

Additional Resources



Background

The FEMA Office of Civil Rights (OCR), External Civil Rights Division (ECRD), provides training and technical assistance to recipients and sub-recipients of FEMA financial assistance. This training includes the Recipients' Awareness Campaign: Civil Rights Training, a series of webinars presented by OCR to educate and inform FEMA recipients and sub-recipients about civil rights laws and how those laws apply to their programs. This document serves as a resource guide to further assist recipients and sub-recipients in understanding the federal civil rights laws covered in the Recipients' Awareness Campaign.

Disclaimer: This resource document is intended to complement the information shared during the Recipients' Awareness Campaign training sessions hosted by FEMA OCR. The information contained herein does not constitute legal advice; rather all information is for general informational purposes only.

Relevant Legal Authorities

- Sections 308 and 309 of the [Robert T Stafford Disaster and Emergency Act \(Stafford Act\) of 1988](#)
- [Title VI of the Civil Rights Act of 1964](#)
- [Title IX of the Education Amendments Act of 1972](#)
- Sections [504](#) and [508](#) of the Rehabilitation Act of 1973, as amended
- [The Age Discrimination Act of 1975](#)
- [The Americans with Disabilities Act of 1990](#)
- [6 C.F.R. part 19 \(Nondiscrimination in Matters Pertaining to Faith-Based Organizations\)](#)
- [44 C.F.R. parts 7 \(Nondiscrimination in Federally-Assisted Programs\), 16 \(Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Federal Emergency Management Agency\), and 19 \(Non-discrimination in Matters Pertaining to Faith-Based Organizations\)](#)
- [44 C.F.R. § 206.11, Non-discrimination in disaster assistance](#)



FEMA

- [2 C.F.R. part 200 \(Acronyms and Definitions\)](#)
- [The Code of Federal Regulations](#)

Executive Orders

- [Executive Order 12898 – Environmental Justice in Minority Populations and Low-Income Populations](#)
- [Executive Order 14008 – Tackling the Climate Crisis at Home and Abroad](#)
- [Executive Order 13160 – Nondiscrimination on the Basis of Race, Sex, Color, National Origin, Disability, Religion, Age, Sexual Orientation, and Status as a Parent in Federally Conducted Education and Training Programs](#)
- [Executive Order 13166 – Improving Access to Persons with Limited English Proficiency](#)
- [Executive Order 13985 – Advancing Racial Equity](#)
- [Executive Order 13988 – Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation](#)
- [Executive Order 14091 – Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#)
- [Executive Order 14096 – Revitalizing Our Nation’s Commitment to Environmental Justice for All](#)

Federal Agencies

- [FEMA Office of Civil Rights](#)
 - [FEMA Language Access Policy](#)
- [U.S. Department of Homeland Security, Office for Civil Rights and Civil Liberties \(CRCL\)](#)
 - [FY 2022 DHS Standard Terms and Conditions](#)
 - [DHS Civil Rights Evaluation Tool \(CRET\)](#)
- [U.S. Department of Justice \(DOJ\), Federal Coordination and Compliance Section](#)
 - [DOJ Limited English Proficiency](#)
 - [DOJ Americans with Disabilities Act](#)
 - [Title VI Legal Manual](#)
- [U.S. Equal Employment Opportunity Commission- Facts About Race/Color Discrimination](#)
- [WhiteHouse.gov - Catalogue of Presidential Actions](#) (Contains presidential actions to include executive orders from the current presidential administration)
- [National Archives and Records Administration - Executive Orders](#) (Contains a digital index of executive orders that is searchable by date, number, or topic)

Protected Bases

Bases Protected by Legal Authorities	
Race	Color
National Origin (Nationality)	Limited English Proficiency (LEP)
Religion	Sex (gender identity and sexual orientation)
Age	Disability (physical and mental)
Economic Status	Retaliation or Reprisal

Contact Us

If you have questions regarding the information contained in this document, please contact fema-recipientsawarenesscampaign@fema.dhs.gov.