



FEDERAL AND STATE CIVIL RIGHTS REQUIREMENTS

KANSAS GOVERNOR'S GRANTS PROGRAM
CIVIL RIGHTS TRAINING

FEBRUARY 2024

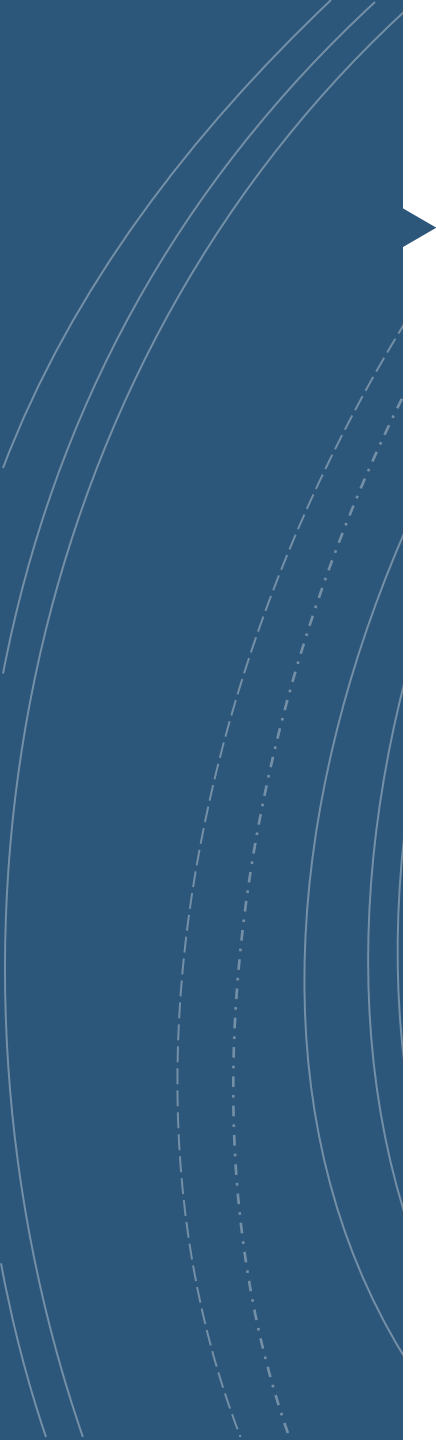
UPDATED SEPTEMBER 2025

JANUARY 2026



Federal and State Civil Rights Requirements

PRESENTED BY
ERICA HAAS, ATTORNEY



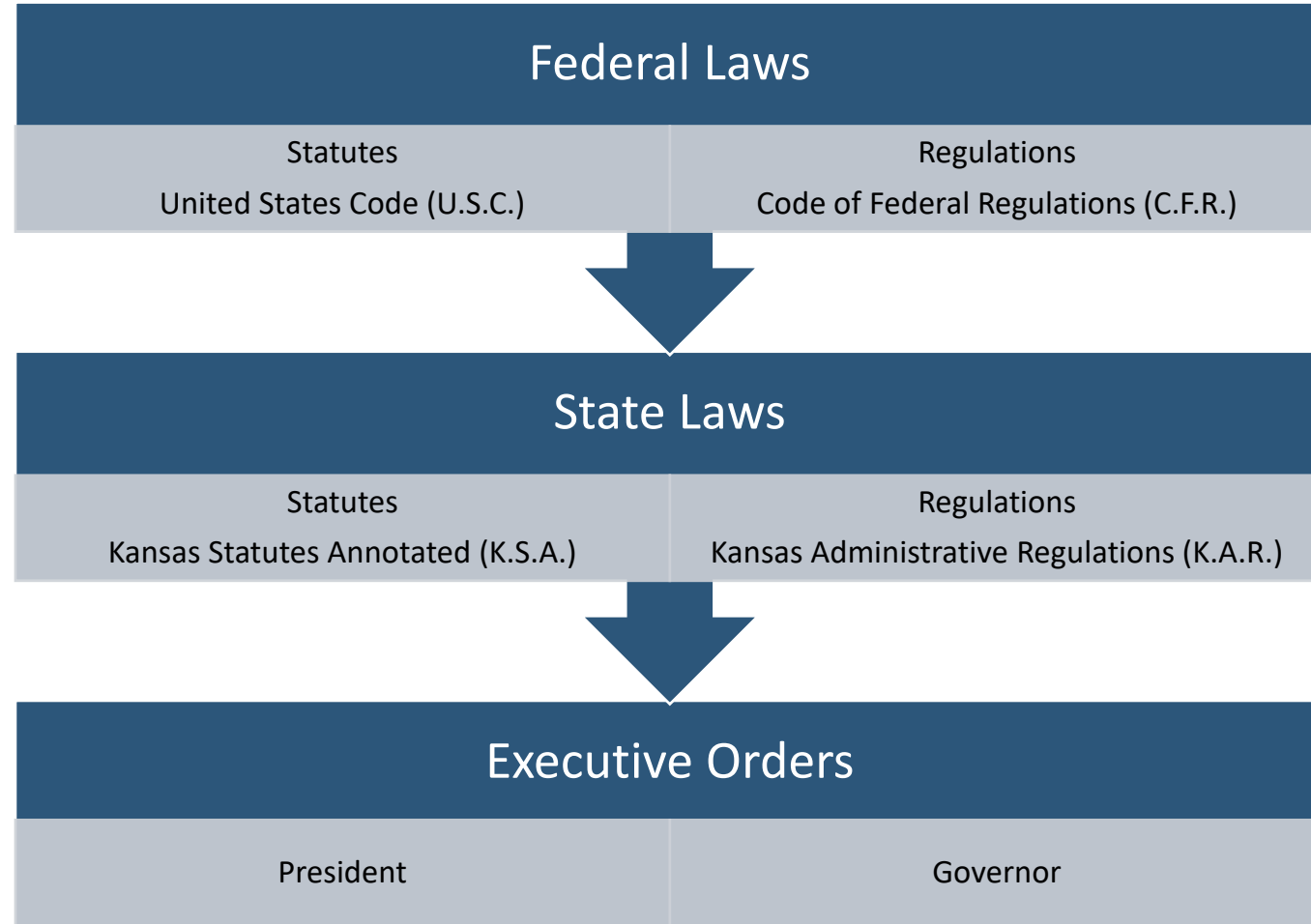
****Unless otherwise noted, all the civil rights grant assurances are Federal requirements.**

Notice of Prohibited Discrimination

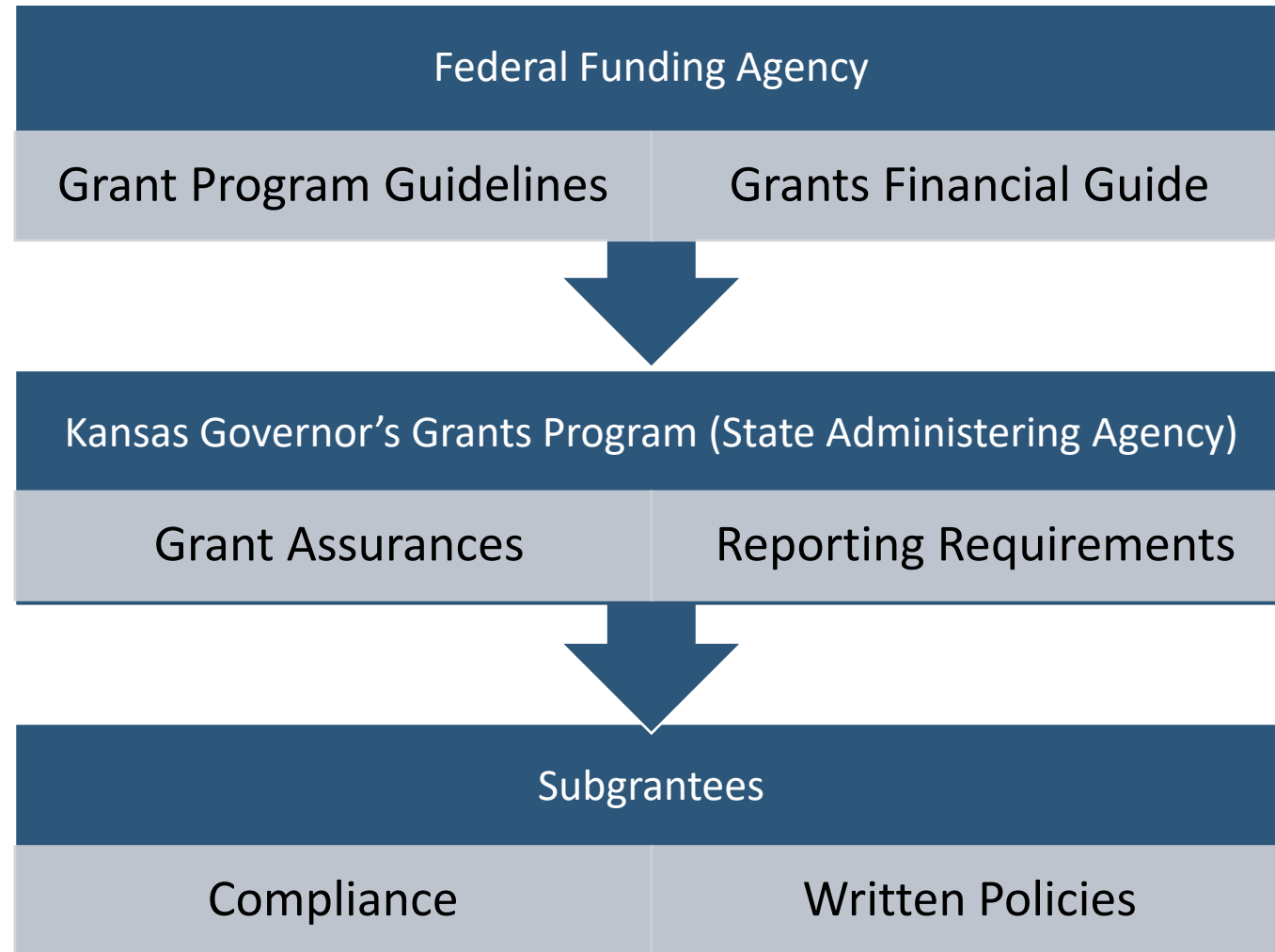
- It is the policy of the Kansas Governor's Grants Program to comply with all applicable federal and state nondiscrimination requirements including Kansas Executive Orders [19-02](#) and [18-04](#).
- It is the Policy of the Kansas Governor's Grants Program that all individuals have the right to participate in employment, programs, and activities operated by this organization.
- [KGGP's Non-discrimination Policy](#)

Authority for Grant Assurances

*Not negotiable



Authority for Grant Assurances



Federal Nondiscrimination Laws

- As a condition of grant funding, Subgrantees agrees to operate in compliance with the following statutes and regulations and all other regulations implementing the same:
 - Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart C;
 - The Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. §§ 10228(c) and 10221(a)), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart D;
 - Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart G;

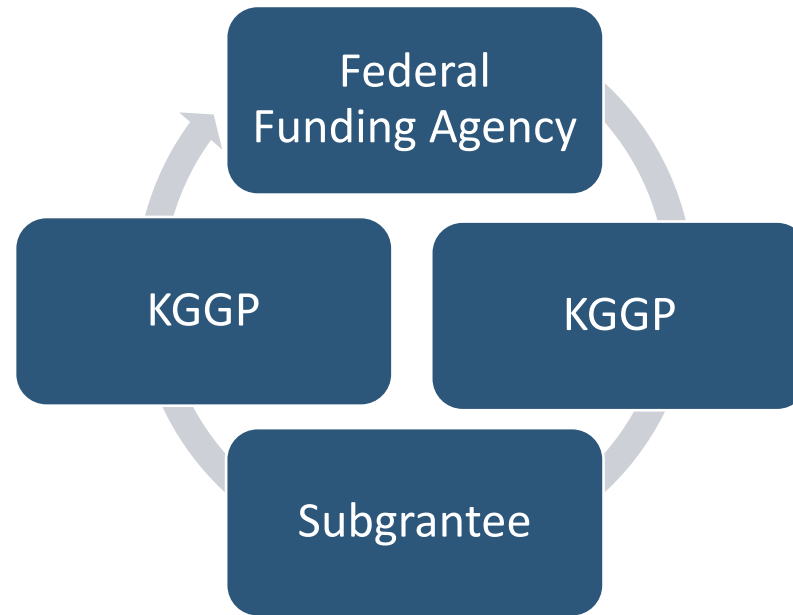
Federal Nondiscrimination Laws (continued)

- Title II of the Americans with Disabilities Act of 1990 (42 U.S.C. § 12132), and the DOJ implementing regulations at 28 C.F.R. Part 35;
- Title IX of the Education Amendments of 1972, which prohibit discrimination on the basis of sex in educational programs (20 U.S.C. § 1681), and the DOJ implementing regulations at 28 C.F.R. Part 54; and
- The Age Discrimination Act of 1975 (42 U.S.C. § 6102), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart I.

The Importance of Grant Assurances

- If Grantees (KGGP) do not comply with federal grant assurances, the federal awarding agency can withdraw the grant funding
- If Subgrantees do not comply with federal and state grant assurances, the federal and/or state awarding agency can withdraw the grant funding

Subgrantee Compliance Grant Conditions



Subgrantee Compliance Audit

- KGGP and the Subgrantee must be able to understand and explain all Subgrantee activities
 - DOCUMENTATION
 - If it isn't documented, it didn't happen



Laws and Regulations

Subgrantee Responsibilities

- Comply with all provisions of the Grant Assurances document.
- By signing the Grant Assurances, the Subgrantee documents compliance with all conditions as applicable to the project.
- Ensure that any partnering entity on this project also complies with all provisions of the Grant Assurances.

Civil Rights and Nondiscrimination Subgrantee Responsibilities

Shall not discriminate
on the basis of race,
color, religion, national
origin, sex, age, or
disability (U.S.C.s)

Shall not discriminate
on the basis of
protected classes set
forth in Kansas
EO 19-02

Suggested written non-
discrimination policy

Civil Rights and Nondiscrimination Suggested Written Policies

Notify beneficiaries and employees of non-discrimination (posters)

28 C.F.R. Part 42

Notify beneficiaries and employees how to file a discrimination complaint (must include contact information)

28 C.F.R. Part 42

Address how discrimination complaints from beneficiaries and employees will be processed

Designate a civil rights liaison (must include title and contact information)

28 C.F.R. Part 42

Civil Rights and Nondiscrimination Suggested Written Policies

Finding of discrimination
by a state or federal
administrative agency:
notify KGGP and the
federal funding agency

Train all employees
annually and new
employees upon
employment

**Laws

**Subgrantee policy

Executive Orders:

18-04 Sexual harassment
19-02 Non-discrimination



Civil Rights Compliance Analyst's Responsibilities

- Check for the existence of the policies during the compliance review process.

Equal Treatment for Faith-Based Organizations

DOJ Regulations: FBO guidance

- Faith Based Organizations (FBOs) must not use direct federal funding to support or engage in explicitly religious activities except when consistent with the Establishment Clause of the First Amendment of the U.S. Constitution.
- Explicitly 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, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice.

Equal Treatment for Faith-Based Organizations

DOJ Regulations: FBO guidance

- FBOs retain independence from the Government and may continue to carry out its mission consistent with religious freedom and conscience protections in Federal law.
- FBOs that provide social services must give written notice to beneficiaries and prospective beneficiaries prior to providing services (if practicable) of certain civil rights protections. A sample written notice may be found at:
<https://www.ojp.gov/program/civil-rights-office/partnerships-faith-based-and-other-neighborhood-organizations>
- In certain instances, a FBO may be able to take religion into account when making hiring decisions, provided it satisfies certain requirements. For more information see:
<https://www.ojp.gov/funding/explore/legaloverview2025/Civilrightsrequirements>

KGGP Website

Visit the KGGP website at
www.grants.ks.gov
for information on grant management.

- Grant Opportunities
- Resources – Managing a Grant Award*
- Kansas Academy for Victim Assistance (KAVA)



Kansas Governor's Grants Program

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Fax: 785-291-3204

**Primary Contact: KGGP Analyst contact information in
grant award notice**