

**FAMILY PLANNING PROGRAM****SECTION:** Program Administration**POLICY AND PROCEDURE MANUAL****SUBJECT:** Civil Rights Compliance

**POLICY:** No person shall on the grounds of religion, race, color, creed, sex, national origin, disability, number of pregnancies, marital status, age, or contraceptive preference be excluded from participating in, be denied the benefits of, or otherwise be subjected to discrimination under any of the services or employment practices of the North Dakota Family Planning Program.

**GUIDELINES:**

1. All clients and potential clients will receive specific program information, pertinent to their participation in the program (eligibility criteria).
2. Delegate agencies shall make available any Program guidelines to the public upon request.
3. Clients and potential clients will have access to Title VI information (including procedures for filing complaints, program specifics, rights of clients, program regulations, pamphlets and materials) upon request.
4. The delegate agency shall assess the accessibility of their structure to individuals with disabilities. If accessibility problems are identified, the delegate agency shall prepare a plan for program service alternatives.

## References:

1. Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin.
2. Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§ 1681-1683, AND 1685-1868), which prohibits discrimination on the basis of sex.
3. Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794), which prohibits discrimination on the basis of handicaps.
4. The Age Discrimination Act of 1975, as amended (42 U.S.C. §§ 6101-6107), which prohibits discrimination on the basis of age.
5. The Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse.



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References: (continued)

6. The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse and alcoholism.
7. North Dakota Century Code, Chapter 34, Labor and Employment.
8. PHS Grants Policy Statement, DHHS Publication No. (OASH) 94-50,000 (Rev.) April 1, 1994, 4-2,3, "Race/Ethnicity, Disabilities, Age, Sex, Alcohol and Other Drug Abuse.

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