

The following is the National Policy Requirements Matrix which may affect a CAAP proposal

Issue	Applicable Statutes & Regulations	Monitoring Considerations
Civil Rights	<ul style="list-style-type: none"> • Civil Rights Act, 42 USC §2000, as implemented at 28 CFR 42 • Age Discrimination Act, 42 USC §6101, as implemented at 45 CFR 90 • Age Discrimination in Employment Act, 29 USC §621, as implemented at 29 CFR 1625 • Title IX of the Education Amendments of 1972, 20 USC §1681, as implemented at 45 CFR 86 • Section 504 of the Rehabilitation Act, 29 USC §791, as implemented at 28 CFR 41 • Equal Employment Opportunity Act, 42 USC §2000a and Executive Order 11246 • Americans with Disabilities Act, 41 USC §12101, et seq. 	<ul style="list-style-type: none"> • Recipients must comply with nondiscrimination requirements (e.g., in participant recruiting) • Recipients must flow down equal opportunity clause in grant-funded contracts for • \$10,000 or more
Labor Standards	<ul style="list-style-type: none"> • Fair Labor Standards Act, 29 USC 207, as implemented at 29 CFR 500899 • Contract Work Hours and Safety Standards Act, 40 USC §327, as implemented at 29 CFR 5, 1926 	<ul style="list-style-type: none"> • Recipients and their contractors must meet statutory requirements related to pay rates and overtime • Wage and Hour division at Dept. of Labor monitors employer wage systems-these reviews or audit findings may result in cost disallowances
Hazardous Materials	<ul style="list-style-type: none"> • Contract Work Hours and Safety Standards Act, 40 USC §§327-330 • Occupational Safety and Health Act of 1970, 29 USC §651 	<ul style="list-style-type: none"> • Requirements for handling and disposing of hazardous materials apply to all grant-funded contracts of \$100,000 or more • Noncompliance may be cause for terminating the award or other sanctions

Debarment and Suspension	<ul style="list-style-type: none"> • Executive Order 12549, as implemented in 2 CFR 180 	<ul style="list-style-type: none"> • Recipients must consult the Exclusions list at SAM.gov when entering into arrangements where a person or company will be funded by federal dollars: this includes both contracts and personnel hiring • Requirements apply to grants, subawards, and contracts under grants worth more than \$25,000
Drug-Free/Smoke-Free Workplace	<ul style="list-style-type: none"> • Drug-Free Workplace Act of 1988, 41 USC §701, et seq., as implemented at 2 CFR 182 • Pro-Children Act of 1994, PL 103-227 	<ul style="list-style-type: none"> • All recipients must maintain a drug-free workplace when receiving federal funds- recipients must notify funding agencies when employee is convicted of violating a criminal drug statute in the workplace • Recipients whose indoor facilities are used regularly for services to children must maintain a smoke-free facility
General Procurement Procedures, including Conflict of Interest and Utilization of Underserved Businesses	<ul style="list-style-type: none"> • 2 CFR 200.317 through 200.326 	<ul style="list-style-type: none"> • Recipient purchases of goods and services must meet the standards laid out in 2 CFR 200, Subpart D-failure to comply can result in cost disallowances or other sanctions. Non-federal entities have a two-year grace period to implement the revised requirements.
Conservation in Procurement	<ul style="list-style-type: none"> • Resource Conservation and Recovery Act, 42 USC §6962 and EO 12873, as implemented at 40 CFR 247 • 2 CFR 200.322 	<ul style="list-style-type: none"> • State and local government recipients and their contractors procuring items on the Environmental Protection Agency's (EPA) list must purchase recycled materials
Domestic Protection	<ul style="list-style-type: none"> • Buy American Act, 41 USC §§10a-10d • Fly America Act, 49 USC §1371 	<ul style="list-style-type: none"> • Buy American applies to contracts under grants exceeding the micropurchase threshold • Recipients and subrecipients must use US-flag carriers to transport personnel or property to the extent possible

Lobbying Restrictions	<ul style="list-style-type: none"> • Limitations on Use of Appropriated Funds to Influence Certain Federal Contracting and Financial Transactions, 31 USC §1352, as implemented in common rule form by individual agencies • Cost principles: 2 CFR 200.450 and FAR 31.205-22, 50 	<ul style="list-style-type: none"> • If the lobbying disclosure filed with the application substantially changes, the recipient must file a new disclosure
Political Activity	<ul style="list-style-type: none"> • Hatch Act (5 USC §§1501-1508) 	<ul style="list-style-type: none"> • Limits political activities of certain state and local government employees who work on government-funded grants • If awarding agency believes Hatch Act has been violated, must report to the Office of Special Counsel
Crimes and Prohibited Activities	<ul style="list-style-type: none"> • Copeland Anti-Kickback Act, 40 USC 276c, as implemented at 29 CFR 3.1 • False Claims Act, 31 USC §3729 • Program Fraud Civil Remedies Act, 31 USC §§3801-3812 	<ul style="list-style-type: none"> • Requirements apply to all recipients and flow through to subrecipients and contractors • Agencies should expect recipients to report violations Sanctions can range from cost disallowance to termination
Human Trafficking	<ul style="list-style-type: none"> • Trafficking Victims Protection Act of 2000, as amended (22 USC §7101, et seq.) • President's Interagency Task Force To Monitor and Combat Trafficking in Persons (EO 13257) and Amending Executive Order 13257 To Implement the Trafficking Victims Protection Reauthorization Act of 2003 (EO 13333) • Award Term for Trafficking in Persons (2 CFR Part 175) and OMB Memo M-08-03 	<ul style="list-style-type: none"> • Agencies have the right to terminate any award to an organization found to engage in human trafficking or forced labor
Counterterrorism	<ul style="list-style-type: none"> • International Emergency Economic Powers Act (50 USC §1701, et seq.) • National Emergency Act (50 USC §1601 , et seq.) • USA Patriot Act (PL 107 -56) • Blocking Property and Prohibiting Transactions with Persons Who Commit, Threaten to Commit, or Support Terrorism (EO 13224) 	<ul style="list-style-type: none"> • The government may seize assets of organizations found to be supporting terrorists

Publications and Copyrights	<ul style="list-style-type: none"> • 2 CFR 200.315 	<ul style="list-style-type: none"> • Grant terms often require recipients to acknowledge federal support in published works and/or to submit to the agency any works published or copyrighted under the award
Motor Vehicle Safety	<ul style="list-style-type: none"> • Highway Safety Act of 1966 as amended (23 USC §§402-03) • Government Organization and Employees Act as amended (5 USC §7902(c)) • Occupational Safety and Health Act of 1970 as amended (29 USC §668) • Increasing Seat Belt Use in the United States (EO 13043) • Federal Leadership on Reducing Text Messaging While Driving (EO 13513) 	<ul style="list-style-type: none"> • Requiring recipient employees to wear seat belts and refrain from texting while driving is voluntary, but encouraged
Federal Awardee Performance	<ul style="list-style-type: none"> • Duncan Hunter National Defense Authorization Act of 2009 (PL 110-417), Section 872 (codified at 41 USC 2313), required the creation of the Federal Awardee Performance and Integrity Information System (FAPIIS) • 2 CFR 180, sections 180.520, 180.650, 180.655, 180.660 • 2 CFR 200, sections 200.113, 200.205(a), 200.210, 200.211, 200.212, 200.339, 200.340, Appendix I, and Appendix XII 	<ul style="list-style-type: none"> • Federal agencies must check the FAPIIS database and report to database if necessary • Applicants and awardees "must disclose ... in writing to the federal awarding agency or pass-through entity any violations of Federal criminal law involving fraud, bribery, or gratuity violations potentially affecting the Federal award" (200.113) • Awards expected to exceed \$500,000 must include term and condition for Appendix XII, Award Term and Condition for Recipient Integrity and Performance Matters

Conflicts of Interest	<ul style="list-style-type: none"> • Public Health Service, Administration and Miscellaneous Provisions, 42 USC §§216, 289b-1, 299c-3 • Agency implementations, e.g., 42 CFR 50 and 45 CFR 94 • 2 CFR 200.112 • 21st Century Cures Act 	<ul style="list-style-type: none"> • Recipients should maintain policies regarding the permissible amount of professional services employees may provide outside the institution • Recipients must maintain records of financial disclosures and actions taken on each conflict of interest • The 21st Century Cures Act requires HHS to lead a review of all policies related to financial conflicts of interest and to harmonize existing policies and reduce administrative burden on researchers.
Patents	<ul style="list-style-type: none"> • Bayh-Dole Act of 1980, particularly Patent Rights in Inventions Made with Federal Assistance, 35 USC §§202-204, as implemented at 37 CFR 401 	<ul style="list-style-type: none"> • Recipients must disclose all inventions and discoveries to the awarding agency • Within 2 years of disclosure, recipients must notify the awarding agency of decision on whether to retain title • Recipients must protect government's interest in inventions • Recipients must report at least annually on utilization of inventions
Construction Labor Standards	<ul style="list-style-type: none"> • Davis-Bacon Act, 40 USC §§3141-3148, as implemented at 29 CFR 1, 3, 5, and 7 • 2 CFR 200, Appendix II, Paragraph D 	<ul style="list-style-type: none"> • When required by federal program legislation, recipients and their construction contractors (over \$2000) must pay construction laborers and mechanics prevailing wages for set by the Department of Labor and pay workers at least once a week • Violations can result in suspension of grant payments, forced restitution of wages, and cost disallowances.