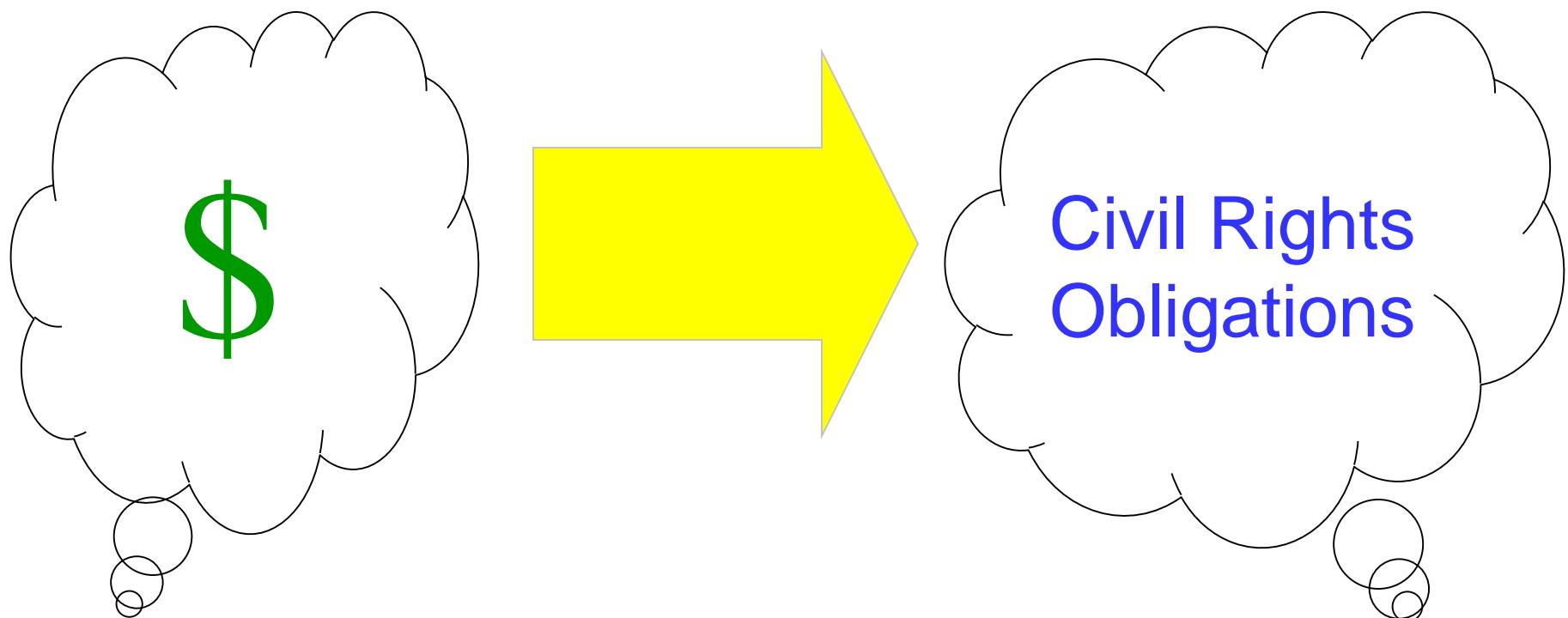


DC Office of Victim Services and Justice Grants Administration
FY 2016 Post-Award Orientation
Federal Civil Rights Requirements
November 16, 2015



Shelley Langguth, Attorney Advisor
Office for Civil Rights, Office of Justice Programs



The Office for Civil Rights Enforces

- **Title VI of the Civil Rights Act of 1964** (*race, color, national origin*)
- **Section 504 of the Rehabilitation Act of 1973** (*disability*)
- **Title II of the Americans with Disabilities Act of 1990** (*disability*)
- **Age Discrimination Act of 1975** (*age*)
- **Title IX of the Education Amendments of 1972** (*sex in educational programs*)
- **Program Statutes** (e.g. **Safe Streets Act, VOCA, VAWA, JJDPA**) (*race, color, national origin, sex, religion, disability, sexual orientation, gender identity*)

Omnibus Crime Control and Safe Streets Act of 1968

No person in any State shall on the ground of **race, color, religion, national origin, or sex** be excluded from participation in, be denied the benefits of, or be subjected to discrimination under or denied employment in connection with any programs or activity funded in whole or in part with funds made available under this chapter.

42 U.S.C. § 3789d(c).

Victims of Crime Act

No person shall on the ground of **race, color, religion, national origin, handicap, or sex** be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in connection with, any undertaking funded in whole or in part with sums made available under this chapter.

42 U.S.C. § 10604(e).

Violence Against Women Act Reauthorization Act of 2013

No person in the United States shall, on the basis of **actual or perceived** race, color, religion, national origin, sex, **gender identity** (as defined in paragraph 249(c)(4) of title 18, United States Code), **sexual orientation**, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available under [VAWA], and any other program or activity funded in whole or in part with funds appropriated for grants, cooperative agreements, and other assistance administered by the Office on Violence Against Women.

VAWA Reauthorization Act of 2013

(continued)

If sex segregation or sex-specific programming is **necessary to the essential operation of a program**, nothing in this paragraph shall prevent any such program or activity from consideration of an individual's sex. In such circumstances, grantees may meet the requirements of this paragraph by providing **comparable services** to individuals who cannot be provided with the sex-segregated or sex-specific programming.

OCR has posted FAQs on the VAWA nondiscrimination provision at <http://ojp.gov/about/ocr/pdfs/vawafaqs.pdf>.

Who is subject to these laws?

- Any “PROGRAM OR ACTIVITY” that receives financial assistance from the DOJ.
- Program or Activity means all of the operations of an organization receiving federal financial assistance, such as the entire department or office within a state or local government.
- Examples:
 - If a state Department of Public Safety receives federal funding and subawards the funding to local community based organizations, all of the operations of the Department of Public Safety are covered, along with the operations of the local community based organizations.
 - If a rape crisis center receives federal funds and uses the funds to operate particular programs, all of the activities of the center are covered, and not just the federally-funded programs.
 - If a project of a county sheriff’s department receives federal funds, the entire sheriff’s department is covered, but not the other departments in the county.

The statutes that the OCR enforces prohibit discrimination in:

- Employment Practices
and/or
- Delivery of Services

Examples of discrimination in the delivery of services

- A funded domestic violence clinic has a blanket policy of only providing services to female victims of domestic violence, and not male victims.
- Male employees at a funded detention center sexually harass female occupants.
- A culturally-based sexual assault services program that is primarily designed to provide services to Hispanic individuals turns away a non-Hispanic individual seeking services.

Disability Discrimination

**Under Section 504 and Title II of the ADA,
handicapped (disabled) person means any
person who**

- has a physical or mental impairment
which substantially limits one or more
major life activities**
- has a record of such an impairment, or**
- is regarded as having such an
impairment**

Disability Discrimination Analysis

- DOJ funding recipients must provide reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability unless a recipient can demonstrate it would be an undue hardship or would fundamentally alter the service or activity.
- Every case requires individualized analysis – individuals with disabilities are not a homogenous group even those with the same disability.

Section 504 of the Rehabilitation Act of 1973

A recipient with 50 or more employees and receiving federal financial assistance from the Justice Department of \$25,000 or more must:

- designate a Section 504 compliance coordinator
- adopt grievance procedures
- notify program participants, beneficiaries, applicants, employees, unions, organizations with collective bargaining agreements, that recipient does not discriminate on the basis of disability

FAITH-BASED ORGANIZATIONS

- „ Government agencies must remove barriers for FBOs applying for aid.
- „ Government agencies providing financial assistance must not discriminate either in favor of or against FBOs.

DOJ Regulations issued for FBO guidance, Jan. 2004

- FBOs must not use federal funding to advance inherently religious activities
 - Inherently religious activities must be separate in time or location from federally-funded activities, and must be voluntary for those participating in the federally-funded activities.
- FBOs may not discriminate against beneficiaries based on religion or religious belief

FBOs & Employment - Certificate of Exemption

- DOJ has determined that on a case-by-case basis, the Religious Freedom Restoration Act may allow Grantee FBOs to hire based on religion. An FBO must certify:
 - It will offer all federally-funded services to all qualified beneficiaries;
 - Inherently religious activities will be voluntary and kept separate from federally-funded activities; and
 - It is a religious organization that sincerely believes that abandoning its religious hiring practice in order to receive federal funding would substantially burden its religious exercise.

National Origin Discrimination

Includes discrimination on the basis of Limited English Proficiency (LEP).



A Limited English Proficient (LEP) person has a first language other than English and a limited ability to read, speak, write, or understand English.

*To avoid
discrimination
against LEP persons,
recipients must*

- Take **reasonable steps** to ensure **meaningful access** to the programs, services, and information the recipients provide, **free of charge**.
- Establish and implement **policies and procedures** for language assistance services that provide LEP persons with meaningful access.

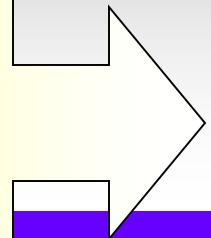
What are reasonable steps?

Four Factor Analysis

- The ***frequency*** with which LEP individuals come in contact with the program.
- The ***nature and importance*** of the program, activity, or service provided by the program.
- The ***number or proportion*** of LEP persons served or encountered in the eligible service population.
- The ***resources*** available to the recipient.

What are language services?

Provide
oral
language
services

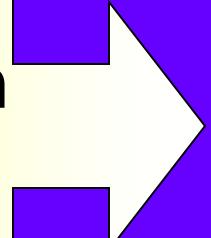


Insure Interpreter Competency

Usually family members, friends, and uncertified co-workers are not appropriate.

and

Provide
translation
of written
materials



Safe Harbor Provision

If 5% or 1,000 (whichever is less) of population is LEP, VITAL documents must be translated

However, if 5% represents fewer than 50, then written notice of free written translation upon request must be provided).

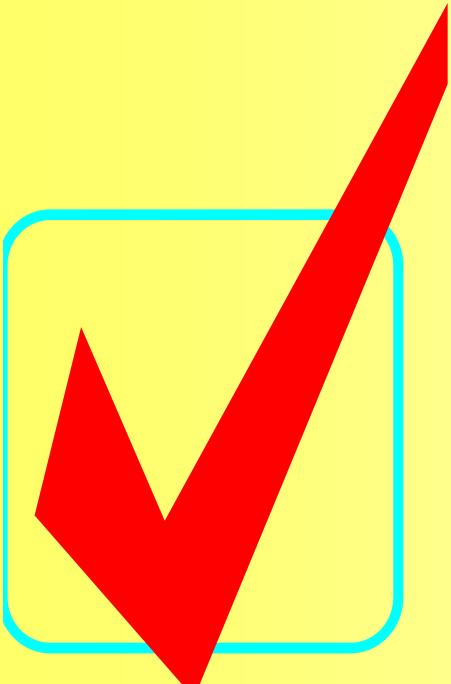
What is meaningful access?

- During intake of a victim services program, an employee interviews a Spanish-speaking LEP victim of abuse using hand gestures and having the individual speak in broken English (without interpretation).
- A police officer attempts to question a victim of domestic violence by using the alleged abuser as an interpreter.

*Have these persons been
afforded meaningful access?*

No Retaliation

What is an EEOP?

- 
- **Comprehensive document which analyzes:**
 - an agency's workforce in comparison to its relevant labor market data
 - all agency employment practices to determine their impact on the basis of race, sex, or national origin
 - **A tool used to identify possible problem areas where discrimination may be occurring**

Does an agency have to prepare an EEOP?

Depends on . . .

- Funding (Safe Streets Act, VOCA, or JJDPA)
- Status of Organization (*e.g.*, nonprofit)
- Amount of single award
- Number of employees

Entity Type	Number of Employees	Dollar Amount	Submit EEOP to OCR	Preparation and/ or Certif. Required	Assurance Required	Send Findings
Educational, Medical, Nonprofit, or Indian Tribe	Does not matter	Does not matter	NO	YES Certifying the entity type	YES	YES
State or Local Govts. & For-Profit Orgs.	Does not matter	Less than \$25,000	NO	YES Certifying less than \$25,000	YES	YES
State or Local Govts. & For-Profit Orgs.	Less than 50	Does not matter	NO	YES Certifying less than 50 employees	YES	YES
State or Local Govts. & For-Profit Orgs.	50 or more	\$25,000 or more but less than \$500,000	NO	YES prepare and Certify EEOP is on file for review	YES	YES
State or Local Govts. & For-Profit Orgs.	50 or more	\$500,000 or more for one grant	YES	YES prepare and certify have submitted to OCR	YES	YES

OJP's Civil Rights Enforcement

- ▶ **EEOPs** (Equal Employment Opportunity Plans)
- ▶ **Complaints**
- ▶ **Findings**
- ▶ **Compliance Reviews**

RESOURCES

- **Preparing an EEOP** Step-by-step instructions for preparing an EEOP Short Form at www.ojp.usdoj.gov/ocr.
- **LEP Information:** www.lep.gov – Tips and Tools for different types of agencies on how to comply with requirements to provide services to LEP persons.
- **Disability Information:** www.ada.gov – Resources developed by the Disability Rights Section of DOJ's Civil Rights Division to assist recipients in understanding the requirements of the ADA.
- **OCR Online Training:** www.ojp.usdoj.gov/about/ocr/assistance.htm - OCR training presentations addressing a variety of civil rights topics.
- **VAWA FAQs:** www.ojp.gov/about/ocr/pdfs/vawafaqs.pdf - FAQs on the nondiscrimination grant condition in the Violence Against Women Reauthorization Act of 2013.

Office for Civil Rights

(202) 307-0690

www.ojp.usdoj.gov/ocr