

**NOVA SOUTHEASTERN UNIVERSITY  
OFFICE OF SPONSORED PROGRAMS  
POLICIES AND PROCEDURES**

**COMPLIANCE / AWARD ACCEPTANCE  
CIVIL RIGHTS  
EFFECTIVE 12-01-08, REVISED 12-26-2014  
POLICY #13  
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**PURPOSE:**

To establish a policy to affirm the university's commitment to comply with all civil rights laws, to avoid discrimination, and to ensure compliance by its employees, subawardees, subrecipients, contractors and subcontractors in all aspects of the university's practices.

**DEFINITIONS:**

None

**POLICY:**

It is the policy of the university to comply with all laws, regulations, statutes, and executive orders on civil rights to protect against discrimination as they apply to employment and participation in, or admittance to, programs or projects at the university or to any other area of activity under the sponsorship or auspices of the university. Each federal agency published regulations and procedures that are incorporated into federal grants, cooperative agreements and contracts to ensure that federal contractors and grantees do not discriminate on the basis of race, sex, color, age or national origin. Signed assurances are required from the university and its subrecipients. A summarization of some of these laws and their applicability follows:

**Race/Ethnicity**

Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, provides that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance, whether directly or under a sub-grant or contract arrangement, e.g., 45 C.F.R. Part 80 (HHS), and 15 C.F.R. Part 8 (DOC/NOAA).

**Disabilities**

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, as amended, provides that no otherwise qualified handicapped individual in the United States shall, solely by reason of the handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. These requirements pertain to the provision of benefits or services as well as to employment. This requirement also applies to sub-grantees or contractors under grants, see implementing regulations at 45 C.F.R. Parts 84 and 85 (HHS) and 15 C.F.R. Parts 8b and 8c (DOC/NOAA).

**Age**

The Age Discrimination Act of 1975, 42 U.S.C. 6101, prohibits discrimination on the basis of age in any program or activity receiving federal financial assistance, see implementing regulations at 45 C.F.R. Part

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91 (HHS) and 15 C.F.R. Part 20 (DOC/NOAA). This requirement is also applicable to subgrantees and contractors under grants.

**Sex**

Title IX of the Education Amendments of 1972, 20 U.S.C. 1681, provides that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance, whether directly under a grant or under a sub-grant or contract., (see implementing regulations at 45 C.F.R. Part 86 (HHS) and 15 C.F.R. Part 8a (DOC/NOAA)).

**Limited English Proficiency**

Executive Order 13166, August 11, 2000, requires grantees receiving Federal financial assistance to take steps to ensure that people with limited English proficiency can meaningfully access health and social services. A program of language assistance should provide for effective communication between the service provider and the person with limited English proficiency to facilitate participation in, and meaningful access to, services. HHS published “Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons,” available at <http://www.hhs.gov/ocr/lep/revise.html>.

The university’s Office of Human Resources is responsible for ensuring compliance with civil rights laws, labor laws and EEOC regulations. Please contact this office for additional information on these and other laws, regulations, and executive orders in regards to civil rights.

**REFERENCES:**

- See above references
- The Federal Grant and Cooperative Agreement Act, 31 U.S.C. 6301, et seq.
- OMB Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, 2 CFR Part 200, <https://federalregister.gov/a/2013-30465>
- OMB Federal Awarding Agency Regulatory Implementation of Office of Management and Budget’s Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, <https://www.federalregister.gov/articles/2014/12/19/2014-28697/federal-awarding-agency-regulatory-implementation-of-office-of-management-and-budgets-uniform>
- NIH Grants Policy Statement, <http://grants.nih.gov/grants/policy/policy.htm#gps>
- NSF Proposal and Award Policies and Procedures Guide, <http://www.nsf.gov/bfa/dias/policy/>
- HHS Grants Policy Statement, <http://www.hhs.gov/grants/grants/policies-regulations/index.html>

**PROCEDURES:**

None

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