

Civil Rights Reviews and Audit Plan

Periodic investigations are made to assure that the K-State Research and Extension is in compliance with its Affirmative Action Program. Reviews and audits may be announced or unannounced.

Reviews are made to monitor Civil Rights practices and verify that the Affirmative Action Program is being implemented. Audits are investigations usually made at the request of someone following reports of possible infractions. Requests may be made by the Secretary of Agriculture, by Congressional inquiries and other sources.

Review Levels

1. Annual Civil Rights Mini-Review completed by each local unit.
2. Desk audit of local units in 2020.
3. On-site compliance reviews by K-State Research and Extension as part of the 4-year checkup of one-fourth of the local units in Kansas each year.
4. Compliance reviews by the Equal Opportunity Staff in NIFA, USDA. This is an in-house review.
5. Compliance reviews by the office of Advocacy and Enterprise, USDA, which is in the office of the Secretary of Agriculture. These reviews are made for the Secretary's office. They are often multi-agency reviews of all USDA agencies in the county.

Audits

Done by the "Office of Inspector General" which is an audit division in USDA. These audits are made to determine if there is a basis for a complaint that has been filed.

Sources

USDA Secretary's Memorandum 1662 (September 23, 1969) and supplements 2, 3, 5 and 8.

Supplemental Instructions for administration of Title VI of the Civil Rights Act of 1964. Includes procedure for filing complaints for discrimination in Extension Programs (July 2, 1965).

Amendments to Supplemental Instructions for administration of Title VI (October 6, 1965).