will certify the total amount of its collection on the debt. The Commerce entity will provide a copy of the certification to the creditor agency. The creditor agency is responsible for submitting a certified claim to the debtor’s new employing agency before collection may begin.

(2) Notice to the debtor. The Commerce entity will provide to the debtor a copy of any notices and certifications sent to the creditor agency under paragraph (d)(1) of this section.

(e) Request for hearing official. A Commerce entity will provide a hearing official upon the creditor agency’s request with respect to a Commerce entity employee. See 5 CFR 550.1107(a).

PART 20—NONDISCRIMINATION ON THE BASIS OF AGE IN PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Subpart A—General

Sec. 20.1 The purpose of DOC’s age discrimination regulations.

20.2 Programs or activities to which these regulations apply.

20.3 Definitions.

Subpart B—Standards for Determining Age Discrimination

20.4 Rules against age discrimination.

20.5 Exceptions to the rules.

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Subpart C—Responsibilities of DOC Recipients

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20.8 Notice to subrecipients.

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Subpart D—Investigation, Conciliation, and Enforcement Procedures

20.10 Compliance reviews.

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20.14 Prohibition against intimidation or retaliation.

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20.16 Hearings, decisions, post-termination proceedings.

20.17 Remedial action by recipients.

20.18 Alternative funds disbursal procedure.
organization, or any labor-management joint apprenticeship training program, except for any program or activity receiving Federal financial assistance for public service employment.

§ 20.3 Definitions.

As used in these regulations, the following terms are defined as follows:

(a) *Act* means the Age Discrimination Act of 1975, as amended (Title III of Pub. L. 94–135).

(b) *Action* means any act, activity, policy, rule, standard, or method of administration; or the use of any policy, rule, standard, or method of administration.

(c) *Age* means how old a person is, or the number of years from the date of a person's birth.

(d) *Age distinction* means any action using age or an age-related term.

(e) *Age-related term* means a word or words which necessarily imply a particular age or range of ages (for example: “children,” “adult,” “older persons,” but not “student”).

(f) *Agency* means a Federal department or agency that is empowered to extend financial assistance.

(g) *DOC* means the U.S. Department of Commerce.

(h) *Federal financial assistance* means any grant, entitlement, loan, cooperative agreement, contract (other than a procurement contract or a contract of insurance or guaranty), or any other arrangement by which the agency provides or otherwise makes available assistance in the form of:

1. Funds; or
2. Services of Federal personnel; or
3. Real and personal property or any interest in or use of property, including:
   i. Transfers or leases of property for less than fair market value or for reduced considerations; and
   ii. Proceeds from a subsequent transfer or lease of property if the Federal share of its fair market value is not returned to the Federal Government.

(i) *Normal operation* means the operation of a program or activity without significant changes that would impair its ability to meet its objectives.

(j) *Program or activity* means all of the operations of any entity described in paragraphs (j)(1) through (4) of this section, any part of which is extended Federal financial assistance:

1. (i) A department, agency, special purpose district, or other instrumentality of a State or of a local government; or
2. (ii) The entity of such State or local government that distributes such assistance and each such department or agency (and each other State or local government entity) to which the assistance is extended, in the case of assistance to a State or local government:
   a. (i) A college, university, or other postsecondary institution, or a public system of higher education; or
   b. (ii) A local educational agency (as defined in 20 U.S.C. 7801), system of vocational education, or other school system;
   c. (3)(i) An entire corporation, partnership, or other private organization, or an entire sole proprietorship—
      a. (A) If assistance is extended to such corporation, partnership, or other organization or sole proprietorship; or
      b. (B) Which is principally engaged in the business of providing education, health care, housing, social services, or parks and recreation; or
   d. (ii) The entire plant or other comparable, geographically separate facility to which Federal financial assistance is extended, in the case of any other corporation, partnership, private organization, or sole proprietorship; or
   e. (4) Any other entity which is established by two or more of the entities described in paragraph (j)(1), (2), or (3) of this section.

(k) *Recipient* means any State or its political subdivision, any instrumentality of a State or its political subdivision, any public or private agency, institution, organization, or other entity, or any person to which Federal financial assistance is extended, directly or through another recipient. Recipient includes any successor, assignee, or transferee, but excludes the ultimate beneficiary of the assistance.

(l) *Secretary* means the Secretary of Commerce or his or her designee.

(m) *Statutory objective* means any purpose of a program or activity expressly stated in any Federal statute, State