



Nicole "Nikki" Fried  
COMMISSIONER

Florida Department of Agriculture and Consumer Services  
Division of Food, Nutrition and Wellness

**NSLP CIVIL RIGHTS POLICY AND  
PROCEDURES CERTIFICATION FORM**

**Sponsor Name:** Father's H.a.r.b.o.r. Academy **Sponsor #:** 1083

**Equal Employment Opportunity Policy**

**DA** DA The sponsor is an equal opportunity employer and does not discriminate  
Sponsor Initials against any individual in any phase of employment on the basis of race,  
Here color, national origin, sex, age, or disability or any other legally protected  
status in accordance with applicable local, state, and federal laws.

**Students' Rights**

**DA** DA The sponsor prohibits discrimination against students or clients accepted  
Sponsor Initials into this facility. Students and/or clients are admitted without regard to race,  
Here color, national origin, sex, age, or disability or any other legally protected  
status in accordance with applicable local, state, and federal laws.

**Sponsor Representative Signature:** Dubel Agosto Dubel Agosto

**Date:** 8/8/2022

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the [USDA Program Discrimination Complaint Form](#), (AD-3027) found online at: [How to File a 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](mailto:program.intake@usda.gov).

This institution is an equal opportunity provider.