By definition all complaints about SNAP-Ed programs are civil rights complaints
3. Who is considered a Limited English Proficiency (LEP) client?

Select one:

1. **Individuals with a limited ability to read, speak, write, or understand English**
2. Individuals born in another country
3. Individuals who cannot speak English
4. Individuals who cannot read English
5. There is no identifying information on the SNAP-Ed Data Card, such as name, date of birth or social security number

Select one:

1. **True**
2. False
3. Public notification requires that the USDA nondiscrimination “And Justice for All” poster

Select one:

1. Be filed electronically and not displayed
2. **Be prominently displayed in classroom and other location where interventions are frequently held (the exception are family day care homes)**
3. Be any size
4. Be displayed at SNAP -Ed sites even if other USDA programs at the site have the poster displayed
   1. Be displayed at SNAP-Ed sites
   2. Be any Size
   3. Be filed electronically and not displayed
5. Which of the following is **NOT** a protected class?

Select one:

1. **Soccer dad**
2. Blind cashier
3. Transgender college student
4. Socialist party member
5. A direct nutrition education activity is

Select one:

1. Distribution of handouts at a food and cooking demonstration
2. **A planned nutrition education event designed to increase knowledge and/or skills**
3. A visit to a SNAP-Ed booth at a health fair
4. Any nutrition education event that increases awareness
5. Putting leaflets on cars near a Food Bank promoting a nutrition class is considered public notification

Select one:

1. True
2. **False**
3. Some things to consider when evaluating program accessibility are:

Select one:

1. **Convenient location and flexible hours**
2. Location and size of the class area
3. Lighting and security
4. Maximum occupancy and number of exit doors
5. To meet the criteria for a civil rights complaint, the complaint must be

Select one:

1. Be filled within 30 days of the occurrence or notice
2. **About a federally funded program and/or reported by someone in a protected class**
3. About the content of the course and/or course delivery methods
4. About an interaction between the educator and the participant
5. Name one way to provide effective LEP services to clients.

Select one:

1. Use gestures to get your point across
2. Send them to another location that has services in that language
3. **Have bilingual staff that speaks the client’s language**
4. Refer them to English classes
5. Three basic elements of public notification are

Select one:

1. **Program availability, complaint process, nondiscrimination statement**
2. Directions to location, date, time
3. Attendance eligibility, contents of the class, maximum number of attendees
4. Which data collection criteria is **NOT** required on a SNAP-ED Data Card?

Select one:

1. **CalFresh participation status**
2. Sex
3. Race/ethnicity
4. Age
5. Who is protected by the Americans with Disabilities Act?

Select one:

1. Only those individuals who have been certified a disabled by a government agency, such as Social security
2. Everyone in the protected classes
3. Only those individuals with a letter from their physician
4. **ADA protects individuals with disabilities**
5. A complaint must be filled within 90 days

Select one:

1. True
2. **False**
3. Who of the following are protected under the civil rights protected classes (select all that apply)?
   1. **Member of the Catholic Church**
   2. **Transgender College Student**
   3. **Socialist Party Member**
   4. **Blind Cashier**
4. Please select the option that best describes what civil rights are and/or does.
   1. Non-existent in America
   2. **Guarantees of equal social opportunities and equal protection under the law, regardless of race, religion, or other personal characteristics.**
   3. Guarantee preferred treatment for certain individuals
   4. Protects the treatment of minorities
5. Which of the following is not required when filling a complaint?
   1. The compliant must be about federally funded program
   2. The complaint must be signed
   3. The complaint must be filed within 180 days of the occurrence or notice
   4. **The USDA Program Discrimination Complaint Form must be completed**
6. Participants must complete the SNAP-Ed data card in order to participate in programs.
   1. True
   2. **False**