

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 six months prior to its award (See Schedule below). As the need or resources change, grants may 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 - Out of Cycle Grant Request. Occasionally, the Board may receive a grant request which falls outside the formal grant schedule or process. The Free-Daptive Board of Directors may consider these out of cycle grant requests, and approval or deny such request based upon timing, available funds, grant request suitability and applicant need.

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

E - No Grantee may receive multiple FDD grants within a three-year period.

F - 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).

G - 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. Please contact us at www.free-daptive.org if you need additional accommodation to complete the grant process.

H – 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, video or hard copy formats. Applicants requiring assistance or accommodation in competing the grant application may

notify the Free-Daptive Divers to receive such assistance. Applications that are incomplete or inaccurate may not be accepted. Please contact rkline2011@hotmail.com if you require reasonable accommodation in responding.

I - 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.

J - 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.

K – Grantees accept that completing an application or receiving a grant award does not constitute a contract with Free-Daptive Divers.

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

M – All applicants must provide Free-Daptive Divers with HSA approved medical clearance signed by a medical physician.

N – 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 January 15, 2022. Grants may be advertised prior to that date without specific details. Applications for available grants will be accepted through April 15, 2022. Grants will be reviewed by a committee (see Selection Committee Process below) and presented to the Board of Directors by May 15, 2022. The Board will have until June 15, 2022, to make final selections. Grant recipients will be notified of their grant status in June 2022.-

To allow for changing needs of the organization, the Board reserves the right to shorten or lengthen the grant schedule.

The grantees must submit responses to a written questionnaire that can be obtained from the FDD website along with the grant rules.

SELECTION COMMITTEE PROCESS

In an effort to prevent conflicts of interest, five (5) volunteers from outside FDD will review and put forward the top candidates in each grant category. Each reviewer volunteer can select one candidate per category resulting in up to five (5) candidates per category. Reviewers can opt to not select for a category if no candidate is found to be acceptable. The FDD President will chair this committee and act as a resource to the committee but not have direct influence on any candidate's selection. The President will also take all reasonable steps to confirm that no FDD volunteer has a family or business relationship with an applicant. Once the top grant candidates are selected by the volunteer selection group, the grant applications will be reviewed by the entire Board of Directors and selected by majority vote. Reminder, that all grants are awarded or denied at the discretion of the board per GRANT RULES part B.

We guide our funding decisions according to the following principles:

1. Confidentiality. We keep your information as private as possible and will not provide it to third parties without your prior consent. Candidates who receive grants may be asked for permission to use their name or likeness in Free-Daptive's marketing or publicity efforts. We will not share private information without the prior approval by the applicant. Candidates are free to give or deny permission, and this will not affect grant status.
2. Fairness. Our grant process is administered in a fair and unbiased fashion, resulting in the best outcomes for Free-Daptive and for the applicant. Applications are evaluated according to their merit, timing, need and applicant suitability.
3. Efficiency. We review applications thoroughly and as quickly as possible.
4. Transparency. All funding decisions are based upon these FDD Grant Rules ([link](#)) available to applicants and reviewers alike.

CRITERIA:

For Grants 1A, 1B, 1C and 3: Each candidate will briefly describe their disability offering only those details they are comfortable sharing. Alternatively, candidates will be asked to certify that they suffer from a disability as defined below. 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, SDI, NAUI, etc.) 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.

Sustaining statement: Each candidate will, by short essay, explain how they intend to use this training, equipment or travel experience in an ongoing manner. Consideration will be given to those who intend to participate in Free-Daptive events including volunteer opportunities, guest lecturers or other in-person engagements and extended social media presence.

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. Free-Daptive may contact applicants for more information if, in its sole discretion, would be appropriate or helpful in the grant review process.

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