

FREE-DAPTIVE DIVERS (Hence forth FDD) DESCRIPTION of GRANTS:

1A) To offer a single grant to a non-diver with a disability who wishes to earn an Open Water certification. Said certification will be determined by the protocols set out by the Handicapped Scuba Association (Henceforth: HSA)

1B) Or; To offer a single grant to a diver with a disability who wishes to earn a higher-level certification. Said certification will be determined by the protocols set out by the HSA.

1C) Or; To offer a single grant to a diver with a disability who requires equipment adapted to accommodate their specific need. Grant is based upon a predetermined baseline equipment list.

2) And; To offer a single grant to an able-bodied diver who wishes to earn a Dive Buddy, DM or Instructor certification. Said certification will be determined by the protocols set out by the HSA.

3) And, to offer a single grant to a diver with a disability or a certified Dive Buddy who wishes to travel on a FDD sponsored trip.

GRANT RULES:

A - Grants will be awarded as a flat dollar amount and cannot be expected to cover all or a percentage of said training, gear or travel.

B - Each grant and its amount will be determined in advance by the board in accordance with available resources and published at least 6 months prior to its award (See Schedule below). As the need or resources change, grants could be made frequently and/or in greater/lesser amounts. Grants are always awarded at the discretion of the board. Should there be no candidate that's applied, or no candidates qualify for a grant, that grant will not be awarded that session.

C - Each Candidate will apply for a specific grant as published on the freedaptive.org website.

D - No Grantee may receive multiple FDD grants within a 3-year period.

E - Should the training/gear/travel come from or be sponsored by FDD, the person(s) providing said training/gear/travel CANNOT be a volunteer on the Selection Committee (See Selection Committee Process Below).

F - Candidates will be notified by the method they select on their application of the results of awards. A failure of the grantee to respond to that notice does not constitute a failure on the part of FDD to notify the applicant of their application status.

G – In an effort to make sure no potential candidates are excluded due to lack of access to electronic means, grant applications will be accepted in electronic or hard copy formats. Applications that are incomplete or inaccurate may not be accepted.

H - Each grant must accompany by a receipt for training/gear/travel from a recognized provider (dive shop or other) of the purchased training/gear/travel.

I - Grantees must notify FREE-DAPTIVE of their acceptance of the grant within one month of the award of said grant. Additionally, Grantees will have 12 months to provide required receipts. Failure to submit required receipts within the allotted time will nullify the grant and no grant in that category will be awarded during that period.

J – Grantees accept that completing an application or receiving a grant award does not constitute a contract with FREE-DAPTIVE Divers.

K – Applicants must be 18 years of age or older.

L – All applicants must provide FREE-DAPTIVE Divers with HSA approved medical check off signed by a medical physician.

M – If awarded, all Grantees will sign required waivers (including Dive waivers) prior to receiving said grant.

GRANT APPLICATION SCHEDULE

Available grants will be announced by April 1st each year. (Grants can be advertised prior to that date without specific details.) Applications for available grants will be accepted through August 31st (a 5 month period). Grants will be reviewed by committee (see Selection Committee Process below) and presented to the Board of Directors by September 20th. The Board will have until September 28th to make final selections and Recipients will be announced/notified on October 1st and receive congratulatory recognition at the FDD fall fundraiser or in a manner to be determined by the Board of Directors (Date TBD each year.)

Additionally: To allow for changing needs of the organization, the Board reserves the right to shorten or lengthen this schedule prior to publishing the PRIOR TO THE ANNOUNCEMENT of offering grants. This allows for changing needs of the organization.

SELECTEE GROUPS:

The grantees must submit responses to a written questionnaire that can be obtained from the FDD website along with the grant rules. Please contact _____ if you require reasonable accommodation in responding. **SELECTION COMMITTEE PROCESS**

In an effort to prevent conflicts of interest, 5 volunteers from outside FDD will be sought out to review and put forward the top candidates in each grant category. (Each volunteer can select one candidate per category resulting in up to 5 candidates per category. Each volunteer can opt to not select for a category of no candidate is found to be acceptable.) The FDD President will chair this committee and will act as a resource to the committee but not have direct influence on any candidate's selection. (I.E. A committee member can ask a process or criteria question of the President but cannot name the candidate or provide identifying information.) The President will also take all reasonable steps to confirm that no volunteer has a family or

business relationship with an applicant. Once the top grant candidates are selected, they will be reviewed by the entire Board of Directors and selected by up-or-down vote. (Reminder, that all grants are awarded or denied at the discretion of the board per GRANT RULES part B.)

CRITERIA:

For Grants 1A, 1B, 1C and 3, Each candidate will briefly describe their disability offering only those details they are comfortable sharing publicly. Alternatively, candidates will be asked to certify that they suffer from a disability as defined below. (FDD cannot be held liable for individuals' information that may be shared publicly through FDD social media, website, appearances or other means.) Candidates will also describe how they feel that SCUBA has or will improve their life.

For purposes of the grant process, the term "disability" shall mean a disability as defined by the Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.*, as amended (the "ADA"). The ADA currently defines disability with respect to an individual as "a physical or mental impairment that substantially limits one or more major life activities of such individual." This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. Because this is a legal definition, the ADA's definition of disability is different from how disability is defined under some other laws.

<https://adata.org/faq/what-definition-disability-under-ada>

Additionally, the individual must be able under HSA standards to earn an Open Water Certification at an A, B or C level according to HSA protocols which includes the required medical check-off by a physician.

For Grants 2 and 3, An able-bodied individual will briefly describe their understanding of what constitutes a disability and how they came to this understanding. (Not understanding disabilities will not necessarily disqualify a candidate from receiving a grant but may be used to help guide them to better understand the range and variety of disabilities and ways in which they can be accommodated.) "Able-bodied" means that the person is able to earn an Open Water Certificate from any internationally-recognized certification granting agency (such as PADI or NAUI) including the required medical approval by a physician without the need for special accommodations.

Financial Need: Each candidate will, by short essay, explain how a grant will help them overcome financial obstacles to said training, equipment or travel offering only those details they are comfortable sharing publicly. No specific financial data will be required. (FDD cannot be held liable for individuals' information that may be shared publicly through FDD social media, website, appearances or other means.)

Sustaining statement: Each candidate will, by short essay, explain how they intend to use this training, equipment or travel experience in an ongoing manner. Extra consideration will be given to those who intend to include FREE-DAPTIVE Divers in their future; I.E. As volunteers, Guest Lecturers or other in-person engagements, Extended Social Media presence, Etc.

Personal Scuba Biography: Each candidate will describe how and why they became involved in Scuba diving and why they plan to help people with handicaps pursue scuba diving.

Letters of Reference: Each application will be accompanied by a letter of reference detailing the candidate's desire to begin or advance their Scuba Diving experience, how they would benefit from Scuba Diving, and any anecdotes describing why they should be considered for a grant.

Grant Denial: FREE-DAPTIVE DIVERS reserves the right to deny or revoke a grant for any reason not prohibited by law.