

III. GENERAL SERVICES STANDARDS

1. Services authorized by the Vocational Rehabilitation Program (VRP) and provided to clients of the Program are to be given without discrimination on basis of political affiliation, religion, race, color, sex, mental or physical handicap, national origin, or age in compliance with Federal law and the policies of the Georgia Vocational Rehabilitation Agency/Vocational Rehabilitation Program.
2. The VRP may not purchase services from any full-time employee of the Georgia Vocational Rehabilitation Agency. Ref.: **Official Code of Georgia Annotated 45-10-23.**
3. Use of any service or provider is at the discretion of the VRP. Approval of a service or provider may be withdrawn at any time with cause and with reasonable notification.
4. Any building in which vocational rehabilitation services are provided must be accessible to individuals receiving services and must comply with the requirements of the Architectural Barriers Act of 1968, as amended, the Uniform Federal Accessibility Standards and their implementing regulations in 34 CFR 361.51(a), the Americans with Disabilities Act of 1990, and Section 504 of the Act.
5. Providers of vocational rehabilitation services shall use qualified personnel, in accordance with any applicable national or state-approved or state-recognized certification, licensing or other comparable requirements as defined herein that apply to the profession or discipline in which that category of personnel is providing vocational rehabilitation services. [Ref.: 34 CFR 361.51(b)]
 - a. Providers of vocational rehabilitation services shall take affirmative action to employ and advance in employment qualified individuals with disabilities. [Ref.: CFR 361.51(b)]
 - b. Providers of vocational rehabilitation services shall include among their personnel, or obtain the services of, individuals able to communicate in the native languages of applicants and eligible individuals who have limited English speaking ability; Ref.: CFR 361.51(c)(1)] and ensure that appropriate modes of communication for all applicants and eligible individuals are used. [Ref.:34 CFR 361.51(c)(2)]
 - c. Providers of vocational rehabilitation services must ensure all personnel present an appropriate personal appearance during work hours.