



Tribune

A Carroll County 4-H Newsletter

September 2024

UNIVERSITY OF MARYLAND EXTENSION

Carroll County Extension
700 Agriculture Center
Westminster, MD 21157
(410) 386-2760

M—F 8:00 A.M.—4:30 P.M.
extension.umd.edu/locations/carroll-county
facebook.com/umecarroll

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Thank you!

A BIG THANK YOU to everyone who participated and volunteered at the 2024 Carroll County 4-H & FFA Fair! This event would not have been possible without the wonderful and dedicated volunteers that give back so much to the Carroll County 4-H members and their families. Next time you see one of these volunteers, thank them for all that they do for the 4-H program and the Fair!

Fair T-Shirts

Take a minute to write a “Thank You” note to **R.D. Bowman’s Feed & Pet** for sponsoring the yellow fair shirts.

If you received a fair shirt, please send a “Thank You” note to:

R.D. Bowman & Sons, Inc.
107 Englar Rd
Westminster, MD 21157

And don’t forget to send a “Thank You” to your award sponsor(s)!



Senior Portfolio Workshop

Senior 4-H members are invited to join us for a day of Senior Portfolio prep work on **Saturday, September 28th** at **9am** at the Extension Office. Learn how to assemble and spruce up your 4-H resume as well as participate in mock interviews. We will have interview experts on hand to work with each participant as well as previous National 4-H Trip winners available to show examples of their portfolios and to talk about their trips. Participants are encouraged to bring their own laptops as well as a copy of their previous Summary Report Form if they have one. Register at: <https://forms.gle/ymKczb1dkTfVfDm56>

4-H Project Night

Join us on October 11, 2024 at 6pm to create your own customized DIY Fall Doormat! Cost is \$20 per participant. All supplies will be provided. This workshop is for Carroll County 4-H members ages 8 and up. Please email Jennie at jchameli@umd.edu if you have any questions.

Register at: <https://forms.gle/hcGjcfy9pbbY5vmKA>



Sewing Day

Join us on Friday, October 18 from 9am - 3pm for a day of sewing! We will be making several projects. This class will be free but participants will need to provide their own fabric and thread. A project and supply list will be sent out to participants closer to the workshop date. This workshop is for Carroll County 4-H members ages 10 and older as participants will need to work independently. Please email Jennie at jchameli@umd.edu if you have any questions. Register at:

<https://forms.gle/QFHeuj5GYouYgK528>

Beginner Rocketry Workshop

November 5, 2024 from 10am-12pm join us for a beginner level rocket workshop at the Extension Office. This workshop is for 4-H members 8 and older and for participants who have little to no rocket building experience. We will go over the basics of rocket building and construct a rocket that will be able to be launched and entered at the Carroll County 4-H and FFA Fair contest next summer. There is a participation fee of \$10. Cash or Check made out to CCEAB is accepted. Please email Jennie at jchameli@umd.edu for any questions. Register at: <https://forms.gle/2wqkW2HtpW6VZmA17>

Bus Trip to the National Air and Space Museum Steven F. Udvar-Hazy Center

Join Carroll County 4-H as we take a trip to the National Air and Space Museum at the Steven F. Udvar-Hazy Museum. We will be gathering at the Extension Office on **Saturday, November 9th** at **8am** to board a school bus and travel to the museum. Participants will be able to see exhibits on Space Science, Human Spaceflight, Sport and Cold War Aviation, Rockets and Missiles and so much more! We encourage you to check out the museum's website at <https://www.si.edu/museums/air-and-space-museum-udvar-hazy-center> to find out more about the museum.

There will be a \$10 fee per seat on the bus. Youth under the age of 12 must have an accompanying adult. If you have any questions, please email Jennie at jchameli@umd.edu.

Register at: <https://forms.gle/gp4nD6u93h4XhAY68>





4-H Project Night—Holiday Wreath

Join us to make a curly deco mesh wreath! We will meet at the Extension Office in Room A/B on Friday, November 8 at 6pm to make a holiday wreath! This class will cost \$25 and can be paid in cash or with a check made out to CCEAB. We will be making the wreath in class and participants may then go home and add their own unique touches with ornaments, signs, or other filigree to make it fit their desired holiday or ideas. Please email Jennie at jchameli@umd.edu if you have any questions.



Register at: <https://forms.gle/Mahdc5ArF6jcB5GU8>

Project Records Due

Projects records will be due to the Extension Office on **Monday, December 2nd**. Check with your club leader to see when your records are due to them. RECORDS WILL NEED TO BE SIGNED BY YOUR CLUB LEADER! If you participated in/exhibited in the following at the 2024 Carroll County 4-H & FFA Fair, you **MUST** turn in a completed project record to be eligible for the 2025 Carroll County 4-H & FFA Fair: **ALL MARKET LIVESTOCK, RABBIT, POULTRY, HORSE, PHOTOGRAPHY AND GARDEN**. See the attached *Tips for Project Records for 2024* for additional information. **Note—Records that are submitted and are identical from the same households will be returned to 4-Hers to re-do. Remember, that each project area (art, crafts, foods, woodworking, etc.) are considered separate projects and will not be accepted if turned in on the same project record form.**

Please follow this link to the Carroll County Extension website for the correct project records:

<https://extension.umd.edu/locations/carroll-county/local-4-h-youth-education/project-records-and-record-books>

Project Record—2024 Update of Requirement

In 2024, all project records that are completed will be held to meeting all standards, including the communication section. Remember that 4-Hers must present a speech or demonstration to 3 or more people not related to them to meet this requirement. *This is a speech or demonstration the youth has given, not something they attended.* The speech and/or demonstration **MUST** be related to the project. You cannot use a speech about Crafts for your Market Beef project record. You also cannot use a Market Beef demonstration for your Market Swine project record. Your communication **MUST BE RELATED TO YOUR PROJECT AREA!** You **MUST** also include all information on when you gave the speech/demonstration, including a **TITLE** (don't write FAIR), location, and type of communication. Don't forget that participating in programs such as skillathon, bowls, and judging programs count toward this requirement. If you have questions, please contact the Extension Office at 410-386-2760.



MD 4-H State Animal Science Award

If you show one of the following: beef cattle, camelids, dairy cattle, dairy goats, dogs, horse/pony, meat goats, poultry, rabbits, sheep, small pets, swine or have a veterinary science project, then don't miss out on the **Maryland 4-H State Animal Science Project Record Award**! You must be 14 –18 years old as of January 1st to qualify. Many of our animal science 4-H members have great project records, so take a look at what is required. (Note—the dates should all stay the same for when the items are due, the rules just haven't been updated to say 2024). All items for the award process are due through 4-H Online and are typically due by the end of October.

National 4-H Week/Promotional

Show your 4-H pride throughout National 4-H Week! Wear the color **green** or your favorite 4-H shirt during the week of October 6-12, 2024! National 4-H Week is a great opportunity for you to tell your friends about 4-H and how they can get involved.

4-H Clubs...don't forget that the National 4-H Week Promotional Contest will be taking place that week. If your club is interested in participating in this contest by setting up a window display, table or a bulletin board, please let us know. You just need to find a local business/location that will let you set up a 4-H display. Please call the Extension Office at 410-386-2760 or email Lori at loria@umd.edu with the name of the business, location address and the times your display can be viewed. After that, judges will come out and judge all of the displays! Displays must be ready to judge by Monday, October 7th.

Clover Halloween Party



Tricks and Treats are in store for the 2024 Clover Halloween Party! Fun games, crafts and some trick or treating will take place on **Friday, October 25, 2024 at 6pm at the Extension Office**. The 4-H Ambassador Team is taking the lead in providing a fun evening for all! Please RSVP by October 18th at <https://forms.gle/W3UcDJQ7ajQmfN6XA>

Clovers are welcome to bring a friend(s) with them to this event!

Veterinary Science Experience!

Ever wonder what type of vaccinations are given to small and large animals? Or how you even administer a shot? What about learning more about livestock reproduction from beef to swine? If you're curious, make plans to join us on **Saturday, November 2nd, 9-11:30am at the Extension Office**. Registration can be found at the end of the *Tribune* and is due by October 7th to guarantee a t-shirt as part of the program. This program is open to youth 8 years old and older.

UME Volunteer Training

If you aren't already a UME Volunteer, make plans to complete the training in 2024. Just email Becky (bridgewa@umd.edu) and you can complete all of the required paperwork and training directly from your home. Trainings can be completed at anytime!

Club Leaders' Meeting

The Annual Club Leaders' meeting will be held on **Monday, September 30th at 7pm** at the Extension Office. We will cover updates of programming and any changes that you need to be aware of as club leaders. Please mark the date on your calendar now and plan to attend.

Fair Reminders

Everyone is welcome to participate in Fair Board meetings held at the Extension Office/Ag Center. The next meetings will be on September 4th and 25th, 7:30pm.

Too many ribbons? Don't throw them away. If they are in good shape, drop them off at the Extension Office and we will recycle them for next year. Ribbons should not be wrinkled, written on or missing strings.

Indoor Building Updates— Congratulations to all exhibitors in the Indoor Department at the 2024 Carroll County 4-H & FFA Fair. You were a winner whether you received a red ribbon or a champion. Why? Because you did your best and learned while making the exhibit and also from judges' comments as part of conference judging. If you received a champion with a special award, please thank the donor by sending a thank you note. If you need the name/address, contact Erica McAndrew at Erica.mcandrew@gmail.com. The visitors to our buildings loved the air conditioning and spent more time viewing our exhibits.—Miss Sandy, Indoor Superintendent

Welcome MD 4-H All Stars

Congratulations to Shelley Laney, Ryan Schooley, Hannah Haines and Alison Kidwell who were initiated into the Maryland 4-H All Stars on June 15th. Also, congratulations to Jennifer Hiscock who was installed as the Maryland 4-H All Star President. Other county All Stars in attendance were Jason Watt, Shannon Haines and Cheryl Hill.



Dates to Remember

September 2	Carroll County Extension Office CLOSED
September 4	Carroll County 4-H & FFA Fair Board Meeting, Extension Office, 7:30pm
September 5-8	Maryland State Fair (Third Weekend)
September 25	Carroll County 4-H & FFA Fair Board Meeting, Extension Office, 7:30pm
September 28	Senior Portfolio Workshop, 9am (Registration required)
September 30	4-H Club Leaders' Annual Meeting, Extension Office, 7pm
October 6-12	National 4-H Week/Promotional displays judged
October 11	4-H Project Night, Extension Office, 6pm
October 14	Carroll County Extension Office CLOSED
October 18	4-H Sewing Project Day, Extension Office, 9am-3pm
October 25	Clover Halloween Party, Extension Office, 6pm
November 2	Veterinary Science Experience Program, Extension Office, 9-11:30am
November 5	4-H Beginner Rocketry Workshop, Extension Office, 10am-noon
November 8	4-H Project Night, Extension Office, 6pm
November 9	National Air and Space Museum Field Trip, 8am leave Extension Office
November 11	Carroll County Extension Office CLOSED
November 28-29	Carroll County Extension Office CLOSED
December 2	Project Records due to the Extension Office



Carroll County 4-H Team

Becky Ridgeway

Becky Ridgeway
Extension Educator
bridgewa@umd.edu

Torrey Silliman

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4-H Agent Associate
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Jennie Chamelin
4-H Program Assistant
jchameli@umd.edu

The Carroll County 4-H Website. Find the *Tribune* online, plus other forms and information for youth and leaders.

<http://extension.umd.edu/locations/carroll-county>

The MD 4-H Youth Development Website, news & information from all over the state, plus forms and information for youth & volunteers. <http://extension.umd.edu/programs/4-h-youth-development>

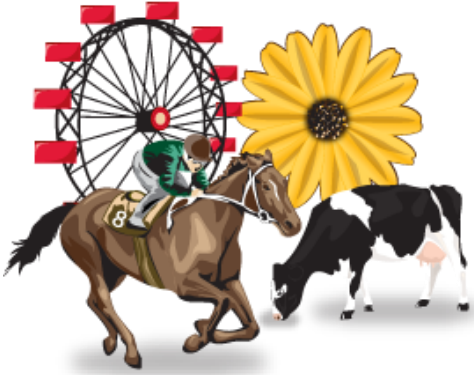
University programs, activities, and facilities are available to all without regard to race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or any other legally protected class.

The information given herein is supplied with the understanding that no discrimination is intended and no endorsement by University of Maryland Extension is implied.

If you need a reasonable accommodation to participate in any event or activity, please contact the Carroll County Extension Office at 410-386-2760 at least two (2) weeks prior to the program.



Congratulations to all the youth who participated in the Maryland State Fair. Carroll County had great representation throughout 4-H. If you have pictures from the fair, please share them with the office. We enjoy showcasing our youth in action with their projects. You can email your pictures to Lori Augustine at Loria@umd.edu



The MARYLAND STATE FAIR

**University of Maryland Extension
Carroll County Office
700 Agriculture Center
Westminster MD 21157**

Tips for Completing Project Records

Here are some tips and helpful hints as you work on your project records.

Don't forget that the following project records are required to show at the 2025 Carroll County 4-H/FFA Fair – ALL MARKET ANIMALS, Horse, Poultry, Rabbit, Garden and Photography (if exhibited at the 2024 county fair.)

(Items in green are REQUIRED FOR COMPLETION)

Remember to EXPAND on all of your answers. The more detailed responses you give help the reviewers understand your projects and what you learned and achieved through them.

- 1. What goals did you set for your project this year and did you achieve them?**
 - a. Explain three different goals you had for your project and expand on how you did or didn't achieve them.
- 2. What were four things you learned from completing your project this year?**
 - a. Juniors and Intermediates – Need to list 2 things you learned from your project.
 - b. Seniors – Need to list 4 things you learned from your projects
- 3. What is one thing you would like to improve or do differently with your project next year?**
 - a. Give an example of what you want to do differently with your project and why, or what you want the outcome to be.
- 4. What I learned as a result of using this life skill...**
 - a. Under each section (Head, Heart, Hand, Health) write the life skill you are using from the life skill wheel.
 - b. Juniors and Intermediates need to write one life skill for each section. You will have one life skill for Head, one for Heart, one for Hand and one for Health.
 - c. Seniors need to write two life skills for each section. You will have two life skills listed for Head, two for Heart, two for Hand and two for Health.
- 5. Project Activities**
 - a. Everyone needs to list project activities in how they relate to your project. This can be attending the Project Workshops, Livestock Workshops, Quality Assurance, County or State Fair.
- 6. Project Communications**
 - a. Everyone **MUST** have some type of communication related to their project that you have given to at least 3 people who are not related to you.
 - b. Example – If you are filling out a project record for Photography your communication needs to be something relating to Photography and not a speech related to building a birdhouse.
- 7. Project Exhibits**
 - a. Everyone must have exhibited their project at some event. This can include County or State Fair, a club, community or school event.
 - b. List all exhibits separately. This includes all classes to be listed separately (example – Market Hog – you would list, Market Hog, Showmanship and Rate of Gain on 3 separate lines, not all together).
- 8. Project Financial Section (General Project Records)**
 - a. List all expenses related to your project and put a value on them, even if your parents paid for them, they still have a value associated to them.



- i. Even if you bred your own market livestock project, there is still an associated value to that animal. What would you have sold it for or what was market value at the time you would have bought a market project?
 - ii. Example – If you baked a cake, you would list your ingredients (Sugar, Flour, Chocolate, etc. and the cost \$13.50)
 - b. Income includes any premium checks you have received for your items. Remember to keep your copy of your premiums from the fair, this will tell you what your premiums were for each item you entered at the fair.
- 9. Supplemental Piece**
 - a. If you are completing a General Project Record, a supplemental piece can be included. This is one additional piece of paper (8x11) attached to the end of your record. This can be a picture with a couple sentences written about your project or a story, crossword puzzle, etc. It needs to be something that relates to your project.
- 10. ANIMAL PROJECT RECORDS**
 - a. **Market Livestock Project Record Forms**
 - i. Table 1 – Information of Project Animal – This is **REQUIRED** to be completed. Make sure to fill in all information related to your animals. All animals you tagged should be included on this table, even if you didn't show them. Remember to bring your totals down to the total line.
 - ii. Table 2 and 3 – Include information on what you fed your animals and the cost of feeding those animals, along with other expenses you have had with your project including bedding, equipment, etc.
 - iii. Table 4 – Health and Veterinary Expenses – Everyone should have something listed here. To show at the fair you had to have health papers, which would be listed on this table.
 - iv. Table 5 – Sale Animal Income – List the information related to any animals you sold. This can be from selling at the fair or private sales.
 - v. Table 6 – All Other Income – Include any other income from your animals. This could be premium monies, selling wool or hides, etc.
 - vi. Financial Summary – Add up all of your income and expenses to see if you have a profit or loss from your project.
 - b. **Poultry/Rabbit/Horse/Dogs Project Records**
 - i. Make sure to fill out tables related to your animal information, along with each table that relates to your project. If you didn't do something in the project (Example – Didn't sell eggs), just put N/A in that table, so the project record reviewers know you didn't just skip the table.
 - ii. Include a supplemental piece that showcases your project!

Make sure to have **ALL SIGNATURES** (4-H Member, Parent and Club Leader). A 4-H Educator will sign off on the forms when they are considered complete.

Also, if you have siblings that participate in the same projects, make sure your records are DIFFERENT. If they are the same, they will be returned to be redone.



Maryland 4-H State Animal Science Project and Record Awards Program

About the Award Program

The Maryland 4-H Animal Science Project and Record Awards Program will be offered in 2023 to recognize 4-H members in the Animal Science Program for outstanding achievements in their project work. The awards program will provide recognition to 4-H members who demonstrate 1) distinguished levels of engagement in the Maryland 4-H Animal Science Program projects and related activities and 2) excellence in project record keeping activities.

Award Program Eligibility

This awards program is open to all senior age 4-H members (14-18 years) as of January 1st of the current year. Thirteen award categories will be offered (see below). Members are eligible to apply for multiple award categories; however, a member will be eligible to receive the Top Award in only one category per year. A member is eligible to receive the Top Award in the same category only one time in their 4-H career and is not eligible to apply in a category in which they have previously received the Top Award. The Top Overall Award recipient will be selected from the current year's Top Award winners from the thirteen award categories. A member can receive the Top Overall Award only one time in their 4-H career.

Required Documentation

Youth interested in participating in this awards program must submit the required documents (listed below) via the 4HOnline portal at <https://v2.4honline.com> by the advertised deadline. The submissions will be evaluated and judged by a committee of UME faculty/staff and volunteers. Required documentation includes (100 points total):

- Summary Report Form (20 points): Completed Maryland 4-H Summary Report Form.
- Project Essay (20 points): Essay must be specific to the award category. Essay must be 2-3 pages in length, typed in 12-point Times New Roman, double spaced, with 1-inch margins.
- Project Record (60 points): Completed Maryland 4-H Animal Science Project Record. In species (or category) where there are both Market and Breeding Projects offered, a 4-H'er is encouraged to submit both Project Records if enrolled in both.

A 4-H'er may submit applications in multiple categories. To submit in multiple categories only one Summary Report Form is required, but a separate Project Essay and Project Record is required for each category.



Awards

Awards will be presented in 13 categories including: 1) beef cattle, 2) camelids, 3) dairy cattle, 4) dairy goats, 5) dogs, 6) horse and pony, 7) meat goats, 8) poultry, 9) rabbits, 10) sheep, 11) small pets, 12) swine, and 13) veterinary science. Awards will be presented at the annual Maryland 4-H Awards Gala.

In each award category, the Top 5 members will be selected and recognized with Certificates. The Top Award winner for each category will receive a Belt Buckle.

One recipient will be selected from the current year's Top Award winners from the thirteen award categories to receive the Maryland 4-H Animal Science State Overall Project and Record Award. The recipient of the Overall Award will receive a plaque and will be offered a trip to National 4-H Congress in November 2024 (NOTE: Recipient must meet all other eligibility requirements established for attending National 4-H Congress. A 4-H'er is only eligible to attend National 4-H Congress one time in their 4-H career).

Awards Program Annual Timeline

- Approx. October 15th - 4HOnline portal opens for submission of applications. The online portal is made available through 4HOnline at <https://v2.4honline.com>.
- November 15th – Deadline for submission of applications – 4HOnline portal closes.
- January/February - Awards presented at Maryland 4-H Awards Gala.

FOR MORE INFORMATION CONTACT:

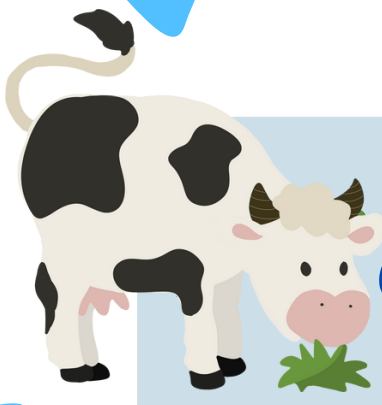
Chris Anderson, University of Maryland Extension, 4-H Youth Development Specialist,
Animal Science

Maryland 4-H Center, 8020 Greenmead Drive, College Park, MD 20740

Phone: 301-314-7187

FAX: 301-314-7146

Email: canders2@umd.edu



Carroll County 4-H Veterinary Science Experience

November 2, 2024, 9 - 11:30am

\$25 REGISTRATION FEE
Includes an event t-shirt!

Join us for a fun filled day to learn more about basic veterinary care from vaccinations for small and large animals to livestock reproduction!

Please return registration form as well as the \$25 fee to the Extension Office by October 7, 2024.

Cash or checks made payable to the CCEAB. Late registration may be accepted, but you are not guaranteed a t-shirt.

Name: _____

Age: ____ Club: _____

Email: _____

T-Shirt Size: _____

Does participant require any reasonable accommodation to participate in this event?
If yes, please email Becky at bridgewa@umd.edu



Veterinary Science Experience

For more information contact Becky at bridgewa@umd.edu or Jennie at jchameli@umd.edu



NINE AGENCY RULE GUIDANCE

Pursuant to 7 C.F.R. § 2.25 (a)(1)(3), an authority delegated from the Secretary of Agriculture to the Assistant Secretary for Civil Rights, Office of the Assistant Secretary for Civil Rights (OASCR), has the authority to provide overall leadership, coordination, and direction for the United States Department of Agriculture's (USDA) programs of civil rights, including program delivery, compliance, and equal employment opportunity, by enforcing, among other things, related Executive Orders, Congressional mandates, and other laws, rules, and regulations, as appropriate.

On February 14, 2021, President Joseph R. Biden, Jr., signed Executive Order 14015, *Establishment of the White House Office of Faith-Based and Neighborhood Partnerships*, 86 FR 10007 (Executive Order 14015). Executive Order 14015 sought to “organiz[e] more effective efforts to serve people in need across the country and around the world, in partnership with civil society, including faith-based and secular organizations.” Executive Order 14015 further emphasized the importance of strengthening the ability of such organizations to deliver services in partnership with Federal, State, and local governments and with other private organizations, while adhering to all governing laws. Executive Order 14015 also revoked Executive Order 13831, which prompted the 2020 Final Rule.

Key Provisions Restored by Executive Order 14015, Establishment of the White House Office of Faith-Based and Neighborhood Partnerships:

Executive Order 14015 reestablishes important religious liberty protections for beneficiaries of federally funded social services.¹ Under 7 CFR § 16, a faith-based organization is eligible, on the same basis as any other organization, to access and participate in any USDA assistance programs for which it is otherwise eligible. Neither the USDA awarding agency nor any State or local government or other intermediary receiving funds under any USDA awarding agency program or service shall, in the selection of service providers, discriminate for or against an organization on the basis of the organization's religious character, motives, or affiliation, or lack thereof, or on the basis of conduct that would not be considered grounds to favor or disfavor a similarly situated secular organization. The Nine Agency Rule reestablishes important religious liberty protections for beneficiaries of federally funded social services.

Pursuant to the Nine Agency Rule, “any organization that receives direct or indirect Federal financial assistance shall not, with respect to services supported in whole or in part with Federal financial assistance, or in their outreach activities related to such services, discriminate against a current or prospective beneficiary on the basis of religion, religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice. However, an

¹ *Establishment of the White House Office of Faith-Based and Neighborhood Partnerships*, 86 FR 10007, E.O. 14015 of Feb. 14, 2021.

organization that participates in a program funded by indirect financial assistance need not modify its program activities to accommodate a beneficiary who chooses to expend the indirect aid on the organization's program.”²

“Organizations that receive USDA direct assistance under any USDA program may not engage in explicitly religious activities, including activities that involve overt religious content such as worship, religious instruction, or proselytization, as part of the programs or services funded by USDA direct assistance. If an organization conducts such activities, the activities must be offered separately, in time or location, from the programs or services supported with USDA direct assistance, and participation must be voluntary for beneficiaries of the programs or services supported with such USDA direct assistance. The use of indirect Federal financial assistance is not subject to this restriction. Nothing in this part restricts USDA's authority under applicable Federal law to fund activities that can be directly funded by the Government consistent with the Establishment Clause.”

The following are key provisions of the Nine Agency Rule:

- **Notification:** Recipients, including recipients, administering USDA programs must notify beneficiaries or prospective beneficiaries of their right to be free from discrimination based on religion. Mission Areas and agencies will also inform beneficiaries and prospective beneficiaries of the right to report violations of these protections (including denials of services or benefits) by an organization by contacting or filing a written complaint with USDA's OASCR.
- **Non-Discrimination:** All covered social service programs, whether supported by vouchers or grants, may not discriminate against beneficiaries based on their religion.
- **Alternative Providers:** The USDA awarding agency may determine that this written notice must also inform beneficiaries and prospective beneficiaries about how to obtain information from the awarding agency about other federally funded service providers in their area that provide the services available under the applicable program.
- **Faith-Based Providers:** The Final Rule maintains protections for faith-based providers, allowing them to compete equally with secular organizations for awards while retaining their religious character.

These regulations aim to safeguard Americans from religious discrimination in social services and reinforce awareness of religious liberty protections.

² *Partnerships With Faith-Based and Neighborhood Organization*, 89 FR 15671 (effective date: April 3, 2024).

OASCR Guidance to Mission Areas and agencies implementing Executive Order 14015 is as follows³:

- Title VI protects individuals from being discriminated against based on race, color, or national origin by entities receiving federal financial assistance from USDA (e.g., state and local agencies, educational institutions, non-profits, and other non-federal entities).
- Mission Areas and agencies must issue the Notice to beneficiaries and prospective beneficiaries provided by OASCR, as required by the Final Rule, and work with partners at the state and local level and with Tribal Nations to train and provide technical assistance in implementing this Final Rule to ensure the maximum amount of beneficiaries and potential beneficiaries receive the notice and are informed of the changes required under the Executive Order 14015 and Final Rule.
- Mission Areas and agencies may also issue written notice to inform beneficiaries and prospective beneficiaries about how to obtain information from the awarding agency about other federally funded service providers in their area that provide the services available under the applicable program.
- Where appropriate, Mission Areas and agencies will review their regulations and/or guidance to ensure Mission Area and agency regulations and guidance are consistent with the Final Rule, including guidance to state more directly that agencies will not, in their selection of service providers, discriminate on the basis of an organization or entity's religious character, motives, or affiliation, or lack thereof, or on the basis of conduct that would not be considered grounds to favor or disfavor a similarly situated secular organization such as one that has the same capacity to effectively provide services.
- Mission Areas and agencies will revise regulations and/or guidance to make clear that Mission Areas and agencies will continue to consider organizations' requests for religious accommodations, on a case-by-case basis, in accordance with the United States Constitution and Federal statutes and will not disqualify any organization from participating in a program simply because that organization has indicated it may request a religious accommodation. *See Religious Exemption Under the Education Amendments Act of 1972.*
- Mission Areas and agencies will customize and craft training opportunities in the best manner possible for those affected and inform providers receiving direct Federal financial assistance they should provide notice to beneficiaries and prospective beneficiaries of certain protections, including protection from discrimination on the basis of religion.

³ OASCR acknowledges the need to provide the essential discretion to enable USDA Agencies to customize and craft notice and opportunities in the best manner possible for those affected. This guidance is not all inclusive and allows the Agencies to the flexibility needed to properly implement this Final Rule.

- Mission Areas and agencies will inform recipients receiving direct Federal financial assistance should a program beneficiary object to the religious character of a faith-based provider, the State or governmental entity will undertake reasonable efforts to identify and refer the beneficiary to another federally funded programs in their area, contact for a federal office, or in some instances a State agency or other governmental entity that might be administering a federally funded social service program.
- Beneficiaries of indirect Federal financial assistance (such as vouchers, certificates, or other Government-funded means that the beneficiaries might use to obtain services at providers of their choosing) are no longer required to have at least one adequate secular option for the use of the indirect Federal financial assistance.
- Mission Areas and agencies will inform program recipients not to require beneficiaries or prospective beneficiaries to attend or participate in any explicitly religious activities offered by the organization, and any participation by beneficiaries or prospective beneficiaries in such activities must be purely voluntary.
- Mission Areas and agencies will inform program recipients to separate in time or location any privately funded explicitly religious activities from activities supported by direct Federal financial assistance.
- Mission Areas and agencies will monitor compliance with this guidance in conjunction with regular oversight of Mission Area and agency programs and services.

OASCR will implement Executive Order 14015 as follows:

Pursuant to 7 CFR § 16.4(c)(1)(iv), “Beneficiaries or prospective beneficiaries may report violations of these protections (including denials of services or benefits) by an organization by contacting or filing a written complaint with USDA’s Office of the Assistant Secretary for Civil Rights.”

Effective July 2, 2024, OASCR will process complaints filed by USDA program beneficiaries supported by direct and indirect Federal financial assistance, against the USDA Mission Area or agency granting financial assistance to an organization or entity. Recipients will provide beneficiaries notice of their right to file written complaints of discrimination based on religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice.⁴

⁴ 7 CFR § 16.4, Partnerships with Faith-Based and Neighborhood Organizations, Vol. 89, No. 43 (March 4, 2024).

Pursuant to 7 CFR § 16.4, Part III.A.3, complaints of discrimination based on religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice received will be processed using the USDA's existing discrimination program complaint process and applicable timeframes.

OASCR will offer training sessions and technical assistance to Mission Areas and agencies. Mission Areas and agencies may then provide customized training to further assist program recipients. Training will cover the Final Rule's provisions, non-discrimination requirements, and best practices.

USDA Mission Areas and relevant agencies are instructed to forward complaints of religious discrimination filed by program beneficiaries, to the Office of the Assistant Secretary for Civil Rights, Center for Civil Rights Enforcement, Program Complaint Division by mail, fax, or e-mail at:

Mail:

United States Department of Agriculture
Director, Center for Civil Rights Enforcement
1400 Independence Avenue, SW
Washington, DC 20250-9410

Fax: (202) 690-7442

Email: program.intake@usda.gov

OASCR requests Mission Area and agency leadership to review and distribute the attached Guidance to all USDA recipients. This Notice is required to be provided to program beneficiaries by recipients who receive USDA funding, no later than Tuesday, July 2, 2024. Implementation of the Nine Agency Rule will include coordinated efforts by OASCR, USDA Mission Areas and agencies, and their recipients to ensure equity in programmatic delivery and services.

Enclosures: Notice from USDA Recipients to Beneficiaries and Prospective Beneficiaries

cc: USDA Chiefs of Staff
USDA Mission Area and agency Civil Rights Directors

USDA IS AN EQUAL OPPORTUNITY PROVIDER, EMPLOYER AND LENDER.