



**GRANT MANAGEMENT MEMORANDUM
GMM 2024-10**

Date: July 1, 2024

To: All California Governor's Office of Emergency Services (Cal OES) Homeland Security Grant Program (HSGP), Nonprofit Security Grant Program (NSGP), Emergency Management Performance Grant (EMPG), and Emergency Operations Center (EOC) Grant Program Subrecipients

From: Cal OES Grants Management

Subject: New Civil Rights Policies for Program Beneficiaries and Subrecipients of U.S. Department of Homeland Security (DHS) Funding

The Cal OES Grants Management and Office of Civil Rights and Equal Employment Opportunity (EEO) Programs, in coordination with DHS, has developed the following policies tailored specifically to program beneficiaries, including Subrecipients of DHS funding:

- Non-discrimination in Programs & Services
- Reasonable Accommodation for Program Beneficiaries
- Language Access Policy

These policies can be found on the Cal OES website:

www.caloes.ca.gov/office-of-the-director/policy-administration/civil-rights-eeo/

For questions about these policies, please contact:

Cal OES's Office of Civil Rights and EEO Programs via email at:

eeo@caloes.ca.gov.

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Or write to:

California Governor's Office of Emergency Services
3650 Schriever Avenue
Mather, CA 95655
ATTN: EEO Office

To request a reasonable accommodation or alternate format or language services under these policies, please contact your program representative or the Office of Civil Rights and EEO Programs.