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**AmeriCorps**  
Seniors

## Special Limitations Including Prohibited Activities

The following are special limitations, including prohibited activities, to which HIRTA and projects are subject. In the event of a question as to the application of the following limitations, contact the Volunteer Coordinator.

### Political Activities

1. No part of any grant may be used to finance, directly or indirectly, any activity to influence the outcome of any election to public office, or any voter registration activity.
2. No project may be conducted in a manner involving the use of funds; the provision of services, space, or facilities; or the employment or assignment of personnel in a manner that identifies the project with:
  - a. Any partisan or nonpartisan political activity associated with a candidate, or contending faction or group, in an election; or
  - b. Any activity to provide voters or prospective voters with transportation to the polls or similar assistance in connection with any such election; or
  - c. Any voter registration activity except that voter registration applications and nonpartisan voter registration information may be made available to the public at the premises of HIRTA. But in making registration applications and nonpartisan voter registration information available, employees of HIRTA and volunteers may not express preferences or seek to influence decisions concerning any candidate, political party, election issue, or voting decision.
3. No AmeriCorps Seniors volunteer or employee of a HIRTA or volunteer station may take any action, when serving in such capacity, with respect to a partisan or nonpartisan political activity that would result in the identification or apparent identification of AmeriCorps Seniors RSVP with such activity.
4. HIRTA may not use grant funds for any activity influencing the passage or defeat of legislation or proposals by initiative petition. In other words, there is a prohibition against using AmeriCorps grant funds for lobbying activities.
5. Prohibitions on Electoral and Lobbying Activities are fully set forth in 45 CFR 1226. See AmeriCorps's Frequently Asked Questions on Lobbying and Partisan Political Activity for more information (see page 24 of the [handbook](#)).

HIRTA strives to make an impact on our communities. As part of HIRTA's commitment to creating opportunities for community investment, we welcome volunteers in a variety of roles. We actively recruit volunteers and match them with people in need. This program closely aligns with HIRTA's mission and vision to promote independent lifestyles.

## **Restrictions on State or Local Government Employees**

A government agency with a grant from AmeriCorps has certain restrictions apply (see [here](#)).

## **Service assignments in connection with religious activities**

While AmeriCorps Senior programs may not provide religious instruction, conduct worship, or proselytize as part of service, volunteers may drive a community member or beneficiary to a religious service, provided this activity is part of the volunteer's service activity description. A volunteer may remain with a community member who is attending a religious service if the activity is part of the agreed upon volunteer assignment. In other words, if an AmeriCorps Seniors volunteer and their community member want the volunteer to accompany the community member to a religious service as part of the volunteer's service activity, and if the AmeriCorps Seniors volunteer is not responsible for conducting a religious service, the volunteer is not engaged in prohibited activity. The volunteer, though, cannot lead any part of the religious service.

## **Non-Discrimination**

HIRTA is committed to creating a safe and inclusive experience for all. We will promote an environment reflective of our communities. Regardless of ability, background or personal circumstances, we will ensure all community members feel welcome and included with HIRTA.

For purposes of this regulation, any program, project, or activity to which AmeriCorps supported volunteers are assigned is deemed to be receiving federal financial assistance. (See page 117 of the [handbook](#).)

1. HIRTA and its employees may not discriminate against an AmeriCorps Seniors volunteer, or with respect to any activity or program, on the basis on the basis of race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, or military service.
2. HIRTA may take affirmative action to overcome the effects of prior discrimination. Even in the absence of prior discrimination, HIRTA may take affirmative action to overcome conditions which resulted in limited participation.
3. HIRTA is committed to diversity, equity, inclusion, and providing a respectful environment to work free from discrimination and harassment. HIRTA policy prohibits unlawful discrimination based on race, color, creed, sex (including pregnancy), religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition, genetic information, gender identity, sexual orientation, military status, or any other consideration made unlawful by federal, state, or local laws. All such discrimination is unlawful and prohibited by HIRTA.

## **Labor and Anti-Labor Activity**

No grant funds may be directly or indirectly used to finance labor or anti-labor organization or related activity.

## **Non-Displacement of Employed Workers and Non-Impairment of Contracts for Service**

An AmeriCorps Seniors volunteer may not perform any service or duty or engage in any activity which would otherwise be performed by an employed worker or which would supplant the hiring of or result in the displacement of employed workers, or impair existing contracts for service.

## **Prohibition on Fee-for-Service**

Under no circumstances may an AmeriCorps Seniors volunteer receive a fee for service from community members, their legal guardian, members of their family, or friends. No person, organization, or agency may request or receive any compensation for services of AmeriCorps Seniors volunteers. As set forth in Section 404(c) of the Domestic Volunteer Service Act of 1973 (DVSA), there is a general prohibition against grantees and volunteer stations requesting or receiving any compensation for the services of SCP, FGP, or AmeriCorps Seniors volunteers. This prohibition is sometimes referred to as the “fee-for-service” prohibition. (see page 26 of the [handbook](#).)

## **Nepotism**

Persons selected for project staff positions may not be related by blood or marriage to other project staff, HIRTA staff or officers, or members of the HIRTA Board of Directors, unless there is written concurrence from the Advisory Council and with notification to AmeriCorps.

## **Volunteer Status**

AmeriCorps Seniors volunteers are not employees of the HIRTA, the volunteer station(s), AmeriCorps, or the Federal Government.

## **Fair Labor Standards**

Anytime HIRTA employs laborers and mechanics for construction, alteration, or repair of facilities HIRTA must pay wages at prevailing rates as determined by the Secretary of Labor in accordance with the DavisBacon Act, as amended (see [here](#)).

## **Prohibitions on Abortion Service**

While charging time to the AmeriCorps program, accumulating service or training hours, or otherwise performing activities supported by the AmeriCorps Seniors program or AmeriCorps Seniors, staff and volunteers may not engage in providing abortion services or referrals for receipt of such services.