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OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION

WELLNESS AND NUTRITION SERVICES

REQUEST FOR APPLICATIONS

DC Physical Education & Health Education Grant

Announcement Date: **May 1, 2015**

Request for Application Release Date: **May 15, 2015**

Pre-Application Question Period Ends: **June 12, 2015**

Application Submission Deadline: **June 26, 2015**

LATE OR INCOMPLETE APPLICATIONS WILL NOT BE REVIEWED.



TABLE OF CONTENTS

Section	Page
Section I: General Information <ul style="list-style-type: none"> • Introduction • Background • Intended Population • Pre-Application Question Period • Contact Information 	3
Section II: Award Information <ul style="list-style-type: none"> • Award Period • Available Funding • Funding Restrictions • Audits 	5
Section III: Eligibility Information <ul style="list-style-type: none"> • Eligibility • Fiscal Sponsor • Cost-Sharing • Grant Award Payments 	6
Section IV: Submission and Application Information <ul style="list-style-type: none"> • Application Period • Submission Requirements 	7
Section V: Program Requirements <ul style="list-style-type: none"> • General Program Requirements • Required Activities 	8
Section VI: Application Scoring and Review Process <ul style="list-style-type: none"> • Review Process • Application Criteria and Scoring 	11
Section VII: Award Administration <ul style="list-style-type: none"> • Decision and Notification of Awards • Monitoring • Corrective Action and Termination of Funding • Nondiscrimination in the Delivery of Services • Confidentiality • Terms and Conditions • Assurances 	14

Section I: General Information

Introduction

The Office of the State Superintendent of Education (OSSE), Wellness and Nutrition Services is soliciting applications for the DC Physical Education and Health Education (PEHE) grant. The purpose of this grant is to increase the capacity of District of Columbia public elementary schools and public charter elementary schools to provide the required 150 minutes of weekly physical education and 75 minutes of weekly health education (as required by the Healthy Schools Act) to all K-5 students during school years 2015-2016 and 2016-2017. School year 2015-2016 will be the first year of the DC PEHE grant.

Background

The *Healthy Schools Act of 2010* (D.C. Law 18-209) (HSA) aims to reduce childhood obesity and improve the health, wellness, and nutritional status of students in the District of Columbia through healthy school meals, physical education, and nutrition education. The Healthy Schools Act mandates that schools provide at least 150 minutes of physical education and at least 75 minutes of health education per week to K-5 students. As defined by SHAPE America, “physical education provides students with a planned, sequential, K-12 standards-based program of curricula and instruction designed to develop motor skills, knowledge and behaviors for active living, physical fitness, sportsmanship, self-efficacy and emotional intelligence.”¹ Research suggests that physical activity positively impacts academic performance, education behavior, and cognitive skills and attitudes.² According to the Centers for Disease Control and Prevention, “there is a growing body of research focused on the association between school-based physical activity, including physical education, and academic performance among school-aged children”.³ In a literature review of 50 studies, 14 studies specifically examined the impact of increasing time in physical education classes. It was found that in most cases, increased time in physical education has a positive relationship or no relationship with academic achievement.⁴ To support the provision of 150 minutes of weekly physical education and 75 minutes of weekly health education for K-5 students, OSSE is awarding grants through a competitive process to public elementary schools and public charter elementary schools.

Intended Population

The intended population for the DC PEHE grant is K-5 schools, both public and public charter, within the District of Columbia.

Pre-Application Question Period

To ensure an equal opportunity for all applications, OSSE requests that all applicants submit questions regarding the Request for Applications (RFA) electronically to Katie Lantuh, kathryn.lantuh@dc.gov by **5 PM EST on June 12, 2015**. Questions submitted after this deadline will not receive responses. Answers to submitted questions will be made available via email by

¹SHAPE America. (2015). The essential components of physical education. Reston, VA.

² Centers for Disease Control and Prevention. *The association between school based physical activity, including physical education, and academic performance*. Atlanta, GA: U.S. Department of Health and Human Services; 2010.

³ Centers for Disease Control and Prevention. *Health and Academic Achievement Overview*. Atlanta, GA: U.S. Department of Health and Human Services, 2014.

⁴ Centers for Disease Control and Prevention. *Health and Academic Achievement Overview*. Atlanta, GA: U.S. Department of Health and Human Services, 2014.

June 15, 2015. Applicants with questions are encouraged to participate in one of the webinar sessions listed below. Recordings of the sessions will be available upon request.

May 28, 10:00-10:30 AM

Sign in here: <https://global.gotomeeting.com/join/579059781>

Dial in number: (571) 317-3112

Access code: 579-059-781

May 29, 2:00-2:30 PM

Register here: <https://global.gotomeeting.com/join/413229629>

Dial in number: (646)749-3122

Access code: 413-229-629

Contact Information

Katie Lantuh

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Section II: Award Information

Award Period

The grant period is two (2) years beginning on August 15, 2015 and ending on August 14, 2017.

Available Funding

The total funding available for this award period is \$1,000,000. Eligible elementary schools may apply for an award amount of up to \$100,000 per school. At least ten (10) awards will be distributed. It is recommended that D.C. public schools designate their PTO/PTSO as the fiscal sponsor, provided the PTO/PTSO has 501(c) 3 status. All reimbursements will follow OSSE's grant policies and procedures.

Funding Restrictions

Funds may be used to support activities described in the program requirements of this RFA and/or included in the applicant's submission as part of their program plan. All applicants must utilize the FITNESSGRAM software to fulfill grant requirements and may include the cost of this software in their proposed budget. Funding may be used to cover the costs of personnel, student group transportation, materials, facilities, equipment, and training to support 150 minutes of weekly physical education and 75 minutes of weekly health education for all K-5 students. Funds may not be used for travel expenses for (ex: hotels, airline tickets, and per diem).

Funds may be used to purchase food for the following purposes only:

- Snacks for students during grant-related activities.
- Food for demonstration/educational purposes (ex. cooking demo, taste test of healthier food choices).
- Snacks for parents, teachers, or community members at grant-related trainings or community events (ex. family fitness night, training for teachers on teaching in a school garden).
- Meals for students during grant-related activities (ex. lunches during a farm field trip).
- Any other food purchase requires prior authorization from OSSE.

All snacks/foods purchased with Healthy Schools Act funds must meet the requirements of the USDA Smart Snacks in School guidelines. For more information, go to <http://www.fns.usda.gov/healthierschoolday/tools-schools-smart-snacks>. If a meal is to be provided to students, it must consist of healthy foods (fresh fruits and vegetables, whole-grain rich products, lean sources of protein, non-fried foods, and no desserts such as candy, cakes, pies or buns). Grantees should strive to purchase local and seasonal produce when available. Prior approval from OSSE must be obtained before purchasing meals for students.

Audits

At any time or times before final payment and for three years thereafter, the District and/or the federal government may audit the applicant's expenditure statements and source documentation. The applicant cannot at any time prior to the application process nor during the award period be in violation of any previous grant obligations to the District of Columbia government or a United States federal agency.

Section III: Eligibility Information

Eligibility

OSSE will accept applications from D.C. public elementary schools and public charter elementary schools participating in the Healthy Schools Act. Schools must have completed their 2014-2015 Healthy Schools Act School Health Profile to be eligible for the DC PEHE grant. DCPS schools must submit applications through the DCPS Central Office. DCPS teachers and principals are not authorized to apply for grants directly according to DCPS's protocol. For more information, please contact Central Office directly at ofpg@dc.gov.

Cost-Sharing

Applicants must contribute cost-sharing funds equal to or greater than 20% of the grant amount. A detailed line-item breakdown of cost-sharing contributions should be identified in the budget. Volunteer time may be used to satisfy this requirement. Applicants applying for less than \$5,000 are not required to contribute cost-sharing funds. All applicants are required to contribute resources to the accomplishment of project objectives and are required to limit indirect costs to no more than 8% of the total funds awarded.

Grant Award Payments

In accordance with section 80.21(d) of the Education Department General Administrative Regulations (EDGAR), OSSE has implemented a reimbursement process for all sub-grantees. Grant award payments are reimbursable on a monthly basis. Program costs must be paid by the sub-grantee to the payee prior to requesting reimbursement; it is not sufficient for costs merely to be incurred. All awards will be reviewed annually for consideration of continued funding. Compliance with programmatic and fiscal implementation and reporting will be considered. In order to receive local funds, sub-grantees must establish eligibility by submitting an application to OSSE in accordance with the relevant program statute(s) and any additional rules established by OSSE. Once OSSE has fully approved the application and issued an official Grant Award Notification, sub-grantees may then receive payment for allowable expenditures for which obligation was made during the grant period through the reimbursement request process. To receive reimbursement for grant program expenditures, OSSE sub-grantees must complete and submit the applicable reimbursement workbook/s electronically.

Section IV: Submission and Application Information

Application Period

The deadline for submission is **5 PM EST on June 26, 2015**.

Submission Requirements

Applications must be submitted through OSSE's Enterprise Grants Management System (EGMS). OSSE will not accept any emailed or mailed applications. To access EGMS, please visit grants.osse.dc.gov. Applicants will need to request credentials in order to logon and create an application in the system. Instructions for doing so can be found in the user manual:

<http://osse.dc.gov/sites/default/files/dc/sites/osse/publication/attachments/Manual.pdf>

Applicants should allow ample time to familiarize themselves with the new system before creating an application.

The following items must be completed for an application to be accepted:

- Central Data
- Applicant Profile
- Narrative (description of how the proposed project meets the review criteria outlined in the Application Scoring and Review process)
- Budget and Budget Justification Narrative
- Administrative Approval
- Certifications and Assurances
- Acknowledgement of Compliance
- 501(c)3 Determination Letter
- W-9 IRS Tax Form
- Master Collection Form

Section V: Program Requirements

General Program Requirements

The purpose of this grant is to increase the capacity of District of Columbia public elementary schools and public charter elementary schools to provide the required 150 minutes of weekly physical education and 75 minutes of weekly health education to all K-5 students for school years 2015-2016 and 2016-2017.

It is expected that:

- Grantees will sustainably and systemically increase the weekly physical education time for all students to 150 minutes per week.
- Grantees will sustainably and systemically increase the weekly health education time for all students to 75 minutes per week.
- Grantees will implement a physical education program that aligns with the following SHAPE America guidelines⁵:
 - 150 minutes of physical education per week for elementary students.
 - Full inclusion of all students in physical education.
 - School does not allow waivers or exemptions from physical education class time.
 - A physical education class size that is consistent with that of other subject areas.
 - Physical activity is not assigned or withheld as punishment.
 - Physical education is taught by certified or highly qualified physical education teacher.
 - Physical education must be in accordance with OSSE's Physical Education standards.
 - The physical education teacher uses instructional practices and deliberate practice tasks that support the goals and objectives defined in the district's physical education curriculum (e.g. differentiated instruction, active engagement, modified activities, self-assessment, self-monitoring).
 - The physical education teacher evaluates student learning continually to document teacher effectiveness.
 - The physical education teacher employs instructional practices that engage students in moderate to vigorous physical activity for at least 50% of class time.
 - The physical education teacher ensures the inclusion of all students and makes the necessary adaptations for students with special needs or disabilities.
 - Student assessment is aligned with state physical education standards and established grade-level outcomes, and is included in the written physical education curriculum along with administrative protocols.
 - Student assessment includes evidence-based practices that measure student achievement in all areas of instruction, including physical fitness.
 - Grading is directly related to the student learning objectives identified in the written physical education curriculum.
 - The physical education teacher follows schools and school district protocols for reporting and communicating student progress to students and parents.

⁵ SHAPE America (2015). The essential components of physical education. Reston, VA.

Required Activities

Grantees will be required to complete the following activities under the DC PEHE grant:

- Grantees must create a Let's Move Active Schools account and complete the assessment portion of the program, which can be found here:
<http://www.letsmoveschools.org/>.
- Grantees must create and execute a class schedule that allows for all students to receive 150 minutes of physical education per week for SY 2015-2016 and 2016-2017.
- Grantees must create and execute a class schedule that allows for all students to receive 75 minutes of health education per week for SY 2015-2016 and 2016-2017.
- Grantees must appoint a Physical Education Coordinator (PEC) who:
 - Serves as a liaison between OSSE and the school.
 - Creates or participates on the School Wellness Committee and ensures that the School Wellness Committee meets at least four times per year.
 - Attends 3 OSSE professional development training sessions per year.
 - Distributes and collects OSSE student, parent, and teacher surveys.
 - Administers FITNESSGRAM assessments and collects results from one 3rd grade class and one 4th grade class at the beginning and end of school 2015-2016 and the corresponding 4th grade class and 5th grade class at the beginning and end of school year 2016-2017 (parental consent must be obtained prior to testing).
- Grantees must provide reports on their progress through:
 - Participation in two site visits per year in which a DC PE Site Evaluation will be conducted with the Physical Education Coordinator.
 - Submission of mid-year reports.
 - Submission end of year reports.
 - Submission of pre and post student surveys provided by OSSE. Surveys will be distributed to a subgroup of students at the beginning and end of school years 2015-2016 and 2016-2017.
 - Submission of pre and post parent surveys provided by OSSE. Surveys will be distributed to a subgroup of parents at the beginning and end of school years 2015-2016 and 2016-2017.
 - Submission of pre and post teacher surveys provided by OSSE. Surveys will be distributed to a subgroup of teachers at the beginning and end of school years 2015-2016 and 2016-2017.
 - Submission of pre and post FITNESSGRAM results. Fitness assessments will be administered by the Physical Education Coordinator to a subgroup of 3rd and 4th grade students at the beginning and end of school year 2015-2016 and a subgroup of 4th and 5th grade students at the beginning and end of school year 2016-2017 (parental consent must be obtained prior to testing).

- Regular communication and cooperation with OSSE's Data Specialist throughout the grant period.
- Regular communication with OSSE's Physical Education & Physical Activity Specialist throughout the grant period.

Section VI: Review Process and Application Scoring

Review Process

Applications will be screened initially by OSSE staff to determine whether all application and eligibility requirements have been met. Only applications that meet all eligibility and application requirements will be evaluated, scored, and rated by the review panel. OSSE may use internal peer reviewers, external peer reviewers, or a combination of both to review and score the applications received for this RFA. An external peer reviewer is an expert in the field or matter. Scoring and recommendations of the review panel are advisory only. The final decision to fund the applicants rests solely with OSSE. After reviewing the recommendations of the review panel and any other information considered relevant, OSSE shall decide which applicants to fund, as well as the funding amount.

Application Criteria and Scoring

All applications that meet the application criteria will be reviewed and scored by a panel using the following criteria:

Criteria	Scoring Weight (%)
<p><i>Needs Assessment</i></p> <ol style="list-style-type: none"> 1. Applicant describes the current school environment including but not limited to: <ul style="list-style-type: none"> ▪ Number of students ▪ Length of school day ▪ Number of children on free and reduced price lunch ▪ Health and wellness initiatives (school meals, school garden, healthy vending and fundraising, physical activity opportunities, partnerships with community based organizations, etc.) ▪ Standardized test scores ▪ Absenteeism ▪ Behavioral referrals 2. Applicant describes the current state of physical and health education in the school including but not limited to: <ul style="list-style-type: none"> ▪ Number of physical/health education teachers ▪ Additional school duties and responsibilities of the physical/health education teacher(s) (e.g. bus or lunch duty) ▪ Number of physical education teaching spaces and restrictions for each space (e.g. scheduling, weather) ▪ Number of weekly physical education minutes per student ▪ Number of weekly health education minutes per student ▪ Physical education curriculum ▪ Health education curriculum ▪ Use of FITNESSGRAM ▪ Plan for full inclusion of all students ▪ Average physical education class size ▪ Average health education class size 	16

<p><i>Project Vision and Implementation Plan</i></p> <ol style="list-style-type: none"> 1. Applicant describes the vision of the proposed physical and health education program and describes how the program aligns with SHAPE America’s recommendations for physical education (page 9: http://www.shapeamerica.org/upload/Essential-Components-of-Physical-Education.pdf) including but not limited to: <ul style="list-style-type: none"> ▪ Number of physical/health education teachers ▪ Additional school duties and responsibilities of the physical/health education teacher(s) (e.g. bus or lunch duty) ▪ Number of physical education teaching spaces and restrictions for each space (e.g. scheduling, weather) ▪ Number of weekly physical education minutes per student ▪ Number of weekly health education minutes per student ▪ Physical education curriculum ▪ Health education curriculum ▪ Plan for full inclusion of all students ▪ Average physical education class size ▪ Average health education class size ▪ Instructional practices ▪ Student assessment practices 2. Applicant clearly explains how increased physical and health education will be integrated into the existing school schedule and attaches the proposed class schedule in the Supporting Documents section. 3. Applicant provides a clear implementation plan, including a timeline for the program. 4. Applicant addresses how the schedule change will be communicated to teachers and parents. 5. Applicant anticipates challenges and has a plan in place to overcome these challenges. 6. Applicant describes the benefits of the physical and health education program for the school and students. 	20
<p><i>Commitment to Physical and Health Education</i></p> <ol style="list-style-type: none"> 1. Applicant addresses how the school leadership team will support the increased physical and health education program. 2. The applicant provides a plan for sustaining the increased physical and health education minutes after the two-year grant period. 	16
<p><i>Cost Effectiveness of Budget</i> <i>In addition to the criteria below, the level of cost-effectiveness will be determined by the Budget and Budget Justification Narrative.</i></p> <ol style="list-style-type: none"> 1. Applicant is clear about how proposed costs were determined. 2. Applicant has taken measures to ensure that the program is cost-effective. 3. All proposed costs are described in the Budget and Budget Justification narrative. If applying for \$5,000 or more, the applicant provides a clear explanation of the source and value determination of 	16

in-kind (cost-sharing) contributions. 4. All expenses are necessary to the success of the project and are clearly justified including FITNESSGRAM.	
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*An additional five points will be awarded to focus and priority schools.

Section VII: Award Administration

Decision and Notifications of Awards

OSSE reviews all applications for grant funds in accordance with D.C. competitive funding regulations. OSSE will notify all applicants of the final award decision no later than August 15, 2015. Each awarded applicant will receive a Grant Agreement Notice (GAN) that will include the award amount, award agreement, terms and conditions of the award, and any supplemental information required.

Monitoring

The grant recipient's effectiveness is determined by the following information:

- Timeliness and content of quarterly reports.
- Results from the DC PEHE Site Evaluations.
- Submission of student, parent, and teacher surveys.
- Submission of student FITNESSGRAM results.
- Responsiveness to requests and inquiries from OSSE.
- Attendance of PEC at OSSE trainings.

Corrective Action and Termination of Funding

In the event that programmatic, financial, or documentation conditions of the grant are not being met in an appropriate and timely fashion, progressive actions will be taken, at the discretion of OSSE, up to and including termination of the grant and return of funding to OSSE. A project which is terminated will be subject to the same requirements regarding audit, recordkeeping, and submission of reports as a project which runs for the duration of the project period.

Nondiscrimination in the Delivery of Services

In accordance with Title VI of the Civil Rights Act of 1964, no person shall, on the grounds of race, color, national origin, age, gender, or disability be denied the benefits of or be subjected to discrimination under, any program activity receiving funds from the DC PAY grant. In accordance with the District of Columbia Human Rights Act of 1977, no educational institution shall deny, restrict, or abridge, or condition the use of, or access to, any of its facilities, services, programs, or benefits of any program or activity to any person otherwise qualified, wholly or partially, for a discriminatory reason, based upon the actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, political affiliation, source of income, or disability of any individual.

Confidentiality

Except as otherwise provided by local or federal law, no recipient of OSSE funds shall use or reveal any research, statistical information, or personally identifiable information furnished by OSSE for any person or for any purpose other than that for which such information was obtained in accordance with the OSSE program funded. Any identifiable personal information, and any copy of such information, shall be immune from legal process and shall not, without the written consent of the person identified in the information, be admitted as evidence or used for any purpose in any action, suit, or judicial, legislative, or administrative proceeding. Additionally, recipients of OSSE funds must be in compliance with all requirements surrounding identifiable

information under the Family Educational Rights and Privacy Act (FERPA) (34 CFR § 99.1 et seq.).

Terms and Conditions

- OSSE reserves the right to accept or deny any or all applications if the Agency determines that it is in the best interest of the Agency to do so. The Agency shall notify the applicant if it rejects the applicant's proposal. The Agency may suspend or terminate an outstanding RFA pursuant to its own grant making rules(s) or any applicable federal regulation or requirement.
- OSSE reserves the right to issue addenda and/or amendments subsequent to the issuance of the RFA, or to rescind the RFA.
- OSSE shall not be liable for any costs incurred in the preparation of applications in response to the RFA. Applicant agrees that all costs incurred in developing the application are the applicant's sole responsibility.
- OSSE may conduct pre-award on-site visits to verify information submitted in the application and to determine if the applicant's facilities are appropriate for the services intended.
- OSSE may enter into negotiations with an applicant and adopt a firm funding amount or other revision of the applicant's proposal that may result from negotiations.
- OSSE shall provide the citations to the statute and implementing regulations that authorize the grant or sub grant; all applicable federal and District regulations, such as OMB Circulars A-102, A-133, 2 CFR 180, 2 CFR 225, 2 CFR 220, and 2 CFR 215; payment provisions identifying how the grantee will be paid for performing under the award; reporting requirements, including programmatic, financial and any special reports required by OSSE; and compliance conditions that must be met by the grantee.
- If there are any conflicts between the terms and conditions of the RFA and any applicable federal or local law or regulation, or any ambiguity related thereof, then the provisions of the applicable law or regulation shall control and it shall be the responsibility of the applicant to ensure compliance.

Assurances

Program Specific Assurances

Applicants will be required to attest to the following program specific assurances:

- We are able to maintain adequate files and records and can and will meet all grant reporting requirements;
- Our fiscal records are kept in accordance with Generally Accepted Accounting Principles (GAAP) and account for all funds, tangible assets, revenue, and expenditures whatsoever; that all fiscal records are accurate, complete and current at all times; and we give the sponsoring agency through any authorized representative, the right to audit and inspect all records, books, papers, or documents related to the grant;
- We are current on payment on all federal and District taxes, including Unemployment Insurance taxes and Workers' Compensating premiums. (Except for public or charter schools, this statement of certification shall be accompanied by a Certificate of Good standing from the District of Columbia Office of Tax & Revenue (OTR) stating that the entity has complied with the filing requirements of District of Columbia tax laws and has

paid taxes due to the District of Columbia, or is in compliance with any payment agreement with OTR);

- We have demonstrated administrative and financial capability to provide and manage the proposed services and ensure an adequate administrative performance and audit trail;
- If required by the grant making Agency, we are able to secure a matching amount not less than the total amount of the funds awarded, against losses of money and other property caused by fraudulent or dishonest acts committed by any employee, board member, officer, partner, shareholder, or trainee;
- We are not proposed for debarment or presently debarred, suspended, or declared ineligible, as required by Executive Order 12549, "Debarment and Suspension," and implemented by 2 CFR § 180, for prospective participants in primary covered transactions and are not proposed for debarment of presently debarred as a result of any actions by the District of Columbia Contract Appeals Board, the Office of Contracting and Procurement, or any other District contract regulating Agency;
- We have the financial resources and technical expertise necessary to perform the grant or sub grant, or the ability to obtain them;
- We will insure that the facilities under our school or organization's ownership, lease or supervision, which shall be utilized in the accomplishment of the project are compliant with all District statutes, codes, and regulations;
- If required by The Healthy School Act of 2010 (HSA) (D.C. Law 18-209), our school or organization is in compliance of all of the requirements of this act;
- We know and understand that awarded funds shall be used to support physical activity-based education and activities which may include covering the costs of personnel, transportation, materials, and training. The funds may not be used to support travel. The funds may not be transferred outside of, or within the organization or school, for any unrelated purpose; and
- We will establish safeguards to prohibit employees from using their positions for a purpose that is or gives the appearance of being motivated by a desire for private gain for themselves or others, particularly with whom they have family, business, or other ties.

Acknowledgement Assurances

Applicants will be required to acknowledge compliance with the following applicable District and Federal statutes and regulations:

- The Americans with Disabilities Act of 1990, Pub. L. 101-336, July 26, 1990, 104 Stat. 327 (42 U.S.C. § 12101 et seq.)
- Rehabilitation Act of 1973, Pub. L. 93-112, Sept. 26, 1973, 87 Stat. 355 (29 U.S.C. § 701 et seq.)
- The Hatch Act, Chap. 314, 24 Stat. 440 (7 U.S.C. § 361a et seq.)
- The Fair Labor Standards Act, Chap 676, 52 Stat, 1060 (29 U.S.C. § 201 et seq.)
- The Clean Air Act (Sub grants over 41000,000) pub. L. 108-201, February 24, 2004, (42 U.S.C. Chap 85 et seq.)
- The Hobbs Act (Anti-Corruption), Chap 537, 60 St. 420 (see 18 U.S.C. § 1951)
- Equal Pay Act of 1963, Pub. L. 88-38, June 10, 1963, 77 Stat. 56 (29 U.S.C. § 201)

- Age Discrimination Act of 1975, Pub. L. 94-135, Nov. 28, 1975, 89 Stat. 728 (42 U.S.C. § 6101 et seq.)
- Age Discrimination in Employment Act, Pub. L. 90-202, Dec. 15, 1967, 81 Stat. 602 (29 U.S.C. § 621 et seq.)
- Military Selective Service Act of 1973
- Title IX of the Education Amendments of 1972, Pub. L. 92-318, June 23, 1972, 86 Stat. 235, (20 U.S.C. § 1001)
- Immigration Reform and Control Act of 1986, Pub. L. 99-603, Nov 6, 1986, 100 Stat. 3359, (8 U.S.C. § 1101)
- Executive Order 12459 (Debarment, Suspension and Exclusion)
- Medical Leave Act of 1993, Pub. L. 103-3, Feb. 5, 1993, 107 Stat. 6 (5 U.S.C. § 6381 et seq.)
- Drug Free Workplace Act of 1988, Pub. L. 100-690, 102 Stat. 4304 (41 U.S.C. § 701 et seq.)
- Assurance of Nondiscrimination and Equal Opportunity as found in 29 CFR § 34.20
- District of Columbia Human Rights Act of 1977, D.C. Official Code § 2-1401.01
- Title VI of the Civil Rights Act of 1964
- District of Columbia Language Access Act of 2004, DC Law 15 -414, (D.C. Official Code § 2-1931 et seq.)
- Lobbying Disclosure Act of 1995, Pub. L. 104-65, Dec 19, 1995, 109 Stat. 693, (31 U.S.C. § 1352)
- Individuals with Disabilities Education Act of 2004 (IDEA), (20 U.S.C. § 1400 et seq.)