



**State of Vermont
Department of Mental Health**

Request for Proposals

Issue Date: December 7, 2010

Electronic Mental Health Bed Locator System

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Submission due: February 4, 2011

Bid Submission: Please submit proposals electronically
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Overview and General Information

Purpose of This RFP

The Vermont Department of Mental Health (DMH) seeks to contract for the provision of a hosted Electronic Bed Locator System that will enable hospitals and community mental health providers in Vermont to locate available inpatient and crisis beds for mental health patients. This Request for Proposals (RFP) documents the required features and functionality for the Bed Locator solution and provides instructions for responding.

Problem Statement

The existing system of determining availability of mental health inpatient and crisis beds in Vermont is a manual one. Providers or agencies that need to find an available bed must make individual phone calls to each hospital or other location to determine current bed availability for a list of required criteria such as age, gender, acuity level, etc. This is not only resource-intensive on both ends of the call, but the information has a very short shelf life. Thus, calls often have to be made to the same organizations in search of beds multiple times per day, further stretching valuable human resources. In addition, there is not a standardized terminology set used among all providers, leading to potential misinterpretation and confusion about available resource types. As budgets and resources become increasingly scarce in the face of increasing demands, a solution is desired that will save time, provide better information (both in granularity and freshness), provide a standardized, structured view of information, and ultimately result in better outcomes for the communities, populations, and individual people being served.

Solution Description

To address the problem, the Vermont Adult Mental Health Care Management Steering Committee has recommended adoption of an Electronic Bed Locator (or “Bed Board”) system. The Bed Locator is needed to facilitate patient flow of admissions, discharges, and transfers to assure timely access to mental health beds at the appropriate level of care. Bed types to be tracked include acute inpatient, crisis stabilization, and residential beds.

The Locator must be accessible to users such as community mental health centers; both crisis and residential programs, hospitals; admitting and discharge staff, emergency departments, and other providers to expedite identification of and access to information about available mental health beds. These include acute inpatient care and crisis stabilization beds for adults with mental health and/or substance use disorder presentations and DMH-funded adult residential beds throughout Vermont.

The Bed Locator must be easily and securely accessible to users at organizations with available beds to enter and update their organizations’ bed availability. The organizations and individual people using the system will be located statewide in a number of settings, so the solution must enable secure access by geographically and organizationally disparate entities without a shared private network (e.g., connectivity via the Internet to a browser-based application is anticipated).

The solution and associated hardware, software, networking, storage, and communications infrastructure must comply with all applicable HIPAA privacy and security regulations, State of Vermont statutes related to Mental Health data and Social Security Number privacy, and

Vermont Agency of Human Services (AHS) policies. Preference will be given to solutions that complement and comply with applicable standards of Vermont's Health Information Technology (HIT) plan, particularly those for Health Information Exchange (HIE), published at

http://hcr.vermont.gov/sites/hcr/files/Vermont_HIT_Plan_4_6_10-26-10_.pdf

A hosted solution such as an application service provider (ASP) model has been identified as most likely to meet the needs of serving both public and private organizations who would use the service. However, DMH will consider alternative solutions that meet the functional requirements of this RFP.

Detailed functional and system requirements are documented in Attachment A of this RFP.

Organization of this RFP

The body of this RFP describes the scope of work for the proposed project and information about how to respond. The following Attachments are appended after the body of the RFP.

Note: Attachments C–F, provided for reference about customary State of Vermont and AHS terms and conditions. All contractors must acknowledge concurrence with these terms and conditions in their responses.

- Attachment A: Detailed Minimum Requirements. Responses to this RFP must address these requirements.
- Attachment B: Payment Provisions. Information about invoicing, payments, and deliverables.
- Attachment C: Customary Provisions for Contracts and Grants. A listing of standard elements that are included in all contracts with the State.
- Attachment D: Modification of Maximum Insurance Requirements. Used to document changes to insurance requirements in Attachment C.
- Attachment E: Business Associate Agreement. Based on the contractor's duties and need to see protected information, the Attorney General's office will determine whether this form must be filled out as part of the contracting process to acknowledge understanding of and compliance with HIPAA regulations.
- Attachment F: Agency of Human Services Customary Contracting Procedures. A listing of standard elements that are included in all contracts with AHS.

Scope of Work

Description of Contract Deliverables

The following deliverables are expected within the scope of any contract arising from this RFP:

- Delivery of a functioning Mental Health Bed Locator system in an application service provider (ASP) or other delivery system by an estimated date of June 30, 2011;
- Specified customizations/configuration to meet Vermont-specific requirements;
- A Statement of Work (SOW) detailing the project scope;
- A project plan detailing the project tasks, required resources, and schedule;
- Documentation and training that enable Vermont staff to administer necessary functions;
- If an ASP solution, secure hosting of the application and associated data;
- Support and maintenance of the solution including operational support such as help desk;
- Reports for administrative oversight and trend analysis.

Detailed specifications are outlined in Attachment A.

Project Management

The vendor will be expected to designate a Project Manager who will communicate with the DMH Project Manager to coordinate and schedule the solution configuration, deployment, implementation, and associated deliverables such as training, testing, and any required change management.

Responding to the RFP

Proposal Format

Under Bulletin 3. 5 “Simplified Bid Process” procedures, the Agency requests that you submit a Proposal with a firm, fixed-price quote. Please include the following information:

- **Transmittal Letter:** Standard letter on your firm’s business letterhead signed by an individual who is legally authorized to bind the business.
- Acknowledgement of agreement with customary State and Agency terms and conditions contained in Attachments C–F.
- **Proposed Project Work Plan:** A description of how the vendor intends to accomplish the desired deliverables with estimated time for key milestones.
- **Cost Proposal:** Completed Price Quotation Form showing associated costs for each deliverable. Include in your Cost Proposal the hourly cost for change orders.
- Include at least **three (3) references** (including name, organization, address, position, phone, and e-mail) of similar implementations of the proposed solution that the State may contact.

- Note any requirements that the proposal **does not** meet.
- Include any **optional or additional approaches** to the requested solution in a separate section.
- If other than a hosted ASP solution, identify any **additional hardware, software, and networking requirements** for any solutions that will reside in the AHS/DMH computing environment.

The cost proposal must be a firm, fixed cost for the project. The State will not accept any open-ended, time and materials bids.

Following the receipt and review of the proposal, the State may decide, solely at its option, to pursue a contract with the vendor for purchase of specified products and services. The State reserves the right to reject any or all responses to this RFP. The State is in no way obligated to proceed beyond issuing this RFP document.

Pricing

Submit pricing information using the format of the following Price Quotation Form. The price quote must be firm (i.e., not subject to expiration or increase), fixed price, and include **all** expenses.

Price Quotation Form

Item	Cost
Base System Software (if ASP model ¹ , explain licensing fee/period)	
Vermont-specific Customization ²	
Vermont-specific Configuration ²	
Training for End Users	
Training for Administrators	
Rate for additional customizations and reporting	
Subtotal	
Annual Support (e.g., including operational support for account management, password resets, etc.), Maintenance, and Upgrade Fees (if additional to annual ASP fees)	
Total Fixed Cost	

NOTES:

¹For ASP models, the please quote yearly licensing for at least three (3) years and provide a maximum increase for any yearly licensing after the third year. Indicate clearly any concurrent user or per seat licensing limitations.

²In this RFP, “customization” is used to denote modifications to the application requiring changes to the software. “Configuration” denotes modifications to existing functionality made using standard system settings.

Submission Instructions

Proposals are due by January 21, 2011 by 5:00 pm. Responses may be electronic or hard copy. If electronic, please use MS Office and/or standard PDF files. Hard-copy proposals should be unbound.

Attachment A Detailed Minimum Requirements Electronic Bed Locator System

This section defines and describes the required functionality and features of the Bed Locator system. In your proposal, indicate whether your solution will meet each requirement in the requirements matrix via a) standard functionality, b) configuration, or c) customization by checking the appropriate box.

Required Features

Business Functions

The Bed Locator should:

Function	Standard	Config.	Custom
1. Display open bed availability by selected categories, traits, or parameters for inpatient psychiatric and crisis beds at multiple locations across Vermont			
2. Display beds that are open but in the process of being filled			
3. Display beds that are coming available via anticipated discharges			
4. Demonstrate value by increasing informed calls to facilities resulting in increased or faster admissions			
5. Be capable of providing data for viewing and updating 24 hours per day/7 days per week			
6. Enable entry of bed availability multiple times daily (e.g., every eight hours, three times a day, etc.)			
7. Real-time system recalculation and display of updated information with display of last update time.			
8. If not real-time recalculation (e.g., recalculated information displayed every hour), enable manual recalculation and display of last update time.			
9. Display admissions criteria at each facility, including legal status, insurance information, co-medical conditions, gender, age, location, specialization, and level of acuity			

10. Display contact information for each facility, including contact name, phone number, and e-mail for placement follow-up			
11. Maintain role-based accounts for users and administrators.			
12. Have auto-maintainable capability for account administration (e.g., automated account sign-up, account maintenance, password renewal/retrieval, etc.)			
13. Include a revision date for each facility that shows when the availability information was last updated, enabling DMH to monitor availability updates and users to determine “freshness”			
14. Enable users to differentiate between “no update” and “updated with no new information”			
15. Maintain security and privacy of all information according to all applicable state and federal policies			
16. Restrict access to authorized individuals			
17. Enable organizations to enter static bed information (age, gender, etc.) into the system easily one time and make updates as criteria change			
18. Enable organizations to data enter dynamic data (e.g., availability, level of acuity) easily and quickly			
19. Facilitate and speed up decision-making time between client interview and decision to place			
20. Allow users to search by specified parameters such as bed type, age, and location to determine a match			
21. Use of data entry validation, drop downs, etc. to ensure quality of data entered in fields			
22. Be scalable and modifiable to enable addition of features such as residential beds, voluntary/involuntary bed types, and notifications of availability based on specific criteria entered by users (e.g., a “subscription” service)			
23. Provide an interface to, or interoperability with, the LOCUS Service Manager tool			

Security and Information Protection

Function	Standard	Config.	Custom
24. A user account and password will be required to enter, update and report on the data.			
25. Permissions to view, enter, update data, run reports, etc. will be granted based on roles.			
26. Assignment of user accounts and permission sets can be managed by DMH administrators.			
27. If hosted, all data must be available to the State on demand in a standard usable format for queries and reporting.			

Performance Requirements

Function	Standard	Config.	Custom
28. Be reliable in operation, access, and availability. In your response state the average and maximum time your system is unavailable for upgrades, maintenance, patches, etc. (e.g., service levels). State the average/maximum access times, screen refresh, inquiry times, etc.			
29. The system must be able to accommodate simultaneous users (for both availability update and viewing) at multiple institutions without noticeable degradation in response time.			
30. Response time for all data entry and viewing screens must not provide a real or perceived barrier to adoption and ongoing use of the system.			
31. The application shall cause no negative impact on network performance at user sites.			
32. The front end application must be able to be run in standard current browser versions.			
33. No client software installation should be required.			

Training, Documentation, and Support

Function	Standard	Config.	Custom
34. Initial training shall be provided for administrators and end-users sufficient to enable them to use and maintain the system productively. A “train-the-trainer” model is acceptable.			
35. User and administrative documentation shall be provided.			

Organizations Supported

The system must support entry and display of adult inpatient bed availability at multiple Vermont and adjacent locations such as the Windham Center, Brattleboro Retreat, Central Vermont Medical Center, Rutland Regional Medical Center, Fletcher Allen Healthcare, the Vermont State Hospital, Dartmouth-Hitchcock Medical Center, and North Adams Regional Hospital-Greylock Pavillion.

The system must support entry and display crisis stabilization bed availability at multiple Vermont locations such as Bayview Program, Assist (Howard Center), Care Bed Program (Northeast Kingdom), Home Intervention (Washington County Mental Health), Crisis Stabilization and Inpatient Diversion Program (Rutland Mental Health Services), Alternatives (Health Care and Rehabilitation Services of Southeastern Vermont), and Battelle House (United Counseling Service of Bennington).

The system must support entry and display adult residential bed availability at multiple Vermont locations such as Single Steps and Segue House (Washington County Mental Health); Beekman House and Woodstock House (Health Care and Rehabilitation Services of Southeastern Vermont); South Street Group Home (United Counseling Service of Bennington); Copley House and Johnson Group Home (Lamoille Community Connections); 22 Upper Welden and 174 South Main (Northwest Counseling and Support Services); Lakeview, Next Door, 72 North Winooski, Safe Haven, Branches, Monroe Place, Spruce, 20 South Willard (HowardCenter); Safe Haven (Clara Martin Center); and Hill House and Robinson House (Counseling Services of Addison County).

AHS Intellectual Property and Security Provisions

The Agency of Human Services requires that Information Technology (IT) vendors adhere to the following requirements according to the sensitivity of the information handled by their system(s).

The vendor shall demonstrate a best practice-based approach to Information Technology (IT) security based on *Recommended Security Controls for Federal Information Systems* (NIST 800-53) or an equivalent documented security framework.

The Vendor shall adhere to the following AHS requirements for non-state managed machines and contracted employees accessing AHS resources:

1. The vendor shall provide its own network for access to vendor systems used by its employees. Vendor computing hardware shall not be connected to the State network without prior written authorization.
2. All computing hardware (PCs, servers, printers, etc.) must be inventoried and the inventory must be made available to AHS IT, including at minimum the following information:
 - type of machine;
 - name on network;
 - IP address;
 - OS type;
 - installed software per machine; and
 - location of machine.
3. Contractor must keep all machines up to date and free of malware, including:
 - Machines must have automated security patching set up to keep the OS current;
 - Machines must have auto-updating antivirus utilities running on each computer and server in accordance with DII malware policy;
 - Machines must have auto-updating anti-spyware detection installed on each computer and server; and
 - Machines must keep installed applications patched and up to date (especially those relating to internet use such as Internet Explorer, Firefox, Quicktime, RealPlayer, and Adobe Acrobat) to remedy known security vulnerabilities in those products.
4. Contractors are responsible for following current applicable AHS IT policies as documented at <http://intra.ahs.state.vt.us/centralsupport/policies> (copies will be provided by AHS to vendor).

AHS or a contracted entity will periodically audit the contractor to verify compliance with sanctions for non-compliance. The vendor shall provide reports as requested by AHS IT.

Attachment B Payment Provisions

The maximum dollar amount payable under this agreement is not intended as any form of a guaranteed amount. The Contractor will be paid for products or services specified in Attachment A, or services actually performed, up to the maximum allowable amount specified in this agreement. The payment schedule for delivered products, or rates for services performed, and any additional reimbursements, will be included in Attachment B in the contract. The following are specific payment provisions.

1. Pricing must be a firm fixed price for deliverables that includes all expenses. The State will not accept any open-ended, time and materials bids.
2. The State releases payments based on the satisfactory completion of specific deliverables. The vendor should propose a Payment Schedule chart (e.g., Deliverable number, Deliverable Name, Estimated Delivery Date, and Amount) based on key deliverables described in the proposal. This chart may be modified during contract negotiations and the contract will contain the final Payment Schedule.
3. The State has ten (10) work days to review and either accept a Payment deliverable or provide written request for modifications to all Payment deliverables listed in the Payment Schedule chart.
4. The vendor will be measured by both the quality of the delivered products and their ability to maintain their stated schedule. An incomplete deliverable will not be considered as a deliverable. Allowances will be made for delays caused by the State.
5. Incomplete or missed deliverables as specified in the SOW and illustrated in the project plan without prior notification to and agreement by the designated project manager or process owner may result in remedial action which may include but is not limited to: a) Adjustment of overall project cost basis; or b) Re-engineering of solution to correct inconsistencies by vendor at their cost.

Attachment C

Customary Provisions for Contracts and Grants

1. **Entire Agreement.** This Agreement, whether in the form of a Contract, State Funded Grant, or Federally Funded Grant, represents the entire agreement between the parties on the subject matter. All prior agreements, representations, statements, negotiations, and understandings shall have no effect.
2. **Applicable Law.** This Agreement will be governed by the laws of the State of Vermont.
3. **Definitions:** For purposes of this Attachment, “Party” shall mean the Contractor, Grantee or Subrecipient, with whom the State of Vermont is executing this Agreement and consistent with the form of the Agreement.
4. **Appropriations:** If appropriations are insufficient to support this Agreement, the State may cancel on a date agreed to by the parties or upon the expiration or reduction of existing appropriation authority. In the case that this Agreement is funded in whole or in part by federal or other non-State funds, and in the event those funds become unavailable or reduced, the State may suspend or cancel this Agreement immediately, and the State shall have no obligation to fund this Agreement from State revenues.
5. **No Employee Benefits For Party:** The Party understands that the State will not provide any individual retirement benefits, group life insurance, group health and dental insurance, vacation or sick leave, workers compensation or other benefits or services available to State employees, nor will the state withhold any state or federal taxes except as required under applicable tax laws, which shall be determined in advance of execution of the Agreement. The Party understands that all tax returns required by the Internal Revenue Code and the State of Vermont, including but not limited to income, withholding, sales and use, and rooms and meals, must be filed by the Party, and information as to Agreement income will be provided by the State of Vermont to the Internal Revenue Service and the Vermont Department of Taxes.
6. **Independence, Liability:** The Party will act in an independent capacity and not as officers or employees of the State.

The Party shall defend the State and its officers and employees against all claims or suits arising in whole or in part from any act or omission of the Party or of any agent of the Party. The State shall notify the Party in the event of any such claim or suit, and the Party shall immediately retain counsel and otherwise provide a complete defense against the entire claim or suit. The Party shall notify its insurance company and the State within 10 days of receiving any claim for damages, notice of claims, pre-claims, or service of judgments or claims, for any act or omissions in the performance of this Agreement.

After a final judgment or settlement the Party may request recoupment of specific defense costs and may file suit in Washington Superior Court requesting recoupment. The Party shall be entitled to recoup costs only upon a showing that such costs were entirely unrelated to the defense of any claim arising from an act or omission of the Party.

The Party shall indemnify the State and its officers and employees in the event that the State, its officers or employees become legally obligated to pay any damages or losses arising from any act or omission of the Party.

7. **Insurance:** Before commencing work on this Agreement the Party must provide certificates of insurance to show that the following minimum coverage is in effect. It is the responsibility of the Party to maintain current certificates of insurance on file with the state through the term of the Agreement. No warranty is made that the coverage and limits listed herein are adequate to cover and protect the interests of the Party for the Party's operations. These are solely minimums that have been established to protect the interests of the State.

Workers Compensation: With respect to all operations performed, the Party shall carry workers' compensation insurance in accordance with the laws of the State of Vermont.

General Liability and Property Damage: With respect to all operations performed under the Agreement, the Party shall carry general liability insurance having all major divisions of coverage including, but not limited to:

Premises - Operations

Products and Completed Operations

Personal Injury Liability

Contractual Liability

The policy shall be on an occurrence form and limits shall not be less than:

\$1,000,000 Per Occurrence

\$1,000,000 General Aggregate

\$1,000,000 Products/Completed Operations Aggregate

\$ 50,000 Fire/ Legal/Liability

Party shall name the State of Vermont and its officers and employees as additional insureds for liability arising out of this Agreement.

Automotive Liability: The Party shall carry automotive liability insurance covering all motor vehicles, including hired and non-owned coverage, used in connection with the Agreement. Limits of coverage shall not be less than: \$1,000,000 combined single limit.

Party shall name the State of Vermont and its officers and employees as additional insureds for liability arising out of this Agreement.

Professional Liability: Before commencing work on this Agreement and throughout the term of this Agreement, the Party shall procure and maintain professional liability insurance for any and all services performed under this Agreement, with minimum coverage of \$ _____ per occurrence, and \$ _____ aggregate.

8. **Reliance by the State on Representations:** All payments by the State under this Agreement will be made in reliance upon the accuracy of all prior representations by the Party, including but not limited to bills, invoices, progress reports and other proofs of work.

- 9. Requirement to Have a Single Audit:** In the case that this Agreement is a Grant that is funded in whole or in part by federal funds, and if this Subrecipient expends \$500,000 or more in federal assistance during its fiscal year, the Subrecipient is required to have a single audit conducted in accordance with the Single Audit Act, except when it elects to have a program specific audit.

The Subrecipient may elect to have a program specific audit if it expends funds under only one federal program and the federal program's laws, regulating or grant agreements do not require a financial statement audit of the Party.

A Subrecipient is exempt if the Party expends less than \$500,000 in total federal assistance in one year.

The Subrecipient will complete the Certification of Audit Requirement annually within 45 days after its fiscal year end. If a single audit is required, the sub-recipient will submit a copy of the audit report to the primary pass-through Party and any other pass-through Party that requests it within 9 months. If a single audit is not required, the Subrecipient will submit the Schedule of Federal Expenditures within 45 days. These forms will be mailed to the Subrecipient by the Department of Finance and Management near the end of its fiscal year. These forms are also available on the Finance & Management Web page at:

<http://finance.vermont.gov/forms>

- 10. Records Available for Audit:** The Party will maintain all books, documents, payroll papers, accounting records and other evidence pertaining to costs incurred under this agreement and make them available at reasonable times during the period of the Agreement and for three years thereafter for inspection by any authorized representatives of the State or Federal Government. If any litigation, claim, or audit is started before the expiration of the three year period, the records shall be retained until all litigation, claims or audit findings involving the records have been resolved. The State, by any authorized representative, shall have the right at all reasonable times to inspect or otherwise evaluate the work performed or being performed under this Agreement.
- 11. Fair Employment Practices and Americans with Disabilities Act:** Party agrees to comply with the requirement of Title 21 V.S.A. Chapter 5, Subchapter 6, relating to fair employment practices, to the full extent applicable. Party shall also ensure, to the full extent required by the Americans with Disabilities Act of 1990 that qualified individuals with disabilities receive equitable access to the services, programs, and activities provided by the Party under this Agreement. Party further agrees to include this provision in all subcontracts.
- 12. Set Off:** The State may set off any sums which the Party owes the State against any sums due the Party under this Agreement; provided, however, that any set off of amounts due the State of Vermont as taxes shall be in accordance with the procedures more specifically provided hereinafter.
- 13. Taxes Due to the State:**
- a. Party understands and acknowledges responsibility, if applicable, for compliance with State tax laws, including income tax withholding for employees performing services within the State, payment of use tax on property used within the State, corporate and/or personal income tax on income earned within the State.

- b. Party certifies under the pains and penalties of perjury that, as of the date the Agreement is signed, the Party is in good standing with respect to, or in full compliance with, a plan to pay any and all taxes due the State of Vermont.
- c. Party understands that final payment under this Agreement may be withheld if the Commissioner of Taxes determines that the Party is not in good standing with respect to or in full compliance with a plan to pay any and all taxes due to the State of Vermont.

Party also understands the State may set off taxes (and related penalties, interest and fees) due to the State of Vermont, but only if the Party has failed to make an appeal within the time allowed by law, or an appeal has been taken and finally determined and the Party has no further legal recourse to contest the amounts due.

14. Child Support: (Applicable if the Party is a natural person, not a corporation or partnership.) Party states that, as of the date the Agreement is signed, he/she:

- a. is not under any obligation to pay child support; or
- b. is under such an obligation and is in good standing with respect to that obligation; or
- c. has agreed to a payment plan with the Vermont Office of Child Support Services and is in full compliance with that plan.

Party makes this statement with regard to support owed to any and all children residing in Vermont. In addition, if the Party is a resident of Vermont, Party makes this statement with regard to support owed to any and all children residing in any other state or territory of the United States.

15. Sub-Agreements: Party shall not assign, subcontract or subgrant the performance of his Agreement or any portion thereof to any other Party without the prior written approval of the State. Party also agrees to include in subcontract or subgrant agreements a tax certification in accordance with paragraph 13 above.

Notwithstanding the foregoing, the State agrees that the Party may assign this agreement, including all of the Party's rights and obligations hereunder, to any successor in interest to the Party arising out of the sale of or reorganization of the Party.

16. No Gifts or Gratuities: Party shall not give title or possession of any thing of substantial value (including property, currency, travel and/or education programs) to any officer or employee of the State during the term of this Agreement.

17. Copies: All written reports prepared under this Agreement will be printed using both sides of the paper.

18. Certification Regarding Debarment: Party certifies under pains and penalties of perjury that, as of the date that this Agreement is signed, neither Party nor Party's principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in federal programs or programs supported in whole or in part by federal funds.

**ATTACHMENT D
MODIFICATION OF CUSTOMARY PROVISIONS
OF
ATTACHMENT C OR ATTACHMENT F**

1. The insurance requirements contained in Attachment C, Section 7 are hereby modified:

2. Requirements of other Sections in Attachment C are hereby modified:

3. Requirements of Sections in Attachment F are hereby modified:

4. Reasons for Modifications:

Approval:

Assistant Attorney General: _____

Date: _____

State of Vermont – Attachment D
Revised AHS – 12-08-09

Attachment E Business Associate Agreement

This Business Associate Agreement (“Agreement”) is entered into by and between the State of Vermont Agency of Human Services operating by and through its Department, Office, or Division of (_____)Insert Department, Office, or Division) (“Covered Entity”) and (_____)Insert Name of the Contractor) (“Business Associate”) as of (_____)Insert Date) (“Effective Date”). This Agreement supplements and is made a part of the Contract to which it is an attachment.

Covered Entity and Business Associate enter into this Agreement to comply with standards promulgated under the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) including the Standards for the Privacy of Individually Identifiable Health Information at 45 CFR Parts 160 and 164 (“Privacy Rule”) and the Security Standards at 45 CFR Parts 160 and 164 (“Security Rule”), as amended by subtitle D of the Health Information Technology for Economic and Clinical Health Act.

The parties agree as follows:

1. Definitions. All capitalized terms in this Agreement have the meanings identified in this Agreement, 45 CFR Part 160, or 45 CFR Part 164.

The term “Services” includes all work performed by the Business Associate for or on behalf of Covered Entity that requires the use and/or disclosure of protected health information to perform a business associate function described in 45 CFR 160.103 under the definition of Business Associate.

The term “Individual” includes a person who qualifies as a personal representative in accordance with 45 CFR 164.502(g).

The term “Breach” means the acquisition, access, use or disclosure of protected health information (PHI) in a manner not permitted under the HIPAA Privacy Rule, 45 CFR part 164, subpart E, which compromises the security or privacy of the PHI. “Compromises the security or privacy of the PHI” means poses a significant risk of financial, reputational or other harm to the individual.

2. Permitted and Required Uses/Disclosures of PHI.

- 2.1 Except as limited in this Agreement, Business Associate may use or disclose PHI to perform Services, as specified in the underlying contract with Covered Entity. Business Associate shall not use or disclose PHI in any manner that would constitute a violation of the Privacy Rule if used or disclosed by Covered Entity in that manner. Business Associate may not use or disclose PHI other than as permitted or required by this Agreement or as Required by Law.

- 2.2 Business Associate may make PHI available to its employees who need access to perform Services provided that Business Associate makes such employees aware of the use and disclosure restrictions in this Agreement and binds them to comply with such restrictions. Business Associate may only disclose PHI for the purposes authorized by this Agreement: (a) to its agents (including subcontractors) in accordance with Sections 8 and 16 or (b) as otherwise permitted by Section 3.

3. **Business Activities.** Business Associate may use PHI received in its capacity as a “Business Associate” to Covered Entity if necessary for Business Associate’s proper management and administration or to carry out its legal responsibilities. Business Associate may disclose PHI received in its capacity as “Business Associate” to Covered Entity for Business Associate’s proper management and administration or to carry out its legal responsibilities if a disclosure is Required by Law or if (a) Business Associate obtains reasonable written assurances via a written agreement from the person to whom the information is to be disclosed that the PHI shall remain confidential and be used or further disclosed only as Required by Law or for the purpose for which it was disclosed to the person and (b) the person notifies Business Associate, within three business days (who in turn will notify Covered Entity within three business days after receiving notice of a Breach as specified in Section 5.1), in writing of any Breach of Unsecured PHI of which it is aware. Uses and disclosures of PHI for the purposes identified in this Section must be of the minimum amount of PHI necessary to accomplish such purposes.
4. **Safeguards.** Business Associate shall implement and use appropriate safeguards to prevent the use or disclosure of PHI other than as provided for by this Agreement. With respect to any PHI that is maintained in or transmitted by electronic media, Business Associate shall comply with 45 CFR sections 164.308 (administrative safeguards), 164.310 (physical safeguards), 164.312 (technical safeguards) and 164.316 (policies and procedures and documentation requirements). Business Associate shall identify in writing upon request from Covered Entity all of the safeguards that it uses to prevent impermissible uses or disclosures of PHI.
5. **Documenting and Reporting Breaches.**
 - 5.1 Business Associate shall report to Covered Entity any Breach of Unsecured PHI as soon as it (or any of its employees or agents) become aware of any such Breach, and in no case later than three (3) business days after it (or any of its employees or agents) becomes aware of the Breach, except when a law enforcement official determines that a notification would impede a criminal investigation or cause damage to national security.
 - 5.2 Business Associate shall provide Covered Entity with the names of the individuals whose Unsecured PHI has been, or is reasonably believed to have been, the subject of the Breach and any other available information that is required to be given to the affected individuals, as set forth in 45 CFR §164.404(c), and, if requested by Covered Entity, information necessary for Covered Entity to investigate the impermissible use or disclosure. Business Associate shall continue to provide to Covered Entity information concerning the Breach as it becomes available to it.
 - 5.3 When Business Associate determines that an impermissible acquisition, use or disclosure of PHI by a member of its workforce does not pose a significant risk of harm to the affected individuals, it shall document its assessment of risk. Such assessment shall include: 1) the name of the person(s) making the assessment, 2) a brief summary of the facts, and 3) a brief statement of the reasons supporting the determination of low risk of harm. When requested by Covered Entity, Business Associate shall make its risk assessments available to Covered Entity.

6. Mitigation and Corrective Action. Business Associate shall mitigate, to the extent practicable, any harmful effect that is known to it of an impermissible use or disclosure of PHI, even if the impermissible use or disclosure does not constitute a Breach. Business Associate shall draft and carry out a plan of corrective action to address any incident of impermissible use or disclosure of PHI. If requested by Covered Entity, Business Associate shall make its mitigation and corrective action plans available to Covered Entity.
7. Providing Notice of Breaches.
 - 7.1 If Covered Entity determines that an impermissible acquisition, access, use or disclosure of PHI for which one of Business Associate's employees or agents was responsible constitutes a Breach as defined in 45 CFR §164.402, and if requested by Covered Entity, Business Associate shall provide notice to the individuals whose PHI was the subject of the Breach. When requested to provide notice, Business Associate shall consult with Covered Entity about the timeliness, content and method of notice, and shall receive Covered Entity's approval concerning these elements. The cost of notice and related remedies shall be borne by Business Associate.
 - 7.2 The notice to affected individuals shall be provided as soon as reasonably possible and in no case later than 60 calendar days after Business Associate reported the Breach to Covered Entity.
 - 7.3 The notice to affected individuals shall be written in plain language and shall include, to the extent possible, 1) a brief description of what happened, 2) a description of the types of Unsecured PHI that were involved in the Breach, 3) any steps individuals can take to protect themselves from potential harm resulting from the Breach, 4) a brief description of what the Business associate is doing to investigate the Breach, to mitigate harm to individuals and to protect against further Breaches, and 5) contact procedures for individuals to ask questions or obtain additional information, as set forth in 45 CFR §164.404(c).
 - 7.4 Business Associate shall notify individuals of Breaches as specified in 45 CFR §164.404(d) (methods of individual notice). In addition, when a Breach involves more than 500 residents of Vermont, Business associate shall, if requested by Covered Entity, notify prominent media outlets serving Vermont, following the requirements set forth in 45 CFR §164.406.
8. Agreements by Third Parties. Business Associate shall ensure that any agent (including a subcontractor) to whom it provides PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity agrees in a written agreement to the same restrictions and conditions that apply through this Agreement to Business Associate with respect to such PHI. For example, the written contract must include those restrictions and conditions set forth in Section 14. Business Associate must enter into the written agreement before any use or disclosure of PHI by such agent. The written agreement must identify Covered Entity as a direct and intended third party beneficiary with the right to enforce any breach of the agreement concerning the use or disclosure of PHI. Business Associate shall provide a copy of the written agreement to Covered Entity

- upon request. Business Associate may not make any disclosure of PHI to any agent without the prior written consent of Covered Entity.
9. Access to PHI. Business Associate shall provide access to PHI in a Designated Record Set to Covered Entity or as directed by Covered Entity to an Individual to meet the requirements under 45 CFR 164.524. Business Associate shall provide such access in the time and manner reasonably designated by Covered Entity. Within three (3) business days, Business Associate shall forward to Covered Entity for handling any request for access to PHI that Business Associate directly receives from an Individual.
 10. Amendment of PHI. Business Associate shall make any amendments to PHI in a Designated Record Set that Covered Entity directs or agrees to pursuant to 45 CFR 164.526, whether at the request of Covered Entity or an Individual. Business Associate shall make such amendments in the time and manner reasonably designated by Covered Entity. Within three (3) business days, Business Associate shall forward to Covered Entity for handling any request for amendment to PHI that Business Associate directly receives from an Individual.
 11. Accounting of Disclosures. Business Associate shall document disclosures of PHI and all information related to such disclosures as would be required for Covered Entity to respond to a request by an Individual for an accounting of disclosures of PHI in accordance with 45 CFR 164.528. Business Associate shall provide such information to Covered Entity or as directed by Covered Entity to an Individual, to permit Covered Entity to respond to an accounting request. Business Associate shall provide such information in the time and manner reasonably designated by Covered Entity. Within three (3) business days, Business Associate shall forward to Covered Entity for handling any accounting request that Business Associate directly receives from an Individual.
 12. Books and Records. Subject to the attorney-client and other applicable legal privileges, Business Associate shall make its internal practices, books, and records (including policies and procedures and PHI) relating to the use and disclosure of PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity available to the Secretary in the time and manner designated by the Secretary. Business Associate shall make the same information available to Covered Entity (without regard to the attorney-client or other applicable legal privileges) upon Covered Entity's request in the time and manner reasonably designated by Covered Entity so that Covered Entity may determine whether Business Associate is in compliance with this Agreement.
 13. Termination.
 - 13.1 This Agreement commences on the Effective Date and shall remain in effect until terminated by Covered Entity or until all of the PHI provided by Covered Entity to Business Associate or created or received by Business Associate on behalf of Covered Entity is destroyed or returned to Covered Entity subject to Section 17.7.
 - 13.2 If Business Associate breaches any material term of this Agreement, Covered Entity may either: (a) provide an opportunity for Business Associate to cure the breach and Covered Entity may terminate this Contract without liability or penalty if Business Associate does not cure the breach within the time specified by Covered Entity; or (b) immediately terminate this Contract without liability or penalty if Covered

Entity believes that cure is not reasonably possible; or (c) if neither termination nor cure are feasible, Covered Entity shall report the breach to the Secretary. Covered Entity has the right to seek to cure any breach by Business Associate and this right, regardless of whether Covered Entity cures such breach, does not lessen any right or remedy available to Covered Entity at law, in equity, or under this Contract, nor does it lessen Business Associate's responsibility for such breach or its duty to cure such breach.

14. Return/Destruction of PHI.

14.1 Business Associate in connection with the expiration or termination of this Contract shall return or destroy all PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity pursuant to this Contract that Business Associate still maintains in any form or medium (including electronic) within thirty (30) days after such expiration or termination. Business Associate shall not retain any copies of the PHI. Business Associate shall certify in writing for Covered Entity (1) when all PHI has been returned or destroyed and (2) that Business Associate does not continue to maintain any PHI. Business Associate is to provide this certification during this thirty (30) day period.

14.2 Business Associate shall provide to Covered Entity notification of any conditions that Business Associate believes make the return or destruction of PHI infeasible. If Covered Entity agrees that return or destruction is infeasible, Business Associate shall extend the protections of this Agreement to such PHI and limit further uses and disclosures of such PHI to those purposes that make the return or destruction infeasible for so long as Business Associate maintains such PHI.

15. Penalties and Training. Business Associate understands that: (a) there may be civil or criminal penalties for misuse or misappropriation of PHI and (b) violations of this Agreement may result in notification by Covered Entity to law enforcement officials and regulatory, accreditation, and licensure organizations. If requested by Covered Entity, Business Associate shall participate in training regarding the use, confidentiality, and security of PHI.

16. Security Rule Obligations. The following provisions of this Section apply to the extent that Business Associate creates, receives, maintains or transmits Electronic PHI on behalf of Covered Entity.

16.1 Business Associate shall implement and use administrative, physical, and technical safeguards in compliance with 45 CFR sections 164.308, 164.310, and 164.312 with respect to the Electronic PHI that it creates, receives, maintains or transmits on behalf of Covered Entity. Business Associate shall identify in writing upon request from Covered Entity all of the safeguards that it uses to protect such Electronic PHI.

16.2 Business Associate shall ensure that any agent (including a subcontractor) to whom it provides Electronic PHI agrees in a written agreement to implement and use administrative, physical, and technical safeguards that reasonably and appropriately protect the Confidentiality, Integrity and Availability of the Electronic PHI. Business Associate must enter into this written agreement before any use or disclosure of Electronic PHI by such agent. The written agreement must identify

Covered Entity as a direct and intended third party beneficiary with the right to enforce any breach of the agreement concerning the use or disclosure of Electronic PHI. Business Associate shall provide a copy of the written agreement to Covered Entity upon request. Business Associate may not make any disclosure of Electronic PHI to any agent without the prior written consent of Covered Entity.

- 16.3 Business Associate shall report in writing to Covered Entity any Security Incident pertaining to such Electronic PHI (whether involving Business Associate or an agent, including a subcontractor). Business Associate shall provide this written report as soon as it becomes aware of any such Security Incident, and in no case later than three (3) business days after it becomes aware of the incident. Business Associate shall provide Covered Entity with the information necessary for Covered Entity to investigate any such Security Incident.
- 16.4 Business Associate shall comply with any reasonable policies and procedures Covered Entity implements to obtain compliance under the Security Rule.
17. Miscellaneous.
 - 17.1 In the event of any conflict or inconsistency between the terms of this Agreement and the terms of the Contract, the terms of this Agreement shall govern with respect to its subject matter. Otherwise the terms of the Contract continue in effect.
 - 17.2 Business Associate shall cooperate with Covered Entity to amend this Agreement from time to time as is necessary for Covered Entity to comply with the Privacy Rule, the Security Rule, or any other standards promulgated under HIPAA.
 - 17.3 Any ambiguity in this Agreement shall be resolved to permit Covered Entity to comply with the Privacy Rule, Security Rule, or any other standards promulgated under HIPAA.
 - 17.4 In addition to applicable Vermont law, the parties shall rely on applicable federal law (e.g., HIPAA, the Privacy Rule and Security Rule) in construing the meaning and effect of this Agreement.
 - 17.5 As between Business Associate and Covered Entity, Covered Entity owns all PHI provided by Covered Entity to Business Associate or created or received by Business Associate on behalf of Covered Entity.
 - 17.6 Business Associate shall abide by the terms and conditions of this Agreement with respect to all PHI it receives from Covered Entity or creates or receives on behalf of Covered Entity under this Contract even if some of that information relates to specific services for which Business Associate may not be a "Business Associate" of Covered Entity under the Privacy Rule.
 - 17.7 The provisions of this Agreement that by their terms encompass continuing rights or responsibilities shall survive the expiration or termination of this Agreement. For example: (a) the provisions of this Agreement shall continue to apply if Covered Entity determines that it would be infeasible for Business Associate to return or destroy PHI as provided in Section 14.2 and (b) the obligation of Business Associate to provide an accounting of disclosures as set forth in Section 11 survives

the expiration or termination of this Agreement with respect to accounting requests, if any, made after such expiration or termination.

(Rev: 1/25/10)

Attachment F

Agency of Human Services Customary Contract Provisions

1. **Agency of Human Services – Field Services Directors** will share oversight with the department (or field office) that is a party to the contract for provider performance using outcomes, processes, terms and conditions agreed to under this contract.
2. **2-1-1 Data Base:** The Contractor providing a health or human services within Vermont, or near the border that is readily accessible to residents of Vermont, will provide relevant descriptive information regarding its agency, programs and/or contact and will adhere to the "Inclusion/Exclusion" policy of Vermont's 2-1-1. If included, the Contractor will provide accurate and up to date information to their data base as needed. The "Inclusion/Exclusion" policy can be found at www.vermont211.org

3. **Medicaid Program Contractors:**

Inspection of Records: Any contracts accessing payments for services through the Global Commitment to Health Waiver and Vermont Medicaid program must fulfill state and federal legal requirements to enable the Agency of Human Services (AHS), the United States Department of Health and Human Services (DHHS) and the Government Accounting Office (GAO) to:

Evaluate through inspection or other means the quality, appropriateness, and timeliness of services performed; and inspect and audit any financial records of such Contractor or subcontractor.

Subcontracting for Medicaid Services: Having a subcontract does not terminate the Contractor, receiving funds under Vermont's Medicaid program, from its responsibility to ensure that all activities under this agreement are carried out. Subcontracts must specify the activities and reporting responsibilities of the Contractor or subcontractor and provide for revoking delegation or imposing other sanctions if the Contractor or subcontractor's performance is inadequate. The Contractor agrees to make available upon request to the Agency of Human Services; the Office of Vermont Health Access; the Department of Disabilities, Aging and Independent Living; and the Center for Medicare and Medicaid Services (CMS) all contracts and subcontracts between the Contractor and service providers.

Medicaid Notification of Termination Requirements: Any Contractor accessing payments for services under the Global Commitment to Health Waiver and Medicaid programs who terminates their practice will follow the Office of Vermont Health Access, Managed Care Organization enrollee notification requirements.

Encounter Data: Any Contractor accessing payments for services through the Global Commitment to Health Waiver and Vermont Medicaid programs must provide encounter data to the Agency of Human Services and/or its departments and ensure that it can be linked to enrollee eligibility files maintained by the State.

4. **Non-discrimination Based on National Origin as evidenced by Limited English Proficiency.** The Contractor agrees to comply with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964, 42 USC Section 2000d, et seq., and with the federal guidelines promulgated pursuant to Executive Order 13166 of 2000, which require that contractors and subcontractors receiving federal funds must assure that persons with limited English proficiency can meaningfully access services. To the extent the Contractor provides assistance to individuals with limited English proficiency through the use of oral or written translation or interpretive services in compliance with this requirement, such individuals cannot be required to pay for such services.

5. **Voter Registration.** When designated by the Secretary of State, the Contractor agrees to become a voter registration agency as defined by 17 V.S.A. §2103 (41), and to comply with the requirements of state and federal law pertaining to such agencies.

6. **Drug Free Workplace Act.** The Contractor will assure a drug-free workplace in accordance with 45 CFR Part 76.

7. **Privacy and Security Standards.**

Protected Health Information: The Contractor shall maintain the privacy and security of all individually identifiable health information acquired by or provided to it as a part of the performance of this contract. The Contractor shall follow federal and state law relating to privacy and security of individually identifiable health information as applicable, including the Health Insurance Portability and Accountability Act (HIPAA) and its federal regulations.

Substance Abuse Treatment Information: The confidentiality of any alcohol and drug abuse treatment information acquired by or provided to the Contractor or subcontractor shall be maintained in compliance with any applicable state or federal laws or regulations and specifically set out in 42 CFR Part 2.

Other Confidential Consumer Information: The Contractor agrees to comply with the requirements of AHS Rule No. 08-048 concerning access to information. The Contractor agrees to comply with any applicable Vermont State Statute, including but not limited to 12 VSA §1612 and any applicable Board of Health confidentiality regulations. The Contractor shall ensure that all of its employees and subcontractors performing services under this agreement understand the sensitive nature of the information that they may have access to and sign an affirmation of understanding regarding the information's confidential and non-public nature.

Social Security numbers: The Contractor agrees to comply with all applicable Vermont State Statutes to assure protection and security of personal information, including protection from identity theft as outlined in Title 9, Vermont Statutes Annotated, Ch. 62.

8. **Abuse Registry.** The Contractor agrees not to employ any individual, use any volunteer, or otherwise provide reimbursement to any individual in the performance of services connected with this agreement, who provides care, custody, treatment, transportation, or supervision to children or vulnerable adults if there is a substantiation of abuse or neglect or exploitation against that individual. The Contractor will check the Adult Abuse Registry in the Department of Disabilities, Aging and Independent Living. Unless the Contractor holds a valid child care license or registration from the Division of Child Development, Department for Children and Families, the Contractor shall also check the Central Child Abuse Registry. (See 33 V.S.A. §4919(a)(3) & 33 V.S.A. §6911 (c)(3)).

9. **Reporting of Abuse, Neglect, or Exploitation.** Consistent with provisions of 33 V.S.A. §4913(a) and §6903, any agent or employee of a Contractor who, in the performance of services connected with this agreement, has contact with clients or is a caregiver and who has reasonable cause to believe that a child or vulnerable adult has been abused or neglected as defined in Chapter 49 or abused, neglected, or exploited as defined in Chapter 69 of Title 33 V.S.A. shall make a report involving children to the Commissioner of the Department for Children and Families within 24 hours or a report involving vulnerable adults to the Division of Licensing and Protection at the Department of Disabilities, Aging, and Independent Living within 48 hours. This requirement applies except in those instances where particular roles and functions are exempt from reporting under state and federal law. Reports involving children shall contain the information required by 33 V.S.A. §4914. Reports involving vulnerable adults shall contain the information required by 33 V.S.A. §6904. The Contractor will ensure that its agents or employees receive training on the reporting of abuse or neglect to children and abuse, neglect or exploitation of vulnerable adults.

10. **Intellectual Property/Work Product Ownership.** All data, technical information, materials first gathered, originated, developed, prepared, or obtained as a condition of this agreement and used in the performance of this agreement - including, but not limited to all reports, surveys, plans, charts, literature, brochures, mailings, recordings (video or audio), pictures, drawings, analyses, graphic representations, software computer programs and accompanying documentation and printouts, notes and memoranda, written procedures and documents, which are prepared for or obtained specifically for this agreement - or are a result of the services required under this grant - shall be considered "work for hire" and remain the property of the State of Vermont, regardless of the state of completion - unless otherwise specified in this agreement. Such items shall be delivered to the State of Vermont upon 30 days notice by the State. With respect to software computer programs and / or source codes first developed for the State, all the work shall be considered "work for hire," i.e., the State, not the Contractor or subcontractor, shall have full and complete ownership of all software computer programs, documentation and/or source codes developed.

The Contractor shall not sell or copyright a work product or item produced under this agreement without explicit permission from the State.

If the Contractor is operating a system or application on behalf of the State of Vermont, then the Contractor shall not make information entered into the system or application available for uses by any other party than the State of Vermont, without prior authorization by the State. Nothing herein shall entitle the State to pre-existing Contractor's materials.

11. **Security and Data Transfers.** The State shall work with the Contractor to ensure compliance with all applicable State and Agency of Human Services' policies and standards, especially those related to privacy and security. The State will advise the Contractor of any new policies, procedures, or protocols developed during the term of this agreement as they are issued and will work with the Contractor to implement any required.

The Contractor will ensure the physical and data security associated with computer equipment - including desktops, notebooks, and other portable devices - used in connection with this agreement. The Contractor will also assure that any media or mechanism used to store or transfer data to or from the State includes industry standard security mechanisms such as continually up-to-date malware protection and encryption. The Contractor will make every reasonable effort to ensure media or data files transferred to the State are virus and spyware free. At the conclusion of this agreement and after successful delivery of the data to the State, the Contractor shall securely delete data (including archival backups) from the Contractor's equipment that contains individually identifiable records, in accordance with standards adopted by the Agency of Human Services.

12. **Computing and Communication:** The Contractor shall select, in consultation with the Agency of Human Services' Information Technology unit, one of the approved methods for secure access to the State's systems and data, if required. Approved methods are based on the type of work performed by the Contractor as part of this agreement. Options include, but are not limited to:

1. Contractor's provision of certified computing equipment, peripherals and mobile devices, on a separate Contractor's network with separate internet access. The Agency of Human Services' accounts may or may not be provided.
2. State supplied and managed equipment and accounts to access state applications and data, including State issued active directory accounts and application specific accounts, which follow the National Institutes of Standards and Technology (NIST) security and the Health Insurance Portability & Accountability Act (HIPAA) standards.

The State will not supply e-mail accounts to the Contractor.

13. **Lobbying.** No federal funds under this agreement may be used to influence or attempt to influence an

officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, continuation, renewal, amendments other than federal appropriated funds.

14. **Non-discrimination.** The Contractor will prohibit discrimination on the basis of age under the Age Discrimination Act of 1975, on the basis of handicap under section 504 of the Rehabilitation Act of 1973, on the basis of sex under Title IX of the Education Amendments of 1972, or on the basis of race, color or national origin under Title VI of the Civil Rights Act of 1964. No person shall on the grounds of sex (including, in the case of a woman, on the grounds that the woman is pregnant) or on the grounds of religion, be excluded from participation in, be denied the benefits of, or be subjected to discrimination, to include sexual harassment, under any program or activity supported by state and/or federal funds.
15. **Environmental Tobacco Smoke.** Public Law 103-227, also known as the Pro-children Act of 1994 (Act), requires that smoking not be permitted in any portion of any indoor facility owned or leased or contracted for by an entity and used routinely or regularly for the provision of health, child care, early childhood development services, education or library services to children under the age of 18, if the services are funded by federal programs either directly or through state or local governments, by federal grant, contract, loan or loan guarantee. The law also applies to children's services that are provided in indoor facilities that are constructed, operated, or maintained with such Federal funds.

The law does not apply to children's services provided in private residences; portions of facilities used for inpatient drug or alcohol treatment; service providers whose sole source of applicable federal funds is Medicare or Medicaid; or facilities where Women, Infants, & Children (WIC) coupons are redeemed.

Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity.

Contractors are prohibited from promoting the use of tobacco products for all clients. Facilities supported by state and federal funds are prohibited from making tobacco products available to minors.

Attachment F - Revised AHS -12-08-09