



### ***Nondiscrimination***

Grantees are required to comply with all applicable provisions of state and federal laws and Regulations pertaining to nondiscrimination, sexual harassment, and equal employment opportunity including, but not limited to, the following laws and regulations and all the subsequent amendments thereto:

- The Illinois Human Rights Act (775 ILCS 5)
- Public Works Employment Discrimination Act (775 ILCS 10)
- The United States Civil Rights Act of 1964 (42 U.S.C. 2000a-2000h-6) (as amended)
- Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794)
- The Americans with Disabilities Act of 1990 (42 U.S.C 12101 et seq.)
- Executive Orders 11246 and 11375 (Equal Employment Opportunity)
- Title 77 Administrative Code Section 630.80

### ***Cultural and Linguistic Competency***

Services must be provided in a culturally sensitive manner. Grantees need to understand, acknowledge and respect the differences among the populations served (ethnicity, race, religion, age, gender, abilities, language and other characteristics) and provide services in a relevant competent and appropriate manner. Programs should demonstrate an ability to adapt individual programs, services and policies to fit the cultural context of the individual, family or community.

### ***Confidentiality***

Grantees must comply with confidentiality statutes set forth by state and federal governments including, but not limited to: the Health Insurance Portability and Accountability Act (45 CFR 160, 162, and 164); the Illinois Personal Information Protection Act (815 ILCS 530/1 et seq.); the Illinois Mental Health and Developmental Disabilities Confidentiality Act (740 ILCS 110/1 et seq.); and Administrative Code Title 77 Section 630.20.