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HHS Nondiscrimination in Health Programs   
and Activities Final Rule Summary

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1. **Purpose**

The purpose of Section 1557 of the ACA is to prohibit discrimination in certain health programs and activities on the same grounds prohibited under Title VI of the Civil Rights Act, Title IX of the Education Amendments of 1972, the Age Discrimination Act, and Section 504 of the Rehabilitation Act, which, collectively prohibit discrimination on the basis of race, color, national origin, sex, age, or disability.[[1]](#endnote-1)

1. **Applicability**

Section 1557 applies to:

1. all health programs and activities, any part of which receives Federal financial assistance administered by HHS;
2. health programs and activities administered by HHS, including the federally facilitated marketplace; and
3. health programs and activities that are administered by any entity established under Title I of the ACA, including the State-based Marketplaces.[[2]](#endnote-2)

Federal financial assistance includes grants, loans, credits, subsidies, contracts (other than a procurement contract but including a contract of insurance), or any other arrangement by which the federal government provides assistance.[[3]](#endnote-3) Importantly, a health care provider that contracts with an issuer that receives Federal financial assistance does not become a recipient of Federal financial assistance by virtue of the contract alone.[[4]](#endnote-4) However, a health service provider may be a recipient of financial assistance in its own right, if their assistance comes through certain Medicare payments, Medicaid payments, or other funds from HHS.[[5]](#endnote-5) Importantly, Medicare Part B is excluded from the definition of Federal financial assistance. The term “health program or activity” means the provision or administration of health-related services or health-related insurance coverage and the provision of assistance in obtaining health-related services or health-related insurance coverage.[[6]](#endnote-6) For entities engaged in providing or administering health services, health insurance coverage, or other health coverage, all of the entity’s operations are considered part of the health program or activity.[[7]](#endnote-7) Such entities include hospitals, health clinics, group health plans, health insurance issuers, physician’s practices, community health centers, nursing facilities, residential or community based treatment facilities, or other similar entities.[[8]](#endnote-8)

1. **Religious Exemption**

Notably, Section 1557 contains an exemption such that, if an application of Section 1557 requirements would violate applicable Federal protections for religious freedom and conscience (namely, RFRA), application of Section 1557 is not required.[[9]](#endnote-9) Whether a particular application of Section 1557 would violate a covered entity’s religious freedom and conscience is determined on a case-by-case basis to determine whether the application substantially burdened the covered entity’s exercise of religion, and, if so, whether there were less restrictive alternatives available.

1. **Assurances**

Any entity applying for federal financial assistance, each issuer seeking certification to participate in a Health Insurance Marketplace, and each state seeking approval to operate a State-based Marketplace are required to submit an assurance that its health programs and activities will be operated in compliance with Section1557.[[10]](#endnote-10)

1. **Discrimination Generally**

Section 1557 provides that an individual may not be excluded from participation in, denied benefits of, or otherwise subject to discrimination under any health program or activity on the basis of race, color, national origin, sex, age, or disability.[[11]](#endnote-11) Specifically, Section 1557 requires compliance with Title VII, Title IX, Section 504, the ADA and the Age Discrimination in Employment Act under any health program or activity.[[12]](#endnote-12)

1. **Sex Discrimination**

Section 1557 defines discrimination on the basis of sex as discrimination on the basis of pregnancy, false pregnancy, termination of pregnancy, or recovery therefrom, childbirth or related medical conditions, sex stereotyping, and gender identity. The term gender identity means an individual’s sense of gender, which may be different from an individual’s sex assigned at birth.[[13]](#endnote-13) The way an individual expresses gender is frequently called gender expression and may or may not conform to social stereotypes associated with a particular gender.[[14]](#endnote-14) For example, gender may be expressed through dress, grooming, mannerisms, speech patterns, and social interactions.[[15]](#endnote-15) Furthermore, HHS policy dictates that health programs and activities may not discriminate on the basis of sexual orientation. In addition to Section 1557’s general prohibition on the basis of sex, an entity covered by Section 1557 must provide individuals equal access to its health programs or activities without discrimination on the basis of sex. Further, a covered entity must treat individuals consistent with their gender identity.[[16]](#endnote-16)

1. **Access for Individuals with Limited English Proficiency**

Entities must take reasonable steps to provide meaningful access to each individual with limited English proficiency.[[17]](#endnote-17) An “individual with limited English proficiency” (“LEP”) means an individual whose primary language for communication is not English and who has a limited ability to read, write, speak, or understand English.[[18]](#endnote-18) The key to providing meaningful access is to ensure that the entity and LEP person can communicate effectively. The steps taken by a covered entity must ensure that the LEP is given adequate information, is able to understand the services and benefits available, and is able to receive those for which he or she is eligible.

Therefore, language assistance must be accurate and timely, protect the privacy and independence of the individual, and be provided free of charge.[[19]](#endnote-19) Further, an entity must offer a qualified interpreter to an LEP when oral interpretation is a reasonable step to provide meaningful access for that individual.[[20]](#endnote-20) A qualified interpreter is an interpreter who has demonstrated proficiency in speaking and understanding both spoken English and at least one other spoken language and is able to interpret effectively, accurately, and impartially to and from such language and English.[[21]](#endnote-21)

An entity must also use a qualified translator when translating written content in paper or electronic form. A qualified translator is a translator who has demonstrated proficiency in writing and understanding both written English and at least one other written non-English language and is able to translate effectively, accurately, and impartially to and from such language and English.[[22]](#endnote-22) Entities may not require an LEP to provide his or her own interpreter, rely on a minor child to interpret (except in an emergency involving an imminent threat to the safety or welfare of the LEP and there is no qualified interpreter immediately available), or rely on staff, other than qualified bilingual/multilingual staff to communicate directly with the LEP.[[23]](#endnote-23) Additionally, entities may not rely on an adult accompanying an LEP to interpret or facilitate communication, except:

1. in an emergency involving an imminent threat to the safety or welfare of an LEP where there is no qualified interpreter immediately available;
2. Where the LEP specifically requests that the accompanying adult interpret or facilitate communication, the adult agrees to provide such assistance, and reliance on that adult is appropriate.[[24]](#endnote-24)

Entities may also rely on remote video interpreting services so long as the service is provided in real time that does not lag and is not choppy, blurry, or grainy and provides a clear, audible transmission of voices.[[25]](#endnote-25) Finally, Section 1557 does not require an LEP to accept language assistance services; instead, Section 1557 simply mandates that the services be offered.[[26]](#endnote-26)

1. **Disability Discrimination**

Under Section 1557, the definition of “disability” is the same as the definition of “disability” under the Americans with Disabilities Act (“ADA”), as construed by the ADA Amendments Act of 2008.[[27]](#endnote-27) Entities must ensure that communications with individuals with disabilities are as effective as they are with individuals without disabilities.[[28]](#endnote-28) Further, an entity must make reasonable modifications to policies, practices, or procedures when modifications are necessary to avoid discrimination on the basis of disability, unless the entity can demonstrate that the modification would fundamentally alter the nature of the health program or activity.[[29]](#endnote-29) Finally, covered entities must provide appropriate auxiliary aids and services with impaired sensory, manual, or speaking skills, where necessary to afford such persons an equal opportunity to benefit from a particular service.[[30]](#endnote-30) In this context, auxiliary aids and services include, but are not limited to: qualified interpreters, note takers, real-time computer-aided transcription services, written materials, telephone handset amplifiers, assisted listening devices, closed caption decoders, other effective methods of making aurally delivered information available to individuals who are deaf or hard of hearing, qualified readers, taped texts, audio recordings, Braille materials and displays, magnification software, or other effective methods of making visually delivered materials available to individuals who are blind or have low vision.[[31]](#endnote-31)

Entities must also ensure that their health programs or activities provided through electronic and information technology are accessible to individuals with disabilities, unless doing so would result in undue financial and administrative burdens.[[32]](#endnote-32) For example, a Health Insurance Marketplace creating a Web site for health insurance coverage must make its website accessible to individuals that are blind or who have low vision. Where an accessible electronic format creates an undue burden, the entity must still provide information in another format that does not create an undue burden but does ensure that people with disabilities receive the benefits or services of health program or activity provided through electronic or information technology.[[33]](#endnote-33)

1. **Health Coverage**

An entity providing or administering health-related insurance or other health-related coverage may not discriminate on the basis of race, color, national origin, sex, age, or disability.[[34]](#endnote-34) Discriminatory actions include:

1. Denying, cancelling, limiting, or refusing to issue or renew a health related insurance plan or policy on the basis of race, color, national origin, sex, age, or disability.
2. Having or implementing marketing practices or benefit designs that discriminate on the basis of race, color, national origin, sex, age, or disability;
3. Denying or limiting coverage, denying or limiting coverage of a claim, or imposing additional cost sharing or other limitations or restrictions on coverage, from any health services that are ordinarily or exclusively available to individuals of one sex, to a transgender individual based on the fact that the individuals sex assigned at birth is different from the one to which such health services are ordinarily or exclusively available;
4. Having or implementing a categorical coverage exclusion or limitation for all health services related to gender transition; or
5. Otherwise denying or limiting coverage, claims, or imposition of additional cost sharing or other limitations or restrictions for specific health services related to gender transition.[[35]](#endnote-35)
6. **Compliance/Notice Requirements**

Each covered entity must take steps to notify beneficiaries, enrollees, applicants, and members of the public of the following:

1. The entity does not discriminate on the basis of race, color, national origin, sex, age, or disability in its health programs and activities;
2. The entity provides auxiliary aids and services, including qualified interpreters for individuals with disabilities and information in alternate formats, free of charge and in a timely manner;
3. The entity provides language assistance services, including translated documents and oral interpretation, free of charge;
4. The entity provides information on how to obtain the aids and services specified in (b) and (c);
5. An identification of, and contact information for, the responsible employee designated to carry out its responsibilities under Section 1557;
6. The availability of grievance procedures; and
7. How to file a discrimination complaint with OCR in the HHS.[[36]](#endnote-36)

Within 90 days of July 18, 2016, each entity must:

1. post a notice (a sample notice is below) that conveys the information above;
2. post a nondiscrimination statement (note, the sample notice and nondiscrimination statement are combined);
3. post taglines (a sample of a tagline is below) in at least the top 15 languages spoken by LEPs of the relevant State or States:
4. in significant publications and communications targeted to beneficiaries, enrollees, applicants, and members of the public;
5. in conspicuous physical locations where the entity interacts with the public; and
6. in a conspicuous location on the covered entity’s Web site accessible from the home page.
7. post in a conspicuously-visible font size, in significant publications and communications that are small sized, such as postcards and tri-fold brochures:
8. the tagline in at least the top 2 languages spoken by LEPs of the relevant State or States; and
9. a nondiscrimination statement.[[37]](#endnote-37)

In addition to the required notices, each entity that employs 15 or more persons must designate at least one employee to coordinate its compliance efforts under Section 1557 and adopt grievance procedures that provide for the prompt and equitable resolution of grievances of actions prohibited by Section 1557.[[38]](#endnote-38)

1. **Sample Notices**

Sample Notice Informing Individuals About Nondiscrimination and Accessibility Requirements and Sample Nondiscrimination Statement: Discrimination is Against the Law[[39]](#endnote-39)

[Name of covered entity] complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. [Name of covered entity] does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

[Name of covered entity]:

•  Provides free aids and services to people with disabilities to communicate effectively with us, such as:

o Qualified sign language interpreters

o Written information in other formats (large print, audio, accessible electronic formats, other formats)

•  Provides free language services to people whose primary language is not English, such as:

o Qualified interpreters

o Information written in other languages

If you need these services, contact [Name of Civil Rights Coordinator]

If you believe that [Name of covered entity] has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with: [Name and Title of Civil Rights Coordinator], [Mailing Address], [Telephone number ], [TTY number—if covered entity has one], [Fax], [Email]. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, [Name and Title of Civil Rights Coordinator] is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at *https://ocrportal.hhs.gov/ocr/portal/lobby.jsf,* or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, 1-800-368-1019, 800-537-7697 (TDD).

Complaint forms are available at *http://www.hhs.gov/ocr/office/file/index.html.*

Nondiscrimination statement for significant publications and signification communications that are small-size:

[Name of covered entity] complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

## Sample Tagline Informing Individuals With Limited English Proficiency of Language Assistance Services[[40]](#endnote-40)

ATTENTION: If you speak [insert language], language assistance services, free of charge, are available to you. Call 1-xxx-xxx-xxxx (TTY: 1-xxx-xxx-xxxx).

## Sample Section 1557 of the Affordable Care Act Grievance Procedure[[41]](#endnote-41)

It is the policy of [Name of Covered Entity] not to discriminate on the basis of race, color, national origin, sex, age or disability. [Name of Covered Entity] has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by Section 1557 of the Affordable Care Act (42 U.S.C. 18116) and its implementing regulations at 45 CFR part 92, issued by the U.S. Department of Health and Human Services. Section 1557 prohibits discrimination on the basis of race, color, national origin, sex, age or disability in certain health programs and activities. Section 1557 and its implementing regulations may be examined in the office of [Name and Title of Section 1557 Coordinator], [Mailing Address], [Telephone number], [TTY number—if covered entity has one], [Fax], [Email], who has been designated to coordinate the efforts of [Name of Covered Entity] to comply with Section 1557.

Any person who believes someone has been subjected to discrimination on the basis of race, color, national origin, sex, age or disability may file a grievance under this procedure. It is against the law for [Name of Covered Entity] to retaliate against anyone who opposes discrimination, files a grievance, or participates in the investigation of a grievance.

Procedure:

•  Grievances must be submitted to the Section 1557 Coordinator within (60 days) of the date the person filing the grievance becomes aware of the alleged discriminatory action.

•  A complaint must be in writing, containing the name and address of the person filing it. The complaint must state the problem or action alleged to be discriminatory and the remedy or relief sought.

•  The Section 1557 Coordinator (or her/his designee) shall conduct an investigation of the complaint. This investigation may be informal, but it will be thorough, affording all interested persons an opportunity to submit evidence relevant to the complaint. The Section 1557 Coordinator will maintain the files and records of [Name of Covered Entity] relating to such grievances. To the extent possible, and in accordance with applicable law, the Section 1557 Coordinator will take appropriate steps to preserve the confidentiality of files and records relating to grievances and will share them only with those who have a need to know.

•  The Section 1557 Coordinator will issue a written decision on the grievance, based on a preponderance of the evidence, no later than 30 days after its filing, including a notice to the complainant of their right to pursue further administrative or legal remedies.

•  The person filing the grievance may appeal the decision of the Section 1557 Coordinator by writing to the (Administrator/Chief Executive Officer/Board of Directors/etc.) within 15 days of receiving the Section 1557 Coordinator's decision. The (Administrator/Chief Executive Officer/Board of Directors/etc.) shall issue a written decision in response to the appeal no later than 30 days after its filing.

The availability and use of this grievance procedure does not prevent a person from pursuing other legal or administrative remedies, including filing a complaint of discrimination on the basis of race, color, national origin, sex, age or disability in court or with the U.S. Department of Health and Human Services, Office for Civil Rights. A person can file a complaint of discrimination electronically through the Office for Civil Rights Complaint Portal, which is available at: *https://ocrportal.hhs.gov/ocr/portal/lobby.jsf,* or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201.

Complaint forms are available at: *http://www.hhs.gov/ocr/office/file/index.html.* Such complaints must be filed within 180 days of the date of the alleged discrimination.

[Name of covered entity] will make appropriate arrangements to ensure that individuals with disabilities and individuals with limited English proficiency are provided auxiliary aids and services or language assistance services, respectively, if needed to participate in this grievance process. Such arrangements may include, but are not limited to, providing qualified interpreters, providing taped cassettes of material for individuals with low vision, or assuring a barrier-free location for the proceedings. The Section 1557 Coordinator will be responsible for such arrangements.

1. 45 C.F.R. § 92.1 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_11&rgn=div8>) [↑](#endnote-ref-1)
2. 45 C.F.R. § 92.2 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_12&rgn=div8>) [↑](#endnote-ref-2)
3. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-3)
4. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-4)
5. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-5)
6. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-6)
7. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-7)
8. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-8)
9. 45 C.F.R. §92.2(a)(2) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_12&rgn=div8>) [↑](#endnote-ref-9)
10. 45 C.F.R. § 92.5 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_15&rgn=div8>) [↑](#endnote-ref-10)
11. 45 C.F.R. § 92.101(a) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1101&rgn=div8>) [↑](#endnote-ref-11)
12. 45 C.F.R. § 92.101 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1101&rgn=div8>) [↑](#endnote-ref-12)
13. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-13)
14. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-14)
15. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-15)
16. 45 C.F.R. § 92.206 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1206&rgn=div8>) [↑](#endnote-ref-16)
17. 45 C.F.R. § 92.201 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1201&rgn=div8>) [↑](#endnote-ref-17)
18. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-18)
19. 45 C.F.R. § 92.201(c) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1201&rgn=div8>) [↑](#endnote-ref-19)
20. 45 C.F.R. § 92.201(d)(1) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1201&rgn=div8>) [↑](#endnote-ref-20)
21. 45 C.F.R. § 92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-21)
22. 45 C.F.R. § 92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-22)
23. 45 C.F.R. § 92.201(e) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1201&rgn=div8>) [↑](#endnote-ref-23)
24. 45 C.F.R. § 92.201(e) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1201&rgn=div8>) [↑](#endnote-ref-24)
25. 45 C.F.R. §92.201(f) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1201&rgn=div8>) [↑](#endnote-ref-25)
26. 45 C.F.R. §92.201(f) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1201&rgn=div8>) [↑](#endnote-ref-26)
27. 45 C.F.R. §92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=6139adadd859a1694cbd92a6c32d8fd6&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-27)
28. 45 C.F.R. § 92.202(a) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1202&rgn=div8>) [↑](#endnote-ref-28)
29. 45 C.F.R. § 92.205 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1205&rgn=div8>) [↑](#endnote-ref-29)
30. 45 C.F.R. § 92.202(b) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1202&rgn=div8>) [↑](#endnote-ref-30)
31. 45 C.F.R. § 92.4 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_14&rgn=div8>) [↑](#endnote-ref-31)
32. 45 C.F.R. §92.204 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1204&rgn=div8>) [↑](#endnote-ref-32)
33. 45 C.F.R. §92.204 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1204&rgn=div8>) [↑](#endnote-ref-33)
34. 45 C.F.R. § 92.207(a) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1207&rgn=div8>) [↑](#endnote-ref-34)
35. 45 C.F.R. 92.207(b) (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_1207&rgn=div8>) [↑](#endnote-ref-35)
36. 45 C.F.R. § 92.8 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_18&rgn=div8>) [↑](#endnote-ref-36)
37. 45 C.F.R. § 92.8 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_18&rgn=div8>) [↑](#endnote-ref-37)
38. 45 C.F.R. § 92.7 (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=se45.1.92_17&rgn=div8>) [↑](#endnote-ref-38)
39. 45 C.F.R. Appendix A (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=ap45.1.92_1303.a&rgn=div9>) [↑](#endnote-ref-39)
40. 45 C.F.R. Appendix B (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=ap45.1.92_1303.b&rgn=div9>) [↑](#endnote-ref-40)
41. 45 C.F.R. Appendix C (<http://www.ecfr.gov/cgi-bin/text-idx?SID=67ab65f7f5d73cf5d5644e692fd56801&mc=true&node=ap45.1.92_1303.c&rgn=div9>) [↑](#endnote-ref-41)