



North Carolina Department of Health and Human Services
Division of Social Services

2408 Mail Service Center • Raleigh, North Carolina 27699-2408

Michael F. Easley, Governor
Dempsey Benton, Secretary

Sherry S. Bradsher, Director
(919) 733-3055

January 29, 2008

DEAR COUNTY DIRECTOR OF SOCIAL SERVICES

ATTENTION: Work First Program Administrators and Supervisors

SUBJECT: Federal Guidance on Civil Rights and the Work First Program

In December 2007, the U.S. Department of Health and Human Services (HHS) Administration for Children and Families (ACF) and the HHS Office of Civil Rights (OCR) issued a joint letter to provide guidance on working with TANF applicants and recipients under the requirements of the Deficit Reduction Act (DRA) while adhering to federal civil rights laws. We are providing this guidance to you through the attached document.

This is extremely important information, and we encourage you to make sure that all staff in your Work First Program are following this guidance.

Sincerely,

A handwritten signature in cursive script that reads "Charisse S. Johnson".

Charisse Johnson, Chief
Family Support and Child Welfare Services Section

A handwritten signature in cursive script that reads "Carlotta Dixon".

Carlotta Dixon
Civil Rights Coordinator

cc: Sherry Bradsher
Jo Ann Lamm
Sarah Barham
Family Support and Child Welfare Team Leaders
Work First Representatives

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