

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

This guidance applies to at-risk afterschool centers that participate in the U.S. Department of Agriculture’s (USDA) [Child and Adult Care Food Program \(CACFP\)](#).



## Contents

- Overview of OVS Requirements ..... 2
  - OVS at breakfast..... 2
  - OVS at lunch and supper ..... 2
  - Required CSDE approval ..... 2
- Meal Components and Food Items ..... 3
- Signage..... 4
- OVS at Breakfast ..... 5
  - Menu planning guidance for breakfast..... 5
- Examples of OVS at Breakfast..... 7
  - Example 1: Breakfast menu with four food items ..... 7
  - Example 2: Breakfast menu with five food items ..... 8
- OVS at Lunch and Supper ..... 9
  - Menu planning guidance for lunch and supper ..... 9
- Examples of OVS at Lunch at Supper..... 11
  - Sample lunch/supper menu 1 ..... 11
  - Sample lunch/supper menu 2..... 12
- Resources..... 13

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Overview of OVS Requirements

The USDA final rule, [Child and Adult Care Food Program: Meal Pattern Revisions Related to the Healthy, Hunger-Free Kids Act of 2010](#), authorized offer versus serve (OVS) for ages 6-18 in at-risk afterschool programs, effective October 1, 2017. OVS is an optional approach to menu planning and meal service that allows children to decline some of the foods offered in a reimbursable breakfast, lunch, or supper. OVS is not allowed at snack.

### OVS at breakfast

For a reimbursable breakfast with OVS, the at-risk afterschool center must offer the full serving of at least four food items from the three meal components (milk, vegetables/fruits, and grains) required by the [CACFP Breakfast Meal Pattern for Children](#). Children must select the full serving of at least three food items.

### OVS at lunch and supper

For a reimbursable lunch or supper with OVS, the at-risk afterschool center must offer the full serving of the five meal components (milk, vegetables, fruits, grains, and meats/meat alternates [MMA]) required by the [CACFP Lunch/Supper Meal Pattern for Children](#). Children must select the full serving of at least three meal components.

If a National School Lunch Program (NSLP) sponsor operates the CACFP at-risk afterschool meals program and follows the NSLP meal pattern for grades K-12, the NSLP OVS requirements apply. The NSLP OVS requirements for grades K-12 are different from the CACFP OVS requirements. For more information, refer to the CSDE's [Offer Versus Serve for School Nutrition Programs](#) webpage.

### Required CSDE approval

CACFP at-risk afterschool programs that choose to implement OVS must notify the Connecticut State Department of Education's (CSDE) [CACFP staff](#) and receive approval prior to beginning OVS implementation. CACFP menus and meal service must follow all OVS requirements.

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Meal Components and Food Items

The determination of reimbursable meals under OVS is based on the child's selection of the full serving of a minimum number of food items (breakfast) or meal components (lunch and supper).

- A **meal component** is one of the food groups that comprise a reimbursable meal. The CACFP breakfast meal pattern requires three meal components (milk, vegetables/fruits, and grains). The CACFP lunch and supper meal pattern requires five meal components (milk, MMA, vegetables, fruits, and grains).
  - Milk for ages 13-18 must be low-fat (1%) or fat-free, either unflavored or flavored. The USDA's [CACFP best practices](#) recommends only unflavored milk.
  - Grains must be whole grain rich (WGR) or enriched. At least one serving per day must be WGR (refer to the CSDE's [Guide to Meeting the Whole Grain-rich Requirement for the Child and Adult Care Food Program](#)). Grain menu items must meet the required weights (groups A-E) or volumes (groups H-I) in the CSDE's resource, [Grain Ounce Equivalents for the Child and Adult Care Food Program](#) or provide the minimum creditable grains per serving (refer to the CSDE's resource, [Calculation Methods for Grain Ounce Equivalents in the Child and Adult Care Food Program](#)).
- A **food item** is a specific food offered within the five meal components. For example, a hamburger on a whole-grain bun is one food item that contains two meal components (grains and MMA). A ½-cup serving of applesauce and a ½-cup serving of blueberries are two food items from the fruits component. A 1-cup serving of brown rice and a 2-ounce whole-grain bagel are two food items from the grains component.
- The **full serving** is the minimum amount required for each age group in the CACFP meal patterns for children.

CACFP menus may provide the required meal components as single food items (such as chicken, pasta, fruit, and vegetables) or combination foods. Combination foods contain more than one meal component, such as sandwiches, pizza, and smoothies made with yogurt and pureed fruit. For example, macaroni and cheese contains pasta (grains component) and cheese (meats/meat alternates [MMA] component). Combination foods generally cannot be separated (such as burritos and pizza) or are not intended to be separated (such as a hamburger on a bun or a turkey sandwich).

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Signage

If the CACFP menu offers combination foods, or two or more food items from one meal component (such as bread and rice from the grains component), the at-risk afterschool center must provide instructions or signage about the OVS requirements. This signage must indicate what choices make up a reimbursable meal and let children know that they cannot select two of the same food items (breakfast) or meal components (lunch and supper). The examples below illustrate this requirement.

- A child cannot select milk and two pieces of toast for a reimbursable breakfast because this choice provides only two food items (milk and grains). A reimbursable breakfast must always contain at least three food items.
- A child cannot select two servings of chicken and one serving of rice for a reimbursable lunch because this choice provides only two meal components (MMA component and grains component). A reimbursable lunch or supper must always contain at least three meal components.



# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## OVS at Breakfast

The CACFP at-risk afterschool center must offer the full serving of at least four food items from the three meal components (milk, vegetables/fruits, and grains). The four food items cannot include two servings of milk.

The four food items must include:

- 1 cup of milk;
- ½ cup of vegetables/fruits;
- 1 ounce equivalent (oz eq) of grains; and
- 1 oz eq of MMA or an additional ½-cup serving of vegetables/fruits or an additional 1-oz eq serving of grains. **Note:** The MMA component is optional in the CACFP breakfast meal pattern. MMA may be offered as a substitute for grains up to three times per week.

Breakfast menus cannot include two servings of the same food item. For example, a breakfast menu that offers a serving of milk, a serving of banana, and two servings of toast (such as one slice of enriched cinnamon-raisin bread and one slice of whole-wheat bread) is not reimbursable because the two servings of toast are the same food item (grains component).

Children must select the full serving of at least three food items for a reimbursable meal. Children can decline any one food item.

For information on the breakfast meal pattern, refer to the CSDE's resources, [CACFP Breakfast Meal Pattern for Children](#) and [Guide to Meeting the Child and Adult Care Food Program \(CACFP\) Meal Patterns for Children](#). For information on the crediting requirements for foods and beverages, visit the CSDE's [Crediting Foods in the Child and Adult Care Food Program](#) webpage and [Crediting Documentation for the Child Nutrition Programs](#) webpage.

## Menu planning guidance for breakfast

Breakfasts in at-risk afterschool centers must meet the criteria below to be reimbursable under OVS.

- Larger servings of the same meal component count as only one food item for OVS. For example, 1 cup of strawberries counts as one food item (vegetables/fruits component). A 3-ounce whole-wheat bagel or two servings of whole-grain toast each count as one food item (grains component).

## Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

- If the breakfast menu offers the full serving of a meal component as two separate food items, children must take both food items to count as one food item for OVS. The examples below illustrate this requirement.
  - The CACFP breakfast meal pattern for ages 6-18 requires  $\frac{1}{2}$  cup of the vegetables/fruits component. If the breakfast menu offers  $\frac{1}{4}$  cup of sliced peaches and  $\frac{1}{4}$  cup of pineapple tidbits, children must select both food items to count as one food item (vegetables/fruits component) for OVS.
  - The CACFP breakfast meal pattern for ages 6-18 requires 1 oz eq of the grains component. If the breakfast menu offers  $\frac{1}{2}$  oz eq of whole-grain cereal and 1 oz eq of a whole-grain muffin, children must select both food items to count as one food item (grains component) for OVS.
- Amounts less than a full serving do not count as a food item for OVS. For example, a selection of  $\frac{1}{4}$  cup of cantaloupe does not count as a food item because the required breakfast meal pattern serving for the fruits/vegetables component is  $\frac{1}{2}$  cup.
- Children may decline any one of the four food items, including milk.
- If the breakfast menu includes four food items, two of which are in a combination food, children cannot decline the combination food. For example, a breakfast menu includes a whole-grain muffin, milk, and a yogurt-fruit smoothie (combination food that contains the MMA component and vegetables/fruits component). Children must select the smoothie (two food items) and one other food item for a reimbursable breakfast.



# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Examples of OVS at Breakfast

The examples below show how to implement OVS at breakfast. The at-risk afterschool center must offer the full serving of at least four food items. For a reimbursable breakfast, children must select the full serving of at least three different food items.

### Example 1: Breakfast menu with four food items

Planned breakfast menu	Meal components	Food items
Whole-wheat bagel, 2 ounces	Grains: 2 oz eq	1 grain <sup>1</sup>
Strawberries, ½ cup	Vegetables/Fruits: ½ cup	1 fruit
Orange slices, ½ cup	Vegetables/Fruits: ½ cup	1 fruit
Unflavored low-fat milk, 1 cup	Milk: 1 cup	1 milk

<sup>1</sup> Larger servings of the same food count as only one food item for OVS at breakfast.

Child selects	Reimbursable meal: At least three food items
Strawberries Milk	No. The meal includes only two food items (one fruit and one milk).
Bagel Strawberries	No. The meal includes only two food items (one grain and one fruit).
Bagel Milk	No. The meal includes only two food items (one grain and one milk).
Strawberries Orange Milk	Yes. The meal includes three food items (two different fruits and one milk).
Bagel Orange Milk	Yes. The meal includes three food items (one grain, one fruit, and one milk).
Bagel Strawberries Orange slices	Yes. The meal includes three food items (one grain and two different fruits).

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Example 2: Breakfast menu with five food items

Planned breakfast menu	Meal components	Food items
Whole-wheat toast, 1-ounce slice	Grains: 1 oz eq	1 grain
Whole-grain cereal, 1 oz eq	Grains: 1 oz eq	1 grain
Peanut butter, 2 tablespoons	MMA: 1 oz eq	1 MMA
Blueberries, ½ cup	Vegetables/Fruits: ½ cup	1 fruit
Unflavored low-fat milk, 1 cup	Milk: 1 cup	1 milk

Child selects	Reimbursable meal: At least three food items
Toast Cereal Milk	Yes. The meal contains three food items (two different grains one milk).
Toast Peanut butter Blueberries	Yes. The meal contains three food items (one grain, one MMA, and one fruit).
Toast Cereal Blueberries	Yes. The meal contains three food items (two different grains and one fruit).
Toast Blueberries Milk	Yes. The meal contains three food items (one grain, one fruit, and one milk).
Toast Peanut butter Milk	Yes. The meal contains three food items (one grain, one MMA, and one milk).
Peanut butter Blueberries Milk	Yes. The meal contains three food items (one MMA, one fruit, and one milk).
Toast, 2 slices Blueberries	No. The meal contains only two food items (one grain, and one fruit). Two servings of the same food count as only one food item.

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## OVS at Lunch and Supper

The at-risk afterschool center must offer the full serving (minimum required amount) of the five meal components (milk, MMA, vegetables, fruits, and grains). The five meal components must include:

- 1 cup of milk;
- ¼ cup of fruits;
- ½ cup of vegetables;
- 1 ounce equivalent (oz eq) of grains; and
- 2 oz eq of MMA.

Children must select the full serving of at least three meal components for a reimbursable meal. Children may decline any two meal components at lunch or supper, including milk.

For a reimbursable lunch or supper, children must always select the full serving of at least three meal components.

For information on the lunch and supper meal pattern, refer to the CSDE's resources, [CACFP Lunch/Supper Meal Pattern for Children](#) and [Guide to Meeting the Child and Adult Care Food Program \(CACFP\) Meal Patterns for Children](#). For information on the crediting requirements for foods and beverages, visit the CSDE's [Crediting Foods in the Child and Adult Care Food Program](#) webpage and [Crediting Documentation for the Child Nutrition Programs](#) webpage.

## Menu planning guidance for lunch and supper

Lunches and suppers in at-risk afterschool centers must meet the criteria below to be reimbursable under OVS.

- Larger servings of the same food count as only one meal component. The examples below illustrate this requirement.
  - A 1-cup serving of broccoli counts as only one meal component (vegetables component).
  - Two 1-ounce slices of whole-grain bread (2 oz eq) count as only one meal component (grains component).

## Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

- If the menu offers the full serving of a meal component as two separate foods, children must take both foods to count as one meal component for OVS. The examples below illustrate this requirement.
  - The lunch/supper meal pattern requires  $\frac{1}{2}$  cup of the vegetables component. If the lunch menu offers  $\frac{1}{4}$  cup of broccoli and  $\frac{1}{4}$  cup of corn, children must select both food items to count as the full vegetables component.
  - The lunch/supper meal pattern requires 1 oz eq of the grains component. If the menu offers  $\frac{1}{2}$  oz eq of brown rice and  $\frac{1}{2}$  oz eq of whole-wheat roll, children must select both food items to count as the full grains component.
- Amounts less than the full serving do not count as a meal component for OVS. For example, a selection of  $\frac{1}{4}$  cup of broccoli does not count as the vegetables component because the required lunch and supper meal pattern serving is  $\frac{1}{2}$  cup.
- Children may decline any one or two meal components, including milk.
- If a combination food contains three or more meal components, a child cannot decline the combination food. For example, a lunch menu offers spinach lasagna made with cheese (MMA component), lasagna noodles (grains component), and spinach and tomato sauce (vegetables component) served with apple slices (fruits component) and milk. Children must select at least the lasagna (three meal components) for a reimbursable meal.



# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Examples of OVS at Lunch at Supper

The examples below show how to implement OVS at lunch and supper. The at-risk afterschool center must offer the full serving of all meal components. For a reimbursable lunch or supper, children must select the full serving of at least three meal components.

### Sample lunch/supper menu 1

Planned lunch/supper menu	Meal components
Turkey Sandwich (2 ounces turkey) Whole-wheat bread, 2 slices (1 ounce each) Broccoli florets, ½ cup Cantaloupe wedges, ¼ cup Unflavored low-fat milk, 1 cup	MMA 2 oz eq Grains 2 oz eq <sup>1</sup> Vegetables ½ cup Fruits ¼ cup Milk 1 cup

<sup>1</sup> Larger servings of the same food count as only one meal component for OVS at lunch/supper.

Child selects	Reimbursable meal: At least three food items including at least ½ cup of fruits/vegetables
Turkey sandwich	No. The meal contains only two components (MMA and grains).
Turkey sandwich Milk	Yes. The meal contains three meal components (MMA, grains, and milk).
Turkey sandwich Cantaloupe	Yes. The meal contains three meal components (MMA, grains, and fruits).
Turkey sandwich Broccoli	Yes. The meal contains three meal components (MMA, grains, and vegetables).
Broccoli Cantaloupe Milk	Yes. The meal contains three meal components (vegetables, fruits, and milk).
Turkey sandwich Broccoli Milk	Yes. The meal contains four meal components (MMA, grains, vegetables, and milk).

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Sample lunch/supper menu 2

Planned lunch/supper menu	Meal components
Meat sauce, 2 ounces of cooked hamburger	MMA 2 oz eq
Spaghetti, 1 cup	Grains 2 oz eq <sup>1</sup>
Tossed garden salad, 1 cup	Vegetables ½ cup <sup>2</sup>
Fruit salad, ¼ cup	Fruits ¼ cup
Unflavored low-fat milk, 1 cup	Milk 1 cup

<sup>1</sup> Larger servings of the same food count as only one meal component for OVS at lunch/supper.

<sup>2</sup> Raw leafy greens credit as half the volume served.

Child selects	Reimbursable meal: At least three food items including at least ½ cup of fruits/vegetables
Spaghetti Meat sauce	No. The meal contains only two components (grains and MMA).
Spaghetti Fruit salad Milk	Yes. The meal contains three components (grains, fruits, and milk).
Spaghetti Meat sauce Tossed salad Milk	Yes. The meal contains four components (grains, MMA, vegetables, and milk).
Salad Fruit salad Milk	Yes. The meal contains three components (vegetables, fruits, and milk).
Spaghetti Meat sauce Milk	Yes. The meal contains three components (grains, MMA, and milk).
Spaghetti Meat sauce Fruit salad	Yes. The meal contains three components (grains, MMA, and fruits).

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

## Resources

[CACFP At-risk Afterschool Care Centers](https://portal.ct.gov/sde/nutrition/cacfp-at-risk-afterschool-care-centers) (CSDE webpage):

<https://portal.ct.gov/sde/nutrition/cacfp-at-risk-afterschool-care-centers>

[CACFP Best Practices](https://www.fns.usda.gov/cacfp/program-operator/best-practices) (USDA webpage):

<https://www.fns.usda.gov/cacfp/program-operator/best-practices>

[Crediting Documentation for the Child Nutrition Programs](https://portal.ct.gov/sde/nutrition/crediting-documentation-for-the-child-nutrition-programs) (CSDE webpage):

<https://portal.ct.gov/sde/nutrition/crediting-documentation-for-the-child-nutrition-programs>

[Crediting Foods in the Child and Adult Care Food Program](https://portal.ct.gov/sde/nutrition/crediting-foods-in-the-child-and-adult-care-food-program) (CSDE webpage):

<https://portal.ct.gov/sde/nutrition/crediting-foods-in-the-child-and-adult-care-food-program>

[Crediting Summary Charts for the CACFP Meal Patterns for Children](https://portal.ct.gov/-/media/sde/nutrition/cacfp/crediting/crediting_summary_charts_cacfp.pdf) (CSDE):

[https://portal.ct.gov/-/media/sde/nutrition/cacfp/crediting/crediting\\_summary\\_charts\\_cacfp.pdf](https://portal.ct.gov/-/media/sde/nutrition/cacfp/crediting/crediting_summary_charts_cacfp.pdf)

[Final Rule \(81 FR 24347\): CACFP Meal Pattern Revisions Related to the Healthy, Hunger-Free Kids Act of 2010](https://www.fns.usda.gov/cacfp/fr-042516) (USDA):

<https://www.fns.usda.gov/cacfp/fr-042516>

[Guide to Meeting the Child and Adult Care Food Program \(CACFP\) Meal Patterns for Children](https://portal.ct.gov/-/media/sde/nutrition/cacfp/mealpattern/guide_cacfp_meal_patterns.pdf) (CSDE):

[https://portal.ct.gov/-/media/sde/nutrition/cacfp/mealpattern/guide\\_cacfp\\_meal\\_patterns.pdf](https://portal.ct.gov/-/media/sde/nutrition/cacfp/mealpattern/guide_cacfp_meal_patterns.pdf)

[Guide to Meeting the Whole Grain-rich Requirement for the Child and Adult Care Food Program](https://portal.ct.gov/-/media/sde/nutrition/cacfp/crediting/guide_wgr_requirement_cacfp.pdf) (CSDE):

[https://portal.ct.gov/-/media/sde/nutrition/cacfp/crediting/guide\\_wgr\\_requirement\\_cacfp.pdf](https://portal.ct.gov/-/media/sde/nutrition/cacfp/crediting/guide_wgr_requirement_cacfp.pdf)

[Meal Pattern and Crediting Resources for the Child and Adult Care Food Program](https://portal.ct.gov/-/media/sde/nutrition/cacfp/mealpattern/resources_cacfp_meal_patterns.pdf) (CSDE):

[https://portal.ct.gov/-/media/sde/nutrition/cacfp/mealpattern/resources\\_cacfp\\_meal\\_patterns.pdf](https://portal.ct.gov/-/media/sde/nutrition/cacfp/mealpattern/resources_cacfp_meal_patterns.pdf)

[Meal Patterns for the Child and Adult Care Food Program](https://portal.ct.gov/sde/nutrition/meal-patterns-for-the-child-and-adult-care-food-program) (CSDE webpage):

<https://portal.ct.gov/sde/nutrition/meal-patterns-for-the-child-and-adult-care-food-program>

[Offer versus Serve \(OVS\) for Adult Day Care Centers and At-risk Afterschool Programs](https://portal.ct.gov/sde/nutrition/meal-patterns-for-the-child-and-adult-care-food-program/meal-service) (“Meal Service” section of CSDE’s Meal Patterns for CACFP Child Care Programs webpage):

<https://portal.ct.gov/sde/nutrition/meal-patterns-for-the-child-and-adult-care-food-program/meal-service>

# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

[Offer Versus Serve in the Child and Adult Care Food Program](https://www.fns.usda.gov/tn/offer-versus-serve-cacfp) (USDA):

<https://www.fns.usda.gov/tn/offer-versus-serve-cacfp>

[USDA Memo CACFP 02-2025: Offer Versus Serve and Family Style Meals in the Child and Adult Care Food Program](https://fns-prod.azureedge.us/cacfp/offer-versus-serve-family-style-meals):

<https://fns-prod.azureedge.us/cacfp/offer-versus-serve-family-style-meals>

[USDA Memo CACFP 15-2016: Optional Best Practices to Further Improve Nutrition in the CACFP](https://www.fns.usda.gov/cacfp/optional-best-practices-further-improve-nutrition-cacfp):

<https://www.fns.usda.gov/cacfp/optional-best-practices-further-improve-nutrition-cacfp>

## Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

For information on the CACFP meal patterns for children, visit the CSDE's [Meal Patterns for CACFP Child Care Programs](#) webpage and [Crediting Foods in CACFP Child Care Programs](#) webpage or contact the [CACFP staff](#) at the Connecticut State Department of Education, Bureau of Child Nutrition Programs, 450 Columbus Boulevard, Suite 504, Hartford, CT 06103-1841. This document is available at [https://portal.ct.gov/-/media/sde/nutrition/cacfp/atrisk/ovs\\_at\\_risk\\_cacfp.pdf](https://portal.ct.gov/-/media/sde/nutrition/cacfp/atrisk/ovs_at_risk_cacfp.pdf).



# Offer versus Serve in At-Risk Afterschool Centers in the Child and Adult Care Food Program

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotope, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted 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; or
2. fax: (833) 256-1665 or (202) 690-7442; or
3. email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

This institution is an equal opportunity provider.

The Connecticut State Department of Education is committed to a policy of equal opportunity/affirmative action for all qualified persons. The Connecticut Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of race; color; religious creed; age; sex; pregnancy; sexual orientation; workplace hazards to reproductive systems, gender identity or expression; marital status; national origin; ancestry; retaliation for previously opposed discrimination or coercion, intellectual disability; genetic information; learning disability; physical disability (including, but not limited to, blindness); mental disability (past/present history thereof); military or veteran status; status as a victim of domestic violence; or criminal record in state employment, unless there is a bona fide occupational qualification excluding persons in any of the aforementioned protected classes. Inquiries regarding the Connecticut State Department of Education's nondiscrimination policies should be directed to: Attorney Louis Todisco, Connecticut State Department of Education, by mail 450 Columbus Boulevard, Hartford, CT 06103-1841; or by telephone 860-713-6594; or by email [louis.todisco@ct.gov](mailto:louis.todisco@ct.gov).