

Hospice Management Orientation and Annual Training Requirements.

Section 74880. **Hospice Management** Orientation and Annual Training Requirements:

1) A minimum of one hour total reviewing, identifying, and discussing the administrative, oversight, and investigative responsibilities of the following public entities: (A) California Department of Public Health. (B) California Department of Justice, Office of the Attorney General. (C) California Department of Health Care Services. (D) California Department of Social Services. (E) Federal: Centers for Medicare and Medicaid Services. (F) U.S. Department of Health and Human Services, Office of Inspector General. (G) U.S. Department of Justice.

(2) A minimum of one-hour total reviewing, identifying, and discussing the Department's current hospice licensing requirements, including, but not limited to:

A) Health and Safety Code, Division 2, Chapter 8.5.

<https://law.justia.com/codes/california/code-hsc/division-2/chapter-8-5/article-1/>

(B) Title 22 of the California Code of Regulations, Division 5, Chapter 6.5.

<https://regulations.justia.com/states/california/title-22/division-5/chapter-6/>

(C) All applicable requirements for initial licensure, inspections, change of ownership, report of changes are currently Centralized Applications Branch (CAB)

<https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/LC-Health-Care-Facility-Licensing-Fees.aspx>

CALIFORNIA

California Department of Public Health CDPH: <https://www.cdph.ca.gov/>

The California Department of Public Health is the state department responsible for public health in California. It is a subdivision of the California Health and Human Services Agency. It enforces some of the laws in the California Health and Safety Codes, notably the licensing of some types of healthcare facilities.

AFLs All Facility Letter (AFL) An **All Facilities Letter (AFL)** is a letter from the Center for Health Care Quality (CHCQ), Licensing and Certification (L&C) Program to health facilities.

Center for Health Care Quality (CHCQ)

<https://www.cdph.ca.gov/Programs/CHCQ/Pages/CHCQHome.aspx>

Page last updated May 12, 2026

The CHCQ center is responsible for regulatory oversight of licensed health care facilities and health care professionals to ensure safe, effective, and quality health care. CHCQ fulfills this role by conducting periodic inspections and complaint investigations of health care facilities to oversee compliance with federal and state laws and regulations. CHCQ licenses and certifies over 14,000 health care facilities and agencies in California in 30 different licensure and certification categories. In addition, CHCQ oversees the certification of nurse assistants, home health aides, hemodialysis technicians, and the licensing of nursing home administrators.

Hospice Management Orientation and Annual Training Requirements.

Beyond the regulatory role of CHCQ, the Center also serves California with public policy and prevention activities. In this capacity, CHCQ writes Title 22 and other health care facility regulations, serves as technical assistance for policy and legislation, and has a robust Emergency Preparedness & Disaster Response Office. In addition, the Healthcare-Associated Infection (HAI) Program has teams who partner with local public health agencies in reducing HAIs at the local level and assist in emergency disasters throughout the state.

CHCQ is the largest center in CDPH, with over 1,500 employees in 17 District Offices across all 58 California counties. CHCQ also supervises over 300 Los Angeles (LA) County enforcement agents.

CHCQ Licensing and Certification

The Licensing and Certification (L&C) Division is responsible for regulatory oversight of licensed health care facilities and health care professionals. [The Centralized Applications Branch](#) provides standardization and consistency of state licensing and federal certification through the application process. They review, analyze, and evaluate requests for facility licensure and/or certification, as well as process other license-associated transactions submitted by facility providers for approval.

[The Investigations Branch](#) is comprised of two main teams: the [Criminal Background Section](#) (CBS) and the [Investigation Section](#) (IS). CBS is responsible for conducting criminal record reviews on prospective certificate holders, licensees, and direct care staff. Teams in IS are responsible for investigating complaints against certified nurse assistants (CNAs), home health aides (HHAs), and certified hemodialysis technicians (CHTs).

[The Public Policy & Prevention Division](#) teams research, analyze, and communicate policies and requirements of law to internal and external audiences to support safe, effective, and quality health care for all Californians. [Stakeholders and Policy Makers Information](#) This page provides information and resources for stakeholders and policy makers on

- Obtaining stakeholder meeting information Accessing legislative, budgetary, and fiscal reports
- Learning about new health care requirements and/or guidance via All Facilities Letters
- Accessing quality improvement initiatives and performance metrics

Centralized Program Flex Unit

The Centralized Program Flex Unit review, analyze, and research requests for program flexibility submitted by health care facilities.

Provider Technical Assistance Section

The [Provider Technical Assistance Section](#) provides health care facilities and the public with interpretation of regulatory state and federal laws, regulations and other standards; and provides consultation services to long-term care facilities and general acute care hospitals, to meet the requirements of Health and Safety Code section 1417.3. The Provider Technical Assistance Section

Hospice Management Orientation and Annual Training Requirements.

also supports home health agencies and skilled nursing facilities in the required administration and submission of patient assessments required by the Centers for Medicare and Medicaid Services (CMS).

- [Provider Technical Assistance Program](#)
- Standards Interpretation Unit (SIU)
- RAI MDS and OASIS Educational Coordinators

Healthcare-Associated Infections Program (HAI)

The Healthcare-Associated Infections Program (HAI) improves care quality and patient safety through the prevention of infections in California health care facilities. HAI accomplishes this through assistance with prevention activities, development of infection prevention recommendations, and implementation of mandatory public reporting of healthcare-associated infection data.

CHCQ Field Operations

The Field Operations Divisions (North and South) have regulatory oversight of skilled nursing facilities, hospitals, and many other health care facilities. They include more than 920 Nurse Surveyors, physicians, and other medical consultants who regularly survey facilities and investigate complaints to determine compliance with state laws and regulations. Our survey teams also consider compliance with federal statutes if the facilities receive Medicare or Medi-Cal reimbursement.

CHCQ Field Operations District Offices

The Field Operations Branch is comprised of 17 district offices throughout the state. Each office is responsible for the oversight of licensed health care facilities and agencies.

California Department of Justice, Office of the Attorney General

<https://oag.ca.gov>

Mission Statement: It is our duty to serve our state and work honorably every day to fulfill California's promise. The Attorney General and Department of Justice employees provide leadership, information and education in partnership with state and local governments and people of California to:

- Enforce and apply all of our laws fairly and impartially
- Ensure justice, safety and liberty for everyone
- Encourage economic prosperity, equal opportunity and tolerance
- Safeguard California's human, natural, and financial resources for this and future generations

The Attorney General is the state's top lawyer and law enforcement official, protecting and serving the people and interests of California through a broad range of duties. The Attorney General's responsibilities include safeguarding Californians from harm and promoting community safety, preserving California's spectacular natural resources, enforcing civil rights laws, and helping victims of identity theft, mortgage-related fraud, illegal business practices, and other consumer crimes. Overseeing more than 5,400 lawyers, investigators, sworn peace officers, and other employees, the Attorney General:

- Represents the People of California in civil and criminal matters before trial courts, appellate courts and the supreme courts of California and the United States
- Serves as legal counsel to state officers and, with few exceptions, to state agencies, boards and commissions
- Assists district attorneys, local law enforcement and federal and international criminal justice agencies in the administration of justice.
- Strengthens California's law enforcement community by coordinating statewide narcotics enforcement efforts, supporting criminal investigations and providing forensic

Hospice Management Orientation and Annual Training Requirements.

science services, identification and information services and telecommunication support.

- Manages programs and special projects to detect and crack down on fraudulent, unfair and illegal activities that victimize consumers or threaten public safety.



California Department of Health Care Services DHCS

<https://www.dhcs.ca.gov/>

DHCS is the federally designated single state agency responsible for financing and administering the state's Medicaid program, Medi-Cal, which provides health care services to low-income persons and families who meet defined eligibility requirements. Medi-Cal is authorized and funded through a federal-state partnership. Medi-Cal programs cover physical health, mental health, substance use disorder, services, pharmacy, dental, and long-term services and supports. DHCS is also the single state agency for Substance Abuse and the State Mental Health Authority, and administers county-operated community mental health and substance use disorder programs, together known as behavioral health.

Medi-Cal serves about 15 million Californians. About one-third of Californians receive health care services administered by DHCS, making the Department the largest health care purchaser in California. Our success is made possible only through collaboration with the federal government, other state agencies, counties, plans, providers, and community partners as we invest more than \$200 billion annually for the care of low-income families, children, pregnant women, seniors, and persons with disabilities.

DHCS' purpose is to provide equitable access to quality health care leading to a healthy California for all. We will continue to use tax dollars as effectively as possible while finding opportunities to improve Californians' health and the health care delivery system of our Golden State.

Hospice Management Orientation and Annual Training Requirements.

California Department of Social Services <https://www.cdss.ca.gov/>

Offers the following benefits and Services for Children and Adults: Find a County Office; Apply for Cash Aid; Apply for Food and Nutrition; in-Home Supportive Services; Find Licensed Care; Report Abuse, Request Hearing; Report Fraud

<https://cdss.ca.gov/inforesources/guides> This website is intended to assist our business partners in understanding policies and practices of programs which fall under the authority of the California Department of Social Services

Adult Programs

[Adult Protective Services](#)

[Case Management, Information and Payrolling System \(CMIPS\)](#)

[Electronic Visit Verification](#)

[Cash Assistance for Immigrants](#)

[In-Home Supportive Services](#)

[Supplemental Security Income/State Supplementary Payment \(SSI/SSP\)](#)

Cash Aid, Food, Child Care and Service Programs

[Afghan Arrival Response](#)

[NEW! 2020 Income Tax Return Filing- Information and Resources](#)

[CalFresh](#)

[CalWORKs](#)

[Child and Adult Care Food Program \(CACFP\)](#)

[Child Care and Development](#)

[Child Care and Nutrition Programs \(CDE Transition\)](#)

[Electronic Benefits Transfer \(EBT\)](#)

[Family Engagement and Empowerment Division](#)

[Food Distribution Unit \(FDU\)](#)

[Housing and Homelessness Programs](#)

[Immigration](#)

[Indian Health Clinic \(IHC\)](#)

[Program Integrity](#) : The Data Stewardship and Integrity Bureau (DSIB) is an integral component of the Enterprise Data Management Branch, working to protect public assistance funds and ensure compliance with state and federal regulations. Fraud Referral Hotline 1-800-344-TIPS Email: FraudHotline@dss.ca.gov

[Refugees](#)

[Repatriation](#)

[Statewide Automated Welfare System \(SAWS\)](#)

[SUN Bucks](#)

[Trafficking and Crime Victims Assistance Program \(TCVAP\)](#)

[Tribal Temporary Assistance for Needy Families \(TANF\)](#)

Community Care Licensing

[Community Care Licensing](#)

[Administrator Certification Program](#)

Hospice Management Orientation and Annual Training Requirements.

[Adult Care Licensing](#)

[Care Provider Management Branch](#)

[Child Care Licensing](#)

[Children's Residential Licensing](#)

[Continuing Care Retirement Communities](#)

[Home Care Services](#)

[Senior Care Licensing](#)

Child Welfare Programs

[Adoption](#)

[Adoption Assistance Program](#)

[Apprenticeship Pathways](#)

[Caregiver Advocacy Network](#)

[CFSD Letters and Notices](#)

[CFSD Quarter Policy Guidance Webinars](#)

[Child and Family Teams \(CFTs\)](#)

[Child Fatality and Near Fatality](#)

[Child Trafficking Response Unit](#)

[Child Welfare Program Improvement](#)

[Child Welfare Protection](#)

[Child Welfare Services Case Management System](#)

[Child Welfare Training](#)

[Continuum of Care Reform](#)

[Complex Care](#)

[CWS Disaster Response](#)

[Early Childhood](#)

[Foster Care](#)

[Foster Care Ombudsperson](#)

[Indian Child Welfare Act \(ICWA\) Hotline](#)

[Office of Child Abuse Prevention](#)

[Office of Tribal Affairs](#)

[Resource Family Approval Program](#)

[Safely Surrendered Baby](#)

[Social Worker Empowerment Hotline](#) <https://cdss.ca.gov/Portals/9/Child-Welfare-Programs/Child-Welfare-Program-Improvement/SWEH%20AB1978%20flyer.pdf>

Other Programs

[Appeals Case Management System](#)

[Automated Assistance Claims](#)

[Civil Rights](#)

[NEW! Stop the Hate Program Funding](#)

[Contracting Agency Audit Guidelines](#)

[Deaf Access Program](#)

Hospice Management Orientation and Annual Training Requirements.

[Disaster Services Branch](#)

[Internal Audits](#)

[Lifting Children and Families Out of Poverty Task Force](#)

[Services to the Blind State Hearings](#)

[Statewide Verification Hub](#)

Additional Resources

[Letters and Notices](#)

[Legislation and Regulations](#)

[Fiscal and Financial Information](#)

[Forms and Brochures](#)

[Major Initiative Timelines](#)

[Program and Legislative Reports](#)

[Research and Data](#)

A list of programs in alphabetical order:

Resources listed Alphabetically A to C

[Administrator Certification Program](#)

[Adoption](#)

[Adoption Assistance Program](#)

[Adult Care Licensing](#)

[Adult Protective Services](#)

[Appeals Case Management System](#)

[Automated Assistance Claims](#)

[CalFresh](#)

[CalWORKs](#)

[Caregiver Advocacy Network](#)

[Care Provider Management Bureau](#)

[Cash Assistance for Immigrants](#)

[Center for Excellence in Family Finding, Engagement, and Support](#)

[Child Care and Development](#)

[Child and Family Teams \(CFTs\)](#)

[Child Care Licensing](#)

[Child Fatality and Near Fatality](#)

[Child Trafficking Response Unit](#)

[Child Welfare Program Improvement](#)

[Child Welfare Protection](#)

[Child Welfare Services Case Management System](#)

[Child Welfare Training](#)

[Children's Residential Licensing](#)

[Civil Rights](#)

[Case Management, Information and Payrolling System \(CMIPS\)](#)

Hospice Management Orientation and Annual Training Requirements.

[Community Care Licensing](#)
[Continuing Care Retirement Community](#)
[Continuum of Care Reform](#)
[County Expense Claims \(CEC\)](#)
[County Expense Claim Reporting Information System \(CECRIS\)](#)
[CWS Disaster Response](#)

Resources D to Z

[Deaf Access Program](#)
[Disaster Services Branch](#)
[Document Search](#)
[Electronic Benefits Transfer \(EBT\)](#)
[Food Distribution Unit \(FDU\)](#)
[Foster Care](#)
[Foster Care Ombudsperson](#)
[Home Care Services](#)
[Housing Programs](#)
[In-Home Supportive Services](#)
[Immigration](#)
[Indian Health Clinic \(IHC\)](#)
[Internal Audits](#)
[Office of Child Abuse Prevention](#)
[Program Integrity](#)
[Refugees](#)
[Repatriation](#)
[Resource Family Approval Program](#)
[Safely Surrendered Baby](#)
[Statewide Automated Welfare System \(SAWS\)](#)
[Senior Care Licensing](#)
[Services to the Blind](#)
[Social Worker Empowerment Hotline](#)
[Supplemental Security Income/State Supplementary Payment \(SSI/SSP\)](#)
[State Hearings](#)
[Trafficking and Crime Victims Assistance Program \(TCVAP\)](#)
[Tribal Affairs](#)
[Tribal Temporary Assistance for Needy Families \(TANF\)](#)

Copyright © 2026 California **CDSS Roadmap for Facility Licensing**

The Community Care Licensing Division (CCLD) has step-by-step resources to guide applicants through the licensing process. Help is available for [Adult and Senior Care Program \[PDF\]](#), [Child Care Program](#), [Children's Residential Program \[PDF\]](#), and [Home Care Services](#) applicants. Access a general license overview guide on the [CCLD webpage \[PDF\]](#)

FEDERAL

Centers for Medicare and Medicaid Services. CMS.gov

Medicare.gov including Medicare benefits and eligibility ; reporting fraud or identify theft, Medicaid and CHIP Children’s Health Insurance Program and Medicaid state plan amendments

Resources: MLN Medicare Learning Network short webinars on what to do from Billing to OASIS Manuals, forms, & transmittals: CMS Forms list; Internet Only Manuals, Transmittal, Become a Medicare provider or supplier; National Provider Identifier (NPI) application /update for: Find codes to be reimbursed for clinical services: Medicare Coverage Database, CPT/HCPCS codes Current Procedural Terminology (CPT)/Healthcare Common Procedure Coding System (HCPCS) Codes (the Code List); ICD 10 codes (International Classification of Diseases, 10th revision); Nation correct coding initiative edits;; Place of service codes

U.S. Department of Health and Human Services, (DHHS); Office of Inspector General

HHS administers more than 100 programs across its operating divisions. HHS programs protect the health of all Americans and provide essential human services, especially for those who are least able to help themselves. HHS departmental leaders are among the most qualified public servants in the Federal Government. They are dedicated to ensuring the guidance and management necessary to support the health and well-being of the nation.

Programs and Services in DHHS

- Head Start locations
- Current poverty guidelines
- Resources for health students and workers
- Support for issues with mental health, drugs, or alcohol
- HIIPAA and your health rights
- Health insurance
- Social Services
- Prevention and wellness
- Providers and facilities
- Public health and safety
- Emergency preparedness and response
- Research
- Featured topic websites
- Education and training opportunities
- Complaints and appeals

Hospice Management Orientation and Annual Training Requirements.

OIG Departments report to U.S. Dept. of Health and Human Services

- Immediate Office of Inspector General (IO)
- Office of Counsel to the Inspector General (OCIG)
- Office of Investigations (OI)
- Office of Audit Services (OAS)
- Office of Evaluation and Inspections (OEI)
- Office and Management and Policy (OMP)

Publication of the OIG Compliance Program Guidance for Home Health Agencies
Federal Register / Vol. 63, No. 152 / Friday, August 7, 1998 / page 42410 /Notices
bottom left corner page 42410 is titled

Report Fraud Waste and Abuse: OIG Hotline Operations accepts tips and complaints from all sources about potential fraud, waste, abuse, and mismanagement in the U.S. Department of Health and Human Services' programs. Every report we receive is important, however, not every submission results in an investigation. Due to the high volume of complaints we receive, it is not possible to contact every complainant. However, Hotline tips are incredibly valuable, and we appreciate your efforts to help us stamp out fraud, waste, and abuse. You can submit a complaint with us when your provider or insurer might not be following the rules. When your provider or insurer might not be following the rules. Health insurance companies and health care providers and facilities must follow [rules that protect you](#) from unexpected, or "surprise," out-of-network bills. If you have a question about these rules or believe the rules aren't being followed, you can submit your question or complaint to the No Surprises Help Desk.

Where to file a complaint, concern or appeal to the U.S Department of Health and Human Services

Civil rights

- [Civil Rights: How to file a complaint](#)
- [Health Information Privacy: How to file a complaint](#)
- [Federal Health Care Provider Conscience Protections: How to file a complaint](#)

Food and drugs

- [Report a problem](#) about FDA-regulated products such as:
 - Cosmetics
 - Dietary Supplements
 - Food
 - Medical devices
 - Medicine
 - Pet Food
 - Tobacco
 - [Vaccine Adverse Event Reporting System \(VAERS\)](#)
 - National Injury compensation Program

Hospice Management Orientation and Annual Training Requirements.

Health care

- [Medicare: How to file a complaint](#)
- [Medicare: How to file an appeal](#)
- [Medical Bills: How to file a complaint](#)
- [Health Insurance: How to appeal a decision](#)

Research

- [FDA-Regulated Clinical Trials: How to report a complaint](#)
- [Research Misconduct: Report a concern](#)
- [Research Involving Humans: Submit a complaint](#)

Office of the Inspector General is within the Department of Health and Human Services

Since its 1976 establishment, the Office of Inspector General (OIG) has been at the forefront of the Nation's efforts to fight waste, fraud and abuse and to improve the efficiency of more than 100 Department of Health & Human Services (HHS) programs. The majority of the agency's resources go towards the oversight of Medicare and Medicaid — programs that represent a significant part of the Federal budget and that affect this country's most vulnerable citizens. <https://oig.hhs.gov/about-oig/>

OIG's HHS-Wide Oversight
OIG's statutory purpose under the Inspector General Act of 1978 (IG Act) is to prevent and detect fraud, waste, and abuse and promote the economy, efficiency, and effectiveness of HHS programs and operations. OIG conducts independent criminal and civil investigations, audits, evaluations, administrative enforcement actions, data analytics, and other activities to fulfill its mission. OIG has dual reporting responsibility under the IG Act to the Secretary of Health and Human Services and to Congress. The IG Act grants OIG full access to all HHS records and materials. <https://oig.hhs.gov/documents/root/1140/About-OIG-Fact-Sheet.pdf> Jan2026

Report Fraud Waste and Abuse: OIG Hotline Operations accepts tips and complaints from all sources about potential fraud, waste, abuse, and mismanagement in the U.S. Department of Health and Human Services' programs. Every report we receive is important, however, not every submission results in an investigation. Due to the high volume of complaints we receive, it is not possible to contact every complainant. However, Hotline tips are incredibly valuable, and we appreciate your efforts to help us stamp out fraud, waste, and abuse. Federal HHS programs, online [OIG Hotline form](#). You may also call, mail, or fax Online: <https://oig.hhs.gov/fraud/report-fraud/>

Phone: 1-800-HHS-TIPS (1-800-447-8477) Fax: (800) 223-8164 TTY: 1-800-377-4950
U.S. Department of Health and Human Services Office of Inspector General

Hospice Management Orientation and Annual Training Requirements.

ATTN: OIG HOTLINE OPERATIONS
P.O. Box 23489 Washington, DC 20026

Department of Justice (DOJ) <https://www.justice.gov/>

Under the leadership of the Attorney General of the United States, the Justice Department is composed of more than 40 separate component organizations and more 115,000 employees. Headquartered in Washington, D.C. the Department maintains field Offices in all states and territories across the United States and more than 50 countries around the world. The mission of the DOJ is to uphold the rule of law, to keep our country safe and to protect civil rights.

Federal and California Human resource management

Human resource management, including, but not limited to:
<https://www.ada.gov/>

The Americans with Disabilities Act, the Americans with Disabilities Act (ADA) is a federal civil rights law that prohibits discrimination against people with disabilities in everyday activities. The ADA prohibits discrimination on the basis of disability just as other civil rights laws prohibit discrimination on the basis of race, color, sex, national origin, age, and religion. The ADA guarantees that people with disabilities have the same opportunities as everyone else to enjoy employment opportunities, purchase goods and services, and participate in state and local government programs.

Civil Rights Division of the Department of Justice

Dec 8, 2025 The Civil Rights Division of the Department of Justice, created in 1957 by the enactment of the Civil Rights Act of 1957, works to uphold the civil and constitutional rights of all persons in the United States, particularly some of the most vulnerable members of our society. The Division enforces federal statutes prohibiting discrimination on the basis of race, color, sex, disability, religion, familial status, national origin, and citizenship status. The Division is led by the Assistant Attorney General. Each Section of

Hospice Management Orientation and Annual Training Requirements.

the Division is headed by a Section Chief and several Deputy Chiefs and Special Legal or Litigation Counsels. The Division's leadership, Section Chiefs, attorneys, and administrative staff are based in Washington, D.C.

The Civil Rights Act of 1991

<https://www.eeoc.gov/statutes/civil-rights-act-1991>

Civil Rights Act of 1991

TITLE I - FEDERAL CIVIL RIGHTS REMEDIES

Summary

DAMAGES IN CASES OF INTENTIONAL DISCRIMINATION

SEC. 102 The Revised Statutes are amended by inserting after section 1977 (42 U.S.C. 1981) the following new section:

"SEC. 1977A. DAMAGES IN CASES OF INTENTIONAL DISCRIMINATION IN EMPLOYMENT. *[42 U.S.C. 1981a]*

"(a) RIGHT OF RECOVERY. -

"(1) CIVIL RIGHTS. - In an action brought by a complaining party against a respondent who engaged in unlawful intentional discrimination (not an employment practice that is unlawful because of its disparate impact) the complaining party may recover compensatory and punitive damages.

"(2) DISABILITY. - In an action brought by a complaining party concerning the provision of a reasonable accommodation, the complaining party may recover compensatory and punitive damages from the respondent.

"(3) REASONABLE ACCOMMODATION AND GOOD FAITH EFFORT. - In cases where a discriminatory practice involves the provision of a reasonable accommodation damages may not be awarded under this section where the covered entity demonstrates good faith efforts, in consultation with the person with the disability who has informed the covered entity that accommodation is needed, to identify and make a reasonable accommodation that would provide such individual with an equally effective opportunity and would not cause an undue hardship on the operation of the business.

"(b) COMPENSATORY AND PUNITIVE DAMAGES. -

"(1) DETERMINATION OF PUNITIVE DAMAGES. - A complaining party may recover punitive damages under this section against a respondent (other than a government, government agency or political subdivision) if the complaining party demonstrates that the respondent engaged in a discriminatory practice or discriminatory practices with malice or with reckless indifference to the federally protected rights of an aggrieved individual.

"(2) EXCLUSIONS FROM COMPENSATORY DAMAGES. - Compensatory damages awarded under this section shall not include backpay, interest on backpay, or any other type of relief authorized under section 706(g) of the Civil Rights Act of 1964.

"(3) LIMITATIONS. -The sum of the amount of compensatory damages awarded under this section for future pecuniary losses, emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life, and other nonpecuniary losses, and the amount of punitive damages awarded under this section, shall not exceed, for each complaining party -

"(A) in the case of a respondent who has more than 14 and fewer than 101 employees in each of 20 or more calendar weeks in the current or preceding calendar year, \$50,000;

"(B) in the case of a respondent who has more than 100 and fewer than 201 employees in each of 20 or more calendar weeks in the current or preceding calendar year, \$100,000; and

Hospice Management Orientation and Annual Training Requirements.

"(C) in the case of a respondent who has more than 200 and fewer than 501 employees in each of 20 or more calendar weeks in the current or preceding calendar year, \$200,000; and

"(D) in the case of a respondent who has more than 500 employees in each of 20 or more calendar weeks in the current or preceding calendar year, \$300,000.

"(4) CONSTRUCTION. - Nothing in this section shall be construed to limit the scope of, or the relief available under, section 1977 of the Revised Statutes (42 U.S.C. 1981).

"(c) JURY TRIAL. - If a complaining party seeks compensatory or punitive damages under this section -

"(1) any party may demand a trial by jury; and

"(2) the court shall not inform the jury of the limitations described in subsection (b)(3).

"(d) DEFINITIONS. - As used in this section:

DISCRIMINATORY PRACTICE. - The term 'discriminatory Practice' means the discrimination described in paragraph (1), or the discrimination or the violation described in paragraph (2), of subsection (a).

U.S. Equal Employment Opportunity Commission EEOC Headquarters

131 M Street, NE Washington, DC 20507

[1-800-669-6820](tel:1-800-669-6820) (TTY)

[1-844-234-5122](tel:1-844-234-5122) (ASL Video Phone)

The Rehabilitative Act of 1993

The **Rehabilitation Act Amendments of 1993** (Public Law 103-73) were legislation signed on August 11, 1993, to make technical, clarifying, and conforming amendments to the Rehabilitation Act of 1973. It updated federal guidelines regarding vocational rehabilitation programs, independent living centers, and deaf education services.

The original **Rehabilitation Act of 1973** is landmark civil rights legislation that prohibits discrimination against individuals with disabilities in programs, activities, and employment tied to the federal government.

Key components of the foundational law include:

- **Section 501:** Prohibits employment discrimination on the basis of disability in the federal government.
- **Section 503:** Requires federal contractors and subcontractors to take affirmative action to employ and advance qualified individuals with disabilities.
- **Section 504:** The core "program access" statute, which bars discrimination against individuals with disabilities in any program or activity that receives federal financial assistance.
- **Section 508:** Mandates that federal agencies make their electronic and information technology (EIT) accessible to people with disabilities.

Hospice Management Orientation and Annual Training Requirements.

The 1993 updates specifically helped refine the administrative frameworks, ensuring smoother implementation of state vocational rehabilitation programs and formalizing core services (like peer counseling and systems advocacy) for Centers for Independent Living. For official context and legislative texts:

- Read the text of the enacted amendments on [Congress.gov](https://www.congress.gov).
- Review the [U.S. Department of Labor](https://www.dol.gov) resources on Section 504.
- Explore the EEOC Guide to Disability Rights Laws for comprehensive employment Taken from AI overview Rehabilitation Act of 1973

The Rehabilitation Act of 1974 (officially the Rehabilitation Act Amendments of 1974) expanded the legal definition of "handicapped individual" (now "individual with a disability") to apply broadly across all federally funded programs and agencies. [[1](#), [2](#)]
Taken from AI rehabilitation Act of 1974

The Family and Medical Leave Act of 1993. <https://www.dol.gov/agencies/whd/fmla>

Federal: The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for qualifying family and medical reasons and requires continuation of their group health benefits under the same terms and conditions as if the employee had not taken leave. Check with your [State Labor Department](#) to determine if you have additional or greater protections under state law.

What Does the FMLA Provide?

For eligible employees, up to **12 workweeks of leave** in a 12-month period for any of the following qualifying reasons:

- The birth of a child and to care for the newborn child within one year of birth,
- The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement,
- To care for the employee's spouse, child, or parent who has a serious health condition,
- A serious health condition that makes the employee unable to perform the functions of his or her job, and
- Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on covered active duty or call to covered active duty status.

Hospice Management Orientation and Annual Training Requirements.

An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember with a serious injury or illness may take up to **26 workweeks of leave** during a single 12-month period to care for the servicemember. Eligible employees may use FMLA leave intermittently or on a reduced schedule when medically necessary and for qualifying exigencies. An employee also may use FMLA leave intermittently or on a reduced leave schedule for bonding with a newborn or newly placed child when the employer and employee agree (Forms are available on website) **Employees are eligible if they:**

- Work for a covered employer for at least 12 months,
- Have at least 1,250 hours of service with the employer during the 12 months before their FMLA leave starts, and
- Work at a location where the employer has at least 50 employees within 75 miles.

Fact Sheet <https://www.dol.gov/agencies/whd/fact-sheets/28-fmla>
Revised March 2025

See **CA FLMA information**, a quick guide: <https://calcivilrights.ca.gov/employment/family-care-medical-leave-guide/>

California-Specific Enhancements (CFRA) **Family Members:** CFRA expands the definition of family to include grandparents, grandchildren, siblings, and a "designated person" (any individual related by blood or whose association with the employee is the equivalent of a family relationship)