

Pregnancy, [85, 93, 94]; 106.57(b)
 Pregnancy as temporary disability, [85, 93, 94]; 106.57(c)
 Pregnancy leave, [85, 93, 94]; 106.57(d)
 Students
 General, [49, 50]; 106.40 (a) and (b)
 Pregnancy and related conditions; [50]; 106.40(b) (1) to (5)
 Class Participation, [50, 55, 58]; 106.40(b) (1)
 Physical certification, [50]; 106.40(b) (2)
 Special class, [50]; 106.40 (b) (3)
 Temporary leave, [50]; 106.40(b) (4), (5)
 Private Undergraduate Professional Schools, [30]; 106.15(d)
 Purpose of Regulation, [13]; 106.1

R

Real Property, 106.2(g)
 Recruitment
 Employment
 Nondiscrimination, [83, 91]; 106.53(a)
 Patterns, 106.53(b)
 Student
 Nondiscrimination, [34, 35]; 106.23(a)
 Recruitment at certain institutions, 106.23 (b)
 Religious Organizations
 Application, [29, 28]; 106.12(a)
 Exemption, [26]; 106.12(b)
 Remedial and Affirmative Actions, [16, 17, 24]; 106.3

S

Scholarships, see "Financial Assistance", 106.37
 Self-evaluation, [16, 22]; 106.3(c), (d)
 Surplus Property (see Transfer of Property 106.5)
 Duration of obligation 106.4(b)
 Real Property 106.4(b) (1)

T

Textbooks and curricular materials, [52, 79, 80]; 106.42
 Termination of funds, [10, 11]
 Transfer of property, 106.5
 Transition Plans
 Content of plans, 106.17(b)
 Different from Adjustment period, [78]; 106.41(d)
 Submission of plans, 106.17(a)

APPENDIX A TO PART 106—GUIDELINES FOR ELIMINATING DISCRIMINATION AND DENIAL OF SERVICES ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, AND HANDICAP IN VOCATIONAL EDUCATION PROGRAMS

EDITORIAL NOTE: For the text of these guidelines, see 34 CFR part 100, appendix B. [44 FR 17168, Mar. 21, 1979]

PART 110—NONDISCRIMINATION ON THE BASIS OF AGE IN PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Subpart A—General

Sec.

- 110.1 What is the purpose of ED's age discrimination regulations?
 110.2 To what programs or activities do these regulations apply?
 110.3 What definitions apply?

Subpart B—Standards for Determining Age Discrimination

- 110.10 Rules against age discrimination.
 110.11 Definitions of "normal operation" and "statutory objective."
 110.12 Exceptions to the rules against age discrimination: Normal operation or statutory objective of any program or activity.
 110.13 Exceptions to the rules against age discrimination: Reasonable factors other than age.
 110.14 Burden of proof.
 110.15 Affirmative action by recipients.
 110.16 Special benefits for children and the elderly.
 110.17 Age distinctions contained in ED's regulations.

Subpart C—Duties of ED Recipients

- 110.20 General responsibilities.
 110.21 Notice to subrecipients.
 110.22 Information requirements.
 110.23 Assurances required.
 110.24 Recipient assessment of age distinctions.
 110.25 Designation of responsible employee, notice, and grievance procedures.

Subpart D—Investigation, Conciliation, and Enforcement Procedures

- 110.30 Compliance reviews.
 110.31 Complaints.
 110.32 Mediation.
 110.33 Investigation.
 110.34 Prohibition against intimidation or retaliation.
 110.35 Compliance procedure.
 110.36 Hearings, decisions, and post-termination proceedings.
 110.37 Procedure for disbursal of funds to an alternate recipient.
 110.38 Remedial action by recipients.
 110.39 Exhaustion of administrative remedies.

AUTHORITY: 42 U.S.C. 6101 *et seq.*, unless otherwise noted.

SOURCE: 58 FR 40197, July 27, 1993, unless otherwise noted.

Subpart A—General

§ 110.1 What is the purpose of ED's age discrimination regulations?

The purpose of these regulations is to set out ED's rules for implementing the Age Discrimination Act of 1975. The Act prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance. The Act permits federally assisted programs or activities, and recipients of Federal funds, to continue to use age distinctions and factors other than age that meet the requirements of the Act.

(Authority: 42 U.S.C. 6101-6103)

[58 FR 40197, July 27, 1993, as amended at 65 FR 68056, Nov. 13, 2000]

§ 110.2 To what programs or activities do these regulations apply?

(a) These regulations apply to any program or activity receiving Federal financial assistance from ED.

(b) These regulations do not apply to—

(1) An age distinction contained in that part of a Federal, State, or local statute or ordinance adopted by an elected, general purpose legislative body that—

(i) Provides any benefits or assistance to persons based on age;

(ii) Establishes criteria for participation in age-related terms; or

(iii) Describes intended beneficiaries or target groups in age-related terms; or

(2) Any employment practice of any employer, employment agency, labor organization, or any labor-management joint apprenticeship training program, except any program or activity receiving Federal financial assistance for employment under the Job Training Partnership Act (29 U.S.C. 1501 *et seq.*).

(Authority: 42 U.S.C. 6103)

§ 110.3 What definitions apply?

The following definitions apply to these regulations: *Act* means the Age Discrimination Act of 1975, as amended (Title III of Pub. L. 94-135).

Action means any act, activity, policy, rule, standard, or method of administration, or the use of any policy, rule, standard, or method of administration.

Age means how old a person is, or the number of years from the date of a person's birth.

Age distinction means any action using age or an age-related term.

Age-related term means a word or words that necessarily imply a particular age or range of ages (e.g., "children," "adult," "older persons," but not "student" or "grade").

Agency means a Federal department or agency that is empowered to extend financial assistance.

Applicant for Federal financial assistance means one who submits an application, request, or plan required to be approved by a Department official or by a recipient as a condition to becoming a recipient or subrecipient.

Department means the United States Department of Education.

ED means the United States Department of Education.

Federal financial assistance means any grant, entitlement, loan, cooperative agreement, contract (other than a procurement contract or a contract of insurance or guaranty), or any other arrangement by which ED provides or otherwise makes available assistance in the form of—

(a) Funds;

(b) Services of Federal personnel; or

(c) Real and personal property or any interest in or use of property, including—

(1) Transfers or leases of property for less than fair market value or for reduced consideration; and

(2) Proceeds from a subsequent transfer or lease of property if the Federal share of its fair market value is not returned to the Federal Government.

Program or activity means all of the operations of—

(a)(1) A department, agency, special purpose district, or other instrumentality of a State or local government; or

(2) The entity of a State or local government that distributes such assistance and each such department or agency (and each other State or local