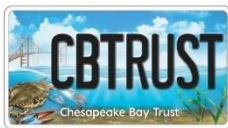




Watershed Assistance Grant Program

FY 27 Request for Proposals



Maryland
Department of
the Environment



Chesapeake Bay Trust | 108 Severn Avenue, Annapolis, MD 21403
(410) 974 - 2941 | www.cbtrust.org

Introduction and Program Goals

The [Chesapeake Bay Trust](#) (Trust) is a nonprofit, grant-making organization dedicated to improving the bays, streams, rivers, forests, parks, and other natural resources of our local systems, from the Chesapeake to the Coastal Bays to the Youghiogheny River. The Trust, supported in large part by Maryland's Chesapeake Bay License Plate, and partnerships with other regional funders, engages and empowers diverse groups to take actions that enrich natural resources and local communities of the Chesapeake Bay region. Since 1985, the Trust has awarded over \$210 million in grants to municipalities, nonprofit organizations, schools, and public agencies throughout the Chesapeake Bay watershed.

The Watershed Assistance Grant Program (WAGP) is a partnership between the Trust, the Maryland Department of Natural Resources (MD DNR), the Maryland Department of the Environment (MDE), and the West Virginia Department of Environmental Protection (WV DEP). This program provides funding for early-stage watershed restoration design and planning projects in Maryland and West Virginia, as well as in the Octoraro Creek and Conowingo Creek watersheds in Chester and Lancaster Counties, Pennsylvania. Funding for eligible Pennsylvania projects is provided through MDE. Program goals include supporting project readiness, advancing projects toward future implementation, and aligning project development with local and state watershed plans.

The Trust welcomes applications from a broad range of groups, including those new to grant funding, and encourages efforts that foster strong community connections and build local capacity. For more information about the Trust's goals and funding approach, visit cbtrust.org/strategic-plan.

The Trust recognizes that application processes can be complicated and time-consuming; the Trust continues to work to simplify our application processes where possible. New applicants, new organizations, small organizations, or any group that is experiencing capacity challenges or other barriers to applying, is eligible to receive guidance on the application process. Please contact the Senior Program Officer, Megan Diehl, for assistance.

Applicants are strongly encouraged (not required) to contact Trust staff to discuss applications **at least two weeks prior** to the deadline.

At A Glance

Program Summary: The Watershed Assistance Grant Program supports design of watershed restoration and protection projects and watershed planning or program development. Eligible design requests include stormwater and watershed restoration practices, such as green infrastructure, agricultural BMPs, stream restoration, wetlands, and living shorelines. Planning requests may include watershed assessments, action plans, studies, program development, or financing strategies that build local capacity.

Deadline: December 9, 2026, 4:00 PM EST

Eligible Project Locations: This grant program welcomes applications for projects in the:

- State of Maryland
- State of West Virginia (within the Chesapeake Bay watershed)
- State of Pennsylvania (within the Octoraro Creek and Conowingo Creek watersheds in the Chester and Lancaster Counties)

Request Amounts:

- \$100,000 for design of stormwater best management practices
- \$150,000 for design of stream restoration practices
- \$75,000 for watershed planning and programmatic development

Submit Your Application:

Follow the instructions online at <https://cbtrust.org/grants/watershed-assistance/>

Contact:

Megan Diehl, Senior Program Officer
410-974-2941 ext. 139
mdiehl@cbtrust.org

This Request for Proposals was released on 9/9/2026

Eligible Project Locations

- All communities in **Maryland**
- Communities located within the Chesapeake Bay watershed in **West Virginia**.
- Communities located in the **Octoraro Creek and Conowingo Creek watersheds in the Chester and Lancaster Counties of Pennsylvania**. These projects must align with the goals of the Conowingo Watershed Implementation Plan (CWIP), a cross-jurisdictional collaboration to address additional nutrient and sediment loads resulting from Conowingo Reservoir infill. For more information, review the CWIP here: <https://mde.maryland.gov/programs/water/TMDL/TMDLImplementation/Pages/Conowingo-Dam-Impacts.aspx>.

Eligible Applicants

The Trust, MD DNR, MDE, and WV DEP welcome requests from the following organizations (**all applicants must be a 501(c)(3) to be eligible for funding**):

- Municipal, County, and Regional Agencies
- Nonprofit Organizations
- Faith-based Organizations
- Community and Homeowners Associations (HOAs)
- Soil/Water Conservation Districts & Resource Conservation and Development Councils
- Forestry Boards
- Public and Independent Higher Educational Institutions

If your organization category is not listed above, contact the Trust to verify eligibility prior to submitting your application. Applications submitted from organizations outside of these categories may not be eligible for funding. The Trust seeks applications from organizations new to environmental grant-making as well as organizations experienced in design and planning projects.

All applicants, especially those new to the program, are welcome to contact the Trust for assistance during the application process. This grant program is also part of the State of Maryland's Watershed Assistance Collaborative, which offers additional support opportunities for Maryland local governments and nonprofit organizations. These opportunities may include site visits, technical assistance, training events, and programs focused on watershed restoration planning and financing. For more information, see [Appendix A](#) or visit: https://dnr.maryland.gov/ccs/pages/healthy_waters/wac.aspx.

Eligible Project Types and Funding Request

The Trust, MD DNR, MDE, and WV DEP welcome requests for the design of stormwater best management practices, watershed restoration designs, watershed assessments, and watershed planning projects in the following tracks:

Track 1 – Project Design

- Generally, **up to \$100,000 for the design of best management practices (BMPs), including the following:**
 - Bioretention cells and large-scale rain gardens;

- Stormwater management practices, including low impact development (LID) techniques, green infrastructure (GI), water quality BMPs, environmental site design (ESD), and in-situ soil approaches for applicable infiltration practices;
- Submerged gravel wetlands; and
- Agricultural BMPs.
- Generally, **up to \$150,000 for the design of watershed restoration practices, including the following:**
 - Stream restoration;
 - Wetland and marsh creation/restoration; and
 - Living shorelines.

For applicable infiltration practices, such as bioretention and rain gardens, applicants should consider in-situ soil approaches and the use of native materials during design, where feasible and appropriate for site conditions.

Track 2 – Watershed Planning and Program Development

- Generally, up to \$75,000 for planning and program development, such as watershed characterization, surveys, assessments, action plans, studies, program development, or financing strategies that build local capacity.

For Tracks 1 and 2, applicants interested in requests exceeding the general funding level outlined above should talk with the Trust ahead of submission to: (a) provide a budget that is scalable in the event that an award is limited (itemize elements and separate project components into independent subtasks, if possible) and (b) provide rationale in the “Budget Justification Section” of the online application. For all projects, the scope of work must clearly articulate deliverables and include detailed budget requests.

Details for Track 1 – Project Design (projects up to \$150,000)

Applicants may request funding to create construction-ready designs and obtain permits for specific watershed restoration projects. The strongest design proposals will:

1. **Request funds to develop 100% design(s)** for priority project(s) identified in jurisdiction-wide or watershed-wide planning documents and incorporate the following:
 - a. For projects that are not specifically identified in a detailed watershed action plan or that are not among the top priority projects within an action plan, additional justification for the project and/or site selection must be provided (see Appendix B for Watershed Implementation Plan Resources) and
 - b. Applicants submitting to this track should be ready to begin design of specific projects upon award. For applicants that have not yet identified specific restoration projects to move forward into design, please consider Track 2 – Watershed Planning.
 - c. Applicants proposing work on property they do not own should include written landowner confirmation authorizing access for field investigations and design activities and acknowledging anticipated access needs for future construction if the project advances to implementation.
 - d. For stream restoration projects, [Appendix C](#) provides additional resources to ensure that your application includes important elements and required information.
2. **Focus on water quality improvements**, such as reducing the flow of nitrogen, phosphorus, sediment, and other pollutants into local waterways.
 - a. Although water quality and water quantity issues often intersect, **proposed projects that deal solely with water quantity issues will not be competitive in this program.**
 - b. Projects located in the City of Rockville may be considered for support through City of Rockville funding, if available. Eligible Rockville projects may include planning or design efforts that address localized flooding, drainage concerns, failing stormwater BMPs, stormwater management function, maintenance needs, or related water quantity concerns.
 - c. Projects that focus primarily on beach nourishment or public access benefits, without a clear water quality, habitat, or ecological restoration benefit, are unlikely to be competitive and may face challenges

securing construction funding or permits. Applicants proposing shoreline or coastal projects should clearly describe the intended habitat, water quality, resilience, or restoration outcomes and how the project is likely to proceed through permitting and future implementation.

- d. Water quality improvements can be estimated using the Green Stormwater Infrastructure SIMPLE Pollutant Load Reduction Estimator (Green SIMPLE) tool: https://cbtrust.org/wp-content/uploads/Green-SIMPLE_v1_2.xlsx. See [Appendix D](#) for instructions on how to use the tool (and for a calculator developed specifically for Anne Arundel County, MD projects).
3. Ensure the project is permittable by regulatory agencies. The output of the grant award, i.e., the design and specifications, must be permittable by MDE or WV DEP as well as any other appropriate local, state, and federal entities. Applicants are strongly encouraged to contact the appropriate permitting department during the conceptual design phase and to discuss their project with the permit reviewers:
 -  For projects in Maryland, please visit the MDE permitting webpage: <https://mde.maryland.gov/programs/permits/Pages/index.aspx>.
 -  For projects in West Virginia, please visit the WV DEP permitting webpages: <https://dep.wv.gov/Permits/Pages/default.aspx> and <https://dep.wv.gov/WWE/Programs/nonptsources/streamdisturbance/Pages/default.aspx>.
 -  For projects in Pennsylvania, please visit: <https://www.pa.gov/agencies/dep/programs-and-services/water/bureau-of-waterways-engineering-and-wetlands/stream-and-wetland-regulatory-program/permitting-and-authorizations>
4. Identify and evaluate existing underground utilities to ensure that proposed designs are constructable and will not conflict with utility infrastructure. Applicants are encouraged to conduct utility location surveys early in the design phase to minimize risk and reduce project delays.
5. Describe how your project is cost-effective. A reasonable budget is required that includes the following:
 - a. Providing assurance that the best price was provided (e.g., were multiple estimates/quotes obtained for contractors) and is reflective of current, market prices/values,
 - b. Describing the cost-effectiveness of the project using the applicable preliminary design-stage metrics, including estimated design cost, impervious acres treated, and estimated nutrient and sediment reductions, as applicable. Applicants should compare applicable cost-effectiveness calculations with the historical reference ranges provided in [Appendix A](#) and explain any calculations that fall outside those ranges. Appendix A ranges are provided as reference information and are not automatic eligibility thresholds, and
 - c. Justifying all budget line items (note: matching funds are encouraged but not required).

Applicants requesting funds for stream restoration design:

Stream restoration design applications must demonstrate project need, landowner permission, use of the field's best practices and recent research, assessment of alternatives demonstrating the proposed restoration was appropriate for the site, minimization and avoidance of natural resources impacts (i.e., tree canopy), the ability to proceed through the permit and construction process, and cost-effectiveness. If the applicant does not own the project site, the application should include written landowner confirmation supporting site access for design activities and acknowledging anticipated access needs for future construction, if the project proceeds. See [Appendix C](#) for stream restoration criteria that will be used to evaluate this type of project. The Trust highly recommends applicants interested in stream restoration practices review and be familiar with the most recent science to make informed decisions on site selection and technique. Research gathered through the Pooled Monitoring Initiative's Restoration Research Program focused on stream restoration is included in [Appendix C](#) and has been shared on the Trust's website (<https://cbtrust.org/grants/restoration-research/> - found under the "Additional Information," "Awarded Projects and Final Products" tab). [Appendix D](#) provides additional resources to support your application and project.

If the applicant or the local jurisdiction anticipates claiming credit for the practice and/or the applicant

anticipates applying to the MD DNR Chesapeake and Atlantic Coastal Bays Trust Fund for implementation funding (<https://dnr.maryland.gov/ccs/Pages/funding/grantsgateway.aspx>), please refer to the Expert Panel reports and budget for any required additional calculations, sampling, and/or modeling that will be completed during the design phase. The published Expert Panel reports can be found here: <https://www.chesapeakebay.net/what/publications/category/bmp-expert-panel-report>.

Details for Track 2 – Watershed Planning and Program Development (projects up to \$75,000)

Applicants may request funding for specific projects identified in existing planning documents, including the following: watershed characterization, watershed action plans, and other planning and programmatic development projects described below in more detail. Local entities may use these funds to help establish local area planning goals and/or to support their participation in the jurisdictions' planning efforts to advance either Maryland or West Virginia Phase III WIP goals. Planning efforts may focus on one or more of the activities defined in items 1 through 3 below. Applicants are strongly encouraged to contact the Trust prior to applying to discuss spatial and geographic scale for watershed planning projects. The proposal should address one of the three areas below with the ultimate intent of accelerating the reduction of nutrients and sediment loads. Before submitting a project in the watershed planning and program development track, please determine whether a relevant water quality plan already exists for all or part of your watershed. Watershed plans are a first step to assess the area with the community, identify potential target areas for restoration, propose restoration practice types if possible, and serve as a guiding document for future work, including applications for restoration projects. Applicants may propose watershed planning or watershed assessment projects; final products will include planning documents useful for future design and implementation of restoration projects. The strongest proposals will consider and include:

1. Watershed planning (assessment phase):
 - a. Funds are available for the following: watershed assessment/characterization, watershed nutrient, chemical, or biological surveys, and stakeholder engagement.
 - b. These projects should establish a baseline of watershed conditions from which progress can be evaluated and create a framework for and identify future restoration and protection actions.
 - c. For small study areas, the strongest proposals will demonstrate collaborations with other entities (e.g., county agencies and watershed groups) to ensure the project integrates with a larger watershed plan.
2. Watershed planning (implementation strategy/action plan phase):
 - a. Applicants may request funds for development of a watershed action plan in cases in which watershed assessment has been completed or as a second phase of a proposal that includes watershed assessment. Applicants may also request funds for localized green infrastructure/stormwater master plans (focused on faith-based organization, school, HOA, local park, or town property, for example) if watershed-wide action plans are not site-specific with prioritized practices identified.
 - b. Funding requests to develop action plans will generally be up to \$75,000 at the watershed-scale and up to \$30,000 at the community-scale.
 - c. For small watersheds or localized green infrastructure/master plans, the strongest proposals will demonstrate collaboration with other entities (e.g., county agencies and watershed groups) to ensure that the project integrates with a larger watershed plan.
 - d. Watershed action/implementation plans should include:
 - Prioritized, specific restoration and protection practices, plans for stormwater management practices, and strategies to account for anticipated future land use and growth and support long-term protection and sustainability. Watershed action plans should also include expected implementation costs.
 - A range of prioritized projects at multiple cost scales to maximize potential for accomplishment given the range of funding sources.
 - An alternatives analysis for each project, defined as a justification for recommended strategies or restoration techniques based on such factors as 1) total cost; 2) cost per pound of nutrient/sediment reduced or habitat enhanced; and/or 3) location of installed practice. These

justifications should discuss the range of strategies or techniques that were considered and the rationale for choosing the recommended approach for each action project identified.

- e. The strongest proposals in this track will also request funding for concept-level designs (up to 30% design) of top priority projects identified through the action planning process.
3. Other Planning and Programmatic Development Projects could include:
 - a. Financing strategies to assist in watershed action plan implementation, including capital improvement planning, stormwater utility or fee analyses, funding source assessments, grant or loan strategies, and other approaches that support restoration project construction, program development, or capacity-building needs.
 - b. Policy development or enhancement of ordinances or other tools needed to advance local Bay restoration actions that could include the following:
 - Organizational enhancements, such as developing new programs, enhancing existing programs (e.g., local implementation accounting process) or establishing new institutional frameworks that promote internal and external stakeholder coordination (e.g., workgroups and advisory groups).
 - Examples such as the development of restoration prioritization strategies; implementation of new technical methods; research and studies to support organizational enhancements; development of written policies, procedures or guidance; creation or implementation of systems to promote accountability; training focused on addressing barriers to and innovative ideas for implementation of nutrient and sediment reduction programs; aspects of compliance monitoring and assistance of inspections and enforcement programs.
4. Describe how your project is cost-effective. A reasonable budget is required that includes the following:
 - a. Assurance that the best price was provided (e.g., were multiple estimates/quotes obtained for contractors) and is reflective of current, market prices/values,
 - b. Describing the cost-effectiveness of the project in terms of dollars per drainage area considered. Planning project costs can vary widely depending on the level of analysis and deliverables proposed; however, applicants are encouraged to justify proposed costs. As a general reference, costs for watershed planning efforts often range from \$250 to \$1,000 per acre.
 - c. Justifying all budget line items (note: matching funds are encouraged but not required).

Evaluation Criteria

The following criteria will be used by reviewers to score your proposal (for a maximum total score of 100):

Justification/Project Need (Scale of 1 to 20):

- Does the applicant describe the project background adequately, clearly define the issue to be addressed, and explain how the project was originally identified? Does the project address a relevant environmental and community need?
- Does the applicant justify the need for the project and describe the motivation for completion?
 - Track #1:** Does the applicant justify the practices proposed and why the practices were chosen? If applicable, does the applicant provide a prioritized rank of the project/site from a previous report or plan to justify the need?
 - Track #2:** Does the applicant justify why a watershed assessment or action plan phase is needed? If applicable, does the applicant provide a prioritized rank of the site/watershed from a previous report or plan to justify the need? If the project is not included in a local plan, does the applicant provide justification for the selection of the project?
- Does the applicant describe how the project is connected to or associated with existing watershed plans, WIPs, or other planning documents? Does the proposed project support broader goals of the organization and/or other existing community efforts? Does the project build upon or learn from previous efforts?

Technical Soundness and Context (Scale of 1 to 15):

- Does the project propose a sound method for the site and does the proposal address the defined issues?
-Track #1: Is the design technique appropriate for the site? Did the applicant consider the proposed practice size in the context of the drainage area and if the practice type is appropriate for the site and site conditions? Are proposed methodologies sound and consistent with best practices? Has the applicant incorporated or considered the field's best practices and recent research? Has an alternatives analysis been completed to provide rationale for the design? Has the applicant ensured that the project will not adversely affect public safety, infrastructure, and/or properties?
-Track #2: Will the proposed method(s) address the defined issues at the site?
- Does the overall project outcome clearly define the proposed final products and describe how these products will be used and/or leveraged?
-Track #1: Will the proposed project result in completed final, permitted designs and include a plan for construction funding?
-Track #2: Does the planning document identify specific practices to move forward to design; for planning requests, does the proposal define how the project will accelerate future restoration and fill an unmet need?
- Does the applicant describe the project context at the landscape scale and the local/project scale? Does the applicant define the location of the project in the watershed where the issue will be addressed (e.g., headwaters, contiguous with past restoration efforts, etc.) Does the applicant consider existing land use and natural resources?
-Track #1: Does the applicant demonstrate minimization and avoidance of natural resources impacts, including forest resources and tree canopy? Does the applicant describe existing utilities at the site and detail how they determined that the project will not adversely affect public safety, infrastructure, and/or properties?
-Track #2: Does the applicant define the project in the context of the plan or in the context of a sub-watershed approach (as applicable), following a local or community-based watershed action plan?

Likelihood of Project Success and Stakeholder Involvement (Scale of 1 to 20):

- Has the applicant completed the necessary project coordination? Are collaborators included in the proposal that are key to success? If so, are collaborators documented in Letters of Commitment that specify the technical assistance, level of staff effort, funding provided, or resources needed for success?
-Track #1: Has the applicant met with appropriate regulatory agencies and had a pre-application meeting?
-Track #2: Did the applicant include appropriate collaborators for watershed planning?
- Has the applicant secured landowner permission to complete the project, if proposing a project on land not owned by the applicant? Has a summary of previous coordination with the landowner been included?
-Track #1: For design projects, has the applicant secured written landowner permission to access the site to collect field data and/or design the project, as demonstrated through a landowner letter of commitment? Where future construction is anticipated, does the landowner letter acknowledge anticipated construction access needs if the project proceeds?
-Track #2: Does the applicant have demonstrated support from landowners to advance a watershed or programmatic project?
- Has the applicant described the human and ecological co-benefits in the proposal associated with the project that will provide additional positive outcomes?

- Does the proposed project team have the necessary qualifications to conduct the work? If not, does the application include qualified technical experts, agencies, and/or organizations to be part of the team (i.e., contractors/consultants included in the budget)? This could be included directly as requested funding or as matching funding in the budget.

Long-Term Sustainability (Scale of 1 to 15):

- Has the applicant addressed project sustainability, including the potential for future disturbance?
- Does the project have demonstration value and/or transferability? Does the proposal describe how this project will be used as a model or pilot for future efforts?
- Has the applicant considered changing environmental conditions and impacts on the project? Has the applicant addressed how the project will assist with local community resiliency and/or mitigation?
- Will the project persist and has the applicant addressed the need for ongoing resources needed to maintain the value of the project? Is there a commitment to maintenance once implemented?

Audience Priority (Scale of 1 to 10):

- Has the applicant demonstrated that the project would clearly provide a benefit to the defined audience by addressing the need of the project (improve water quality, address flooding issues, resolve ponding, etc.)? Does the proposal explain how the project was informed by community input or local conditions?
- Has the applicant clearly described the characteristics of the population or community involved (e.g., income levels, housing characteristics, geographic boundaries, population density)?
- Is demographic data supported with sources (e.g., Census data, local planning documents, publicly available indices)?
- Has the applicant demonstrated that the project would address a specific, clearly defined need (e.g., flooding, ponding, stormwater runoff)?
- Is there evidence that the audience or community will be meaningfully involved in the project planning, design, or implementation?
- Are there clear strategies for communicating progress and updates to the audience or community throughout the project?
- If the applicant is not part of the community being served, is there a clear and thoughtful plan to build trust, transfer ownership, or ensure local relevance and benefit?
- Does the proposal help build local capacity or partnerships that may support long-term care or impact of the project?

Budget (Scale of 1 to 20):

- Does the budget reflect the project costs and are the costs reasonable?
- Are there assurances the best price was provided (e.g., were multiple estimates/quotes obtained for contractors) and is reflective of current market prices/values?
- Are all budget line items justified in the project narrative?
- Does the budget include all necessary items?
- Is the project cost-effective based on the applicable project metrics, proposed scope, and anticipated benefits? Has the applicant compared applicable cost-effectiveness calculations with the historical reference ranges in Appendix A and adequately explained any calculations that fall outside those ranges? *Appendix A ranges should be used as reference information and not as automatic eligibility thresholds.*

Funding Availability and Timeline

Funding Availability: This RFP is supported with federal funds made available through the program's funding partners. The funding partners anticipate the following for the FY27 grant program:

- Approximately \$1,400,000 is anticipated for projects in Maryland and *Pennsylvania (limited to the Octoraro Creek and Conowingo Creek watersheds in Chester and Lancaster Counties, Pennsylvania). **Funding for eligible Pennsylvania projects is provided through MDE.*
- Approximately \$60,000 is anticipated for projects in West Virginia.
- Additional funding may be available for eligible projects located in the City of Rockville. If available, City of Rockville funds may support planning or design projects that address stormwater management needs, including localized flooding, drainage concerns, failing stormwater BMPs, stormwater management function, maintenance needs, or related water quantity concerns.

Final funding levels are contingent upon federal award amounts, executed partner agreements, and the availability of funds.

All awards supported with EPA funds will be subject to applicable federal requirements, including 2 CFR Part 200, 2 CFR Part 1500, applicable EPA General Terms and Conditions, and any program-specific grant guidance incorporated into the award agreement. The Trust will identify applicable requirements in each award agreement.

Project Timeline: Projects must be completed within 12 to 16 months of receipt of the award. Requests to extend the project completion period will be reviewed and considered on a case-by-case basis.

Online Application Submission Instructions

We have a new online award management system, hosted by SmartSimple. The Trust uses this system for the application process and, if awarded, project management. Please log in to SmartSimple to access your awards and applications. You can access SmartSimple in two ways:

1. Through our website: <https://cbtrust.org/login> and clicking the link "Log In to the Bay Trust Awards Portal", **or**
2. The Chesapeake Bay Trust's SmartSimple page: <https://chesapeakebaytrust.us-1.smartsimple.com/s/Login.jsp>

If you have applied to the Trust in the past, your profile and award data have been migrated to our new system. You can access the new system by entering the same email you used in our former system (Blackbaud), click "Forgot Password", and follow the prompts to create a new password. If you are a new applicant, click the blue "Register" button on the landing page and follow the instructions.

Watch our video on how to apply and how to submit an application using our online system at <https://cbtrust.org/grants/>.

Definitions

The Executive Officer is the individual that oversees the organization (e.g., Executive Director, Chief Executive Officer, Mayor, President or Vice President, Principal (for schools), etc.) and has the authority to sign/execute award agreements on behalf of the organization. The Executive Officer information is tied directly to all the organization's applications and should not vary from application to application. If the Executive Officer could be listed as the Project Leader in a future proposal, we recommend listing a Board Member or other higher-ranking position of the organization as the Executive Officer in order to reduce the variation in the Executive Officer across applications.

The Program Leader will be responsible for all project coordination and correspondence with the Trust for the duration of the project. The email address entered here **MUST** be the same as the email address you used to log in to the online system. The Project Leader is the primary point of contact for the application, and the email address used to submit the application via the online system must be that of the Project Leader. Applications in which the email address associated with the Project Leader in the applicant information tab of the online opportunity does not match the email address used to submit the application will not be considered for funding. The Trust cannot conduct any official correspondence with contractors or other project partners. If at any time the Project Leader cannot continue in the position, the organization must contact the Trust and assign a new qualified Project Leader.

See <https://cbtrust.org/login> for help setting up your account and finding funding opportunities.

By submitting an application to this program, applicants acknowledge that: 1) they are compliant with federal employment and non-discrimination laws and 2) they have not been debarred, convicted, charged or had a civil judgment rendered against them for fraud or related offense by any government agency (federal, state or local) or been terminated for cause or default by any government agency (federal, state, or local). In addition, all final products will be provided to the funding partners for use and distribution at the sole discretion of the funding partners.

Deadline

Applicants must submit applications through the Chesapeake Bay Trust Awards Portal **by 4:00 PM EST on December 9, 2026**. Late applications will **NOT BE ACCEPTED**, and the online funding opportunity will close automatically and promptly at 4:00 PM EST. Applicants are strongly encouraged to **submit at least a few days prior to the deadline** given the potential for high website traffic on the due date. The Trust cannot guarantee the availability of technical assistance for the Awards Portal on the deadline date.

Online Application Form

You will be asked to provide the following information on the online application form. Some items are required in order to submit your application. Refer to the online application for details.

Eligibility Quiz: This three-question quiz is meant to assist you in determining if your project meets the requirements of this award program and that your staff/organizational structure best supports a successful application.

Applicant Information Tab: Provide the organization's name, mailing address, phone number, organization type, mission, EIN number, and SAM UEI number. If a Minority Business Enterprise and Women Business Enterprise (MBE/WBE), add certification number and state(s). Provide the Executive Officer and Project Leader's name, title, address, phone, and email address.

- Both an Executive Officer and a Project Leader, two separate individuals, must be identified for all applications.
- The Executive Officer and Project Leader must both be able to make decisions on behalf of the organization either as a board member, an employee, or other approved position recognized by the organization but not a contractor of the application.
- To avoid conflict of interest issues, individuals associated with for-profit entities to be engaged in the project cannot serve in either role.

Project Information Tab: Provide a project title; project abstract; the watershed, county, and legislative district in which the project is located; and the latitude and longitude coordinates of the project location.

Timeline Tab: Add the project start and end date. Provide a project timeline that includes major tasks and their associated start and end dates.

Deliverables Tab: Provide estimated metrics for your proposed project such as project participants and outreach and restoration outcomes. Disregard deliverables that do not apply to your project.

Volunteers Tab: Provide a description of volunteer activities, the number of volunteers, and total number of volunteer hours.

Project Partnerships: Provide a list of project partner organizations or contractors, individuals, their areas of expertise, and their role(s) in your project.

Applicants are encouraged to upload a Letter of Commitment for the project from each partner describing in detail the partner's role or contribution to the project. Applications including strong Letter(s) of Commitment often receive higher scores. To better understand the Trust's definition of and policy on Letter(s) of Commitment, visit our Forms and Policies webpage: <https://cbtrust.org/grants/applicant-resources-forms-policies/>.

Budget Tab:

1. **Application Budget:** Enter each requested cost in the appropriate budget category. The online application will calculate category totals automatically. Additional budget guidance is available at <https://cbtrust.org/login>.
2. **Additional Budget Justification:** Provide a descriptive budget narrative to justify and explain costs. If the success of the work is contingent upon award of other funds, make this clear in your budget justification section.
3. **Eligible Budget Items:** Examples of appropriate budget line items for this program can include:
 - a. Staff time and costs: Staff that directly support project-related tasks are eligible with a detailed description of the deliverables, scope of work, and hours spent per project task by a proposed staff person(s) and/or consultant.
 - b. Consultant (contractor) costs: Invoices for subcontractors/contractors to complete the project; if contractual costs requested are greater than \$15,000 and less than \$350,000, applicants must provide a description of the procurement method by which contractual services were/will be obtained (See Appendix E for more information on contractual services).
 - c. Permitting costs: Costs related to submitting permits for project designs.
 - d. Other costs associated with developing a project design, watershed plan, or program, with justification.
 - e. **NOTE:** This program is funded utilizing Federal funding. The budget must be prepared utilizing Federal requirements, including [2 CFR Part 200 Subpart E Cost Principles](#) and applicable indirect cost rates, see [2 CFR 200.414](#). If you have a Negotiated Indirect Cost Rate Agreement (NICRA), it must be uploaded with the application. The Trust has prepared an Indirect and Fringe Cost Policy and FAQ for Federal Funding document to assist applicants: [Additional Applicant & Awardee Resources - Chesapeake Bay Trust](#).

Terms and Conditions Tab: Agree to the specified terms and conditions for the program for which you are applying.

Demographics Tab and Survey Tab (optional): Provide voluntary demographic information. Additionally, provide voluntary feedback on the application process.

Narrative Questions

You will be asked to upload an MS Word or PDF file (7-page limit, excluding material such as letters of commitment and conceptual sketches) addressing the narrative questions, and to include relevant information as described in the Eligible Project Types section of this RFP. Please address all questions and **ensure your answers describe how the criteria in the "Evaluation Criteria" section will be met.**

Use the links below to download the **REQUIRED** narrative questions template for your Project Track. Complete all questions and upload the completed document as a Microsoft Word or PDF file.

- TRACK #1 Narrative Questions - Project Design: <https://docs.google.com/document/d/1P4F43->

- TRACK #2 Narrative Questions - Watershed Planning and Program Development:
https://docs.google.com/document/d/1goFCC4qKaHmh8rPqJL_9UHYPoNppZhot/edit?usp=sharing&oid=107490349100015486318&rtpof=true&sd=true

Application Review Process

Each application is reviewed by an external technical peer review committee, called the Technical Review Committee (TRC), composed of individuals who are experts in the fields supported by this RFP and represent communities served by projects funded by this RFP. The TRC reviews and scores all applications based on the criteria listed in the “Evaluation Criteria” section above, then meets to discuss application merits and develop funding recommendations. The TRC then recommends a suite of applications to the Trust’s Board of Trustees. **The program funding partners reserve the right to fund projects and budget items that advance their missions and meet specific funding priorities and criteria.**

Awards and Notifications

The FY27 Watershed Assistance Grant Program **awards will be announced in March 2027.**

All applicants will receive a letter stating the funding partnership’s decision. An application may be declined, partially awarded, or fully awarded. If approved, the Trust will send an award agreement with award conditions and due dates of status, progress, and final reports. The Trust will make the first award payment to the requesting organization following satisfaction of any phase one payment award contingencies, including upload of the signed award agreement. Ten percent of the total award will be held until the final report is submitted and approved. In cases where the awardee fails to submit a status report, progress report, final report, or other requirement by the due date, the Trust reserves the right to terminate the award agreement and require a refund of funds already transferred to the awardee.

When the project is complete, awardees are required to complete final reports that may include but are not limited to submission of all receipts for supplies, invoices for subcontractors/contractors, and copies of timesheets for personnel time used (timesheets must include date, name, time worked per day, and coding to tie the time worked to the award).

All financial back-up documentation will be grouped and numbered to correspond to the budget line item reported as spent. **Organizations with outstanding final, progress, or status reports will not be awarded additional grants.**

Appendix A: Proposal Development Assistance and Support

Proposal Development Assistance: For transparency, our state contacts are included below. However, **all potential applicants are strongly encouraged to contact the Trust directly** during proposal development.

Chesapeake Bay Trust	Maryland Department of Natural Resources	West Virginia Department of Environmental Protection
Megan Diehl (410) 974-2941 mdiehl@cbtrust.org	Cory Russell (410) 260-8799 coryc.russell@maryland.gov	Mary DeWees (304) 389-1509 mary.a.deweese@wv.gov

Watershed Assistance Collaborative: This grant program is one element of the State of Maryland's Watershed Assistance Collaborative: https://dnr.maryland.gov/ccs/Pages/healthy_waters/wac.aspx. The Collaborative is a partnership that provides services and technical assistance to help Maryland communities advance restoration planning and implementation. It supports local organizations by coordinating existing programs and expanding access to planning resources.

As part of the Collaborative, the University of Maryland Sea Grant Extension Watershed Restoration Specialists (WRS) help Maryland jurisdictions connect with technical experts and identify funding opportunities, particularly from the Trust and Chesapeake and Atlantic Coastal Bays Trust Fund. These projects are expected to lead to measurable water quality improvements.

Maryland applicants seeking help identifying service providers or local partners are encouraged to contact the Watershed Restoration Specialist in their region. To request assistance, use this form: [WAC Technical Assistance Request](#)

Watershed Restoration Specialists Contact Information

Watershed specialist coverage areas in Maryland

Region	County Coverage	Specialist Name	Email Address	Phone Number
Western Maryland	Garrett, Allegany, Washington	(vacant)*	N/A	N/A
Central Maryland	Frederick, Montgomery, Howard	Amanda Rockler	arockler@umd.edu	240-393-8346
Northern Maryland	Carroll, Baltimore, Harford	Claire Cambardella	ccambard@umd.edu	410-887-8055
Capital Area	Anne Arundel, Prince George's, Charles	(vacant)*	N/A	N/A
Southern Maryland	Calvert, St. Mary's	(vacant)*	N/A	N/A
Upper Shore	Cecil, Kent, Queen Anne's, Caroline, Talbot	Eric Buehl	ebuehl@umd.edu	443-205-5924
Lower Shore	Dorchester, Wicomico, Worcester, Somerset	Emily Thorpe	egthorpe@umd.edu	443-239-9771

**If your project is in an area not covered by one of the regional specialists listed above, please contact the Chesapeake Bay Trust or Maryland Department of Natural Resources (MD DNR) for guidance.*

Cost-Effectiveness: The table below summarizes cost ranges from restoration design proposals funded in the past two rounds. These values are provided *for guidance purposes only* to help applicants assess the general cost-effectiveness of their proposed projects. While proposals that fall within these ranges are more likely to align with past funding decisions, projects that exceed these benchmarks *are still eligible* for funding. However, applicants should provide a strong justification explaining any site-specific or project-specific factors that contribute to higher costs.

While matching funds are *not required*, they may improve a proposal's overall competitiveness.

Design Practice Type	Cost per Pound Reduced: Nitrogen (\$/lb)	Cost per Pound Reduced: Phosphorus (\$/lb)	Cost per Ton Reduced: Solids (\$/ton)

Stream Restoration	Up to \$740	Up to \$86	Less than \$10
Stormwater BMPs (e.g., rain gardens, bioretention)	\$550 – \$30,000	\$1,600 – \$260,900	\$8,700 - \$184,600
Living Shorelines	Up to \$1,100	Up to \$2,000	Up to \$1,500
Wetland and Stream Restoration (Combination)	\$220 – \$6,400	\$820 – \$7,000	\$250 – \$1,000

Note: These figures reflect design-phase costs only and are based on funded design proposals from the past two rounds. They are provided for general guidance and are not strict caps, thresholds, or guarantees of competitiveness. Applicants should use these ranges to help calibrate proposed budgets and should explain any site-specific or project-specific factors that result in higher costs. Because project types, site constraints, and pollutant reduction methods vary, applicants should clearly describe how cost-effectiveness values were calculated.

Appendix B: Watershed Implementation Plan Resources

Working with local partners, Maryland and West Virginia have both published their “Phase III Watershed Implementation Plans (WIPs)” outlining strategies to achieve water quality improvements (reduction of nitrogen, phosphorus, and sediment) in the Chesapeake Bay. As part of the accountability framework for implementation of these water quality improvement goals and strategies, each state develops milestones in two-year increments. Submitted applications should include projects that align with key components of the state WIPs. For example, projects that support local, big-picture planning efforts, such as implementation of milestones developed to advance WIP strategies, will be reviewed more favorably. WIP strategies include a wide range of practices and project types, and contributors to these strategies may include a variety of partners and types of lead organizations. Applicants with questions on this topic or about how projects can inform or contribute to WIP strategies are encouraged to contact the Trust. Projects can also support other local, big-picture planning efforts such as Financial Assurance Plans (FAPs), Total Maximum Daily Load (TMDL) Implementation Plans, county-wide Green Infrastructure Plans, watershed action plans, or similar plans. Please see the state links below for more information:

Maryland WIP Resources:

- Overview and History: <https://mde.maryland.gov/programs/Water/TMDL/TMDLImplementation/Pages/Phase3WIP.aspx>
- Maryland’s Phase III WIP: [Phase III WIP-Final Maryland 8.23.2019.pdf](#)
- 2026-2027 Milestone Resources and EPA Evaluation for Maryland: [EPA Evaluation of 2024-2025 Milestone Progress and 2026-2027 Milestone Commitments](#)

West Virginia WIP Resources:

- Overview and History: <https://dep.wv.gov/www/watershed/wqmonitoring/pages/chesapeakebay.aspx>
- West Virginia’s Phase III WIP: <https://dep.wv.gov/www/watershed/wqmonitoring/pages/chesapeakebay.aspx>
- Progress Reports and Two-Year Milestones: <https://www.chesapeakeprogress.com/>

Conowingo Watershed Implementation Plan (WIP):

- Background:
https://mde.maryland.gov/programs/water/TMDL/TMDLImplementation/Pages/Conowingo_WIP.aspx
- Conowingo Watershed Implementation Plan (WIP):
https://www.chesapeakebay.net/files/documents/final_cwip_2024-06-20-152643_gxnv.pdf

Appendix C: Stream Restoration Criteria and Resources

If your application includes stream restoration design, ensure that your application includes the following elements for consideration by reviewers:

1. Demonstrate project need, e.g., stream banks experiencing erosion, stormwater practices implemented/considered higher in the watershed draining to this site, etc.).
2. Present the alternatives analysis (detail the alternative practices and/or practice types that were considered at the site leading to the recommendation for the proposed practice and practice type).
3. Describe the practice type and the goals of the project to clearly link the goals to that practice type. Funding partners will consider stream restoration designs that aim to reduce erosion and provide enhancements to hydrology, habitat, vegetation, etc. while reducing impacts to existing natural resources.
4. Describe the existing conditions of the site and how the project will avoid natural resource impacts; avoidance of natural resources is required, including avoidance of trees and existing wetlands, to the maximum extent practicable. New Guidance for Restoration of Streams with Associated Wetlands:
https://mde.maryland.gov/programs/water/WetlandsandWaterways/Pages/Stream-Wetland_NewGuidance.aspx
5. Describe existing utilities at the site and detail how you determined that the project will not adversely affect public safety, infrastructure, and/or properties.
6. Describe the assessment that has or will be done for the drainage above ground and through underground pipes (if present) and avoiding utilities.
7. Use the field's best practices, as identified by the EPA Chesapeake Bay Program Office, WV DEP, and the Trust. Refer to the EPA's Expert Panel reports and budget for any required additional calculations, sampling, and modeling that will be completed during the design phase that are available at:
<https://chesapeakestormwater.net/bmp-resources/urban-stream-restoration/>. The Trust highly recommends applicants interested in stream restoration practices review and be familiar with the most recent science to make informed decisions on site selection and technique. Research gathered through the Pooled Monitoring Initiative's Restoration Research Program focused on stream restoration has been shared on the Trust's website (<https://cbtrust.org/grants/restoration-research/> - found under the "Additional Information," "Awarded Projects and Final Products" tab). Particularly, applicants may find final products from the following projects of relevance:
 - a. Evaluating the Effectiveness and Sustainability of Novel Stream Restoration Designs for Coastal Plain Streams in Maryland: Integrating Existing and New Data from Stream Restoration Monitoring, University of Maryland Center for Environmental Science, Dr. Solange Filoso
 - b. Tree Trade-Offs in Stream Restoration Projects: Impact on Riparian Groundwater Quality, University of Maryland College Park, Dr. Sujay Kaushal
 - c. Quantifying the ecological uplift and effectiveness of differing stream restoration approaches in Maryland, University of Maryland Center for Environmental Science, Dr. Robert Hilderbrand
 - d. Determining realistic expectations for ecological uplift in urban stream restorations, University of Maryland Center for Environmental Science, Dr. Robert Hilderbrand
 - e. Evaluating the Performance of Regenerative Stormwater Conveyances in Urban Versus Rural Watersheds, Smithsonian Institution, Dr. Thomas Jordan
 - f. Improving Success of Stream Restoration Practices – Revised and Expanded, Virginia Polytechnic Institute and State University, Dr. Theresa Thompson

- g. Determining the effects of legacy sediment removal and floodplain reconnection on ecosystem function and nutrient export, Towson University, Dr. Vanessa Beauchamp
 - h. Quantifying the cumulative effects of stream restoration and environmental site design on nitrate loads in nested urban watersheds using a high-frequency sensor network, University of Maryland Baltimore County, Dr. Claire Welty
 - i. Impacts of Regenerative Stormwater Conveyance on Iron in Restored Streams and Potential Effects on Aquatic Organisms, EA Engineering, Science, and Technology, Inc., PBC, Dr. Jamie Suski
 - j. Evaluating impacts of freshwater salinization on mobilization of nutrients and metals from stormwater best management practices, University of Maryland College Park, Dr. Sujay Kaushal
 - k. Literature Review on Techniques to Reduce Salt Loading to Streams, Center for Watershed Protection, Carol Wong.
 - l. Vertebrate Community Response to Regenerative Stream Conveyance (RSC) Restoration as a Resource Trade-Off, Tetra Tech, Inc., Mark Southerland
 - m. An Evaluation of Forest Impacts as Compared to Benefits Associated with Stream Restoration, Versar, Inc.
 - n. Memories of the soils: Evaluation of soil nitrogen stable isotope as a robust metric to assess floodplain restoration and nitrogen removal effectiveness – Dr. Joseph Galella and Dr. Shreeram Inamdar, University of Delaware
 - o. Climate Impacts to Restoration Practices - Dr. Jon Butcher, Tetra Tech
8. Describe the proposed team's experience with similar projects. Designs shall be done by licensed/registered professionals.
 9. Detail how materials will be delivered to the site, where materials will be stored, and how construction equipment will be safely managed during the project.
 10. Describe your ability to proceed through the permit and construction process:
 - a. The output of a design award must be permissible by the state, U.S. Army Corps of Engineers, and all other appropriate local, state, and federal entities.
 - b. Applicants are strongly encouraged to contact the Trust during the conceptual design phase and make an appointment to discuss their project with the permit reviewers (see page 4 above for more information on permitting).
 11. Describe proposed maintenance and long-term sustainability of the project. Designs will be evaluated to ensure that completed projects are self-sustaining and will not require continuous manipulation for future project sustainability. If future stream restoration implementation is anticipated, describe how the completed project will persist and be well-maintained (and not threatened by various types of disturbance), including addressing any ongoing resources needed to maintain the value of the project.
 12. Provide the following metrics for your project: linear feet to be designed, drainage area treated/planned (acres), impervious acre treated, estimated load reductions (lbs. of N, P, and S reduced), and estimated cost of design (\$).
 13. Justify the cost-effectiveness of the project. Provide assurances that the best price was provided (e.g., were multiple estimates/quotes obtained for contractors) and is reflective of current, market prices/values.
 14. ***Benthic Data (for Maryland projects only): Stream restoration projects that may seek future implementation funding through the MD DNR Chesapeake and Atlantic Coastal Bays Trust Fund Grant Program (<https://dnr.maryland.gov/ccs/Pages/funding/grantsgateway.aspx>) must provide pre-restoration Maryland Biological Stream Survey (MBSS) benthic macroinvertebrate data if located in one of the following areas:***
 - a. Designated cold water streams (MDE Use Classes III and IV);
 - b. Existing cold water (identified by the presence of trout or benthic macroinvertebrate cold water obligates (*Tallaperla* and *Sweltsa*); or
 - c. High quality (MDE Tier II) stream catchments.
 - d. Mapping source for a, b, and c as noted above:

<https://www.arcgis.com/home/webmap/viewer.html?webmap=3c68c6a03266421d8036f70ac89d30de&extent=-78.9109,38.3342,-75.6727,39.7083>

To be considered consistent with MBSS protocols, benthic macroinvertebrate data must be collected by a person certified in benthic macroinvertebrate sampling, the sample must be processed by an individual who is certified in laboratory processing and subsampling, and a person who is a certified taxonomist in both EPT (E = Ephemeroptera, P = Plecoptera, T = Trichoptera) East and North American Chironomidae by the Society for Freshwater Science must perform the benthic macroinvertebrate taxonomy. The EPT Richness Index estimates water quality based on the number of distinct taxa from three major orders of stream insects that generally have low tolerance to water pollution. The contact information for individuals who are already certified can be found on the MBSS Registry of Certifications and information on how to become certified can be found on the MBSS Training website: <https://dnr.maryland.gov/streams/pages/mbsssfscertified.aspx>. Applicants with a project located in one of the areas above who anticipate applying to the MD DNR Trust Fund should explain how the required MBSS biological data will be collected.

Appendix D: Additional Resources

The resources below can support your application and project:

- **The Trust’s Additional Resources Page**, specifically the “Restoration,” “Living Shoreline,” and “Maintenance” categories: <https://cbtrust.org/grants/applicant-resources-forms-policies/>
- **The Trust’s Additional Applicant & Awardee Resources Page**, specifically the “Indirect and Fringe Benefits Guidance Policy” and the “Frequently Asked Questions for Federal Awards”: [Additional Applicant & Awardee Resources - Chesapeake Bay Trust](#)
- **Pollutant Load Reduction Calculators** that may be helpful to applicants:
 1. The *Green Stormwater Infrastructure SIMPLE Pollutant Load Reduction Estimator* (Green SIMPLE) is an easy-to-use spreadsheet developed to help Chesapeake Bay communities consistently estimate the water quality benefits of stormwater retrofit and community greening projects. The tool uses pollutant loading rates and load reduction efficiencies consistent with the Chesapeake Bay Model. Users can estimate reductions for individual projects and compare candidate projects based on cost-effectiveness, pollutant reduction, maintenance burden, and constructability. Enter the practice type and size or total area treated to calculate estimated TN, TP, and TSS reductions using existing guidance.
Green SIMPLE tool direct link: https://cbtrust.org/wp-content/uploads/Green-SIMPLE_v1_2.xlsx
 2. **If your design project is located within Anne Arundel County, MD**, you can determine nutrient and sediment loads reduced by your project using the County’s BMP Credit Calculator: [open calculator](#)
- **Watershed Resources Registry (WRR):** includes site details (e.g., topographic lines, land uses, and soils):
 - Maryland WRR: <https://watershedresourcesregistry.org/states/maryland.html>
 - West Virginia WRR: <https://watershedresourcesregistry.org/states/westvirginia.html>
 - Pennsylvania WRR: <https://watershedresourcesregistry.org/states/pennsylvania.html>
- **NRCS Web Soil Survey:** [access the tool](#)
- **2023 Sea Level Rise Projections for Maryland:** <https://www.umces.edu/sea-level-rise-projections>
- **NOAA Sea Level Rise Viewer:** <https://coast.noaa.gov/digitalcoast/tools/slr.html>
- **MD DNR Coastal Atlas:** <https://dnr.geodata.md.gov/CoastalAtlas/>
- **Impacts to Restoration Practices** (supported through the [Pooled Monitoring Program](#)): [view report](#)

- **Piloting the Development of Probabilistic Intensity Duration Frequency (IDF) Curves for the Chesapeake Bay Watershed** (supported through the [US EPA Goal Implementation Team program](#)): [view tool](#)

Appendix E: Service Providers for Contractual Work

If contractual costs greater than \$15,000 and less than \$350,000 are requested, **applicants must provide a description of the procurement method by which contractual services were/will be obtained.** Applicants must either (a) have already obtained cost estimates/quotes from at least three service providers or obtained bids through a publicly advertised, competitive, open solicitation prior to completing the application or (b) indicate in the proposal that at least three estimates/quotes will be obtained or a publicly advertised, competitive, open solicitation will be used. If neither route is indicated, the proposal will be deemed ineligible. Contracts over \$350,000 must be competitively bid through an open solicitation. For all subcontracted work, it must be demonstrated that Good Faith Efforts were used to engage minority/disadvantaged/women/small business enterprises (MBE/DBE/WBE/SBE) by reaching out to MBE/DBE/WBE/SBE firms to obtain estimates or bids. Efforts to engage MBE/DBE/WBE/SBE firms must be provided in the description of procurement method. The following websites may be helpful in identifying MBE/DBE/WBE/SBE firms in Maryland, West Virginia, and Pennsylvania:

MD	Maryland business directory
WV	West Virginia business search
PA	Pennsylvania supplier directory

The grantee will be required to agree that it will not discriminate in any matter against an employee or applicant for employment because of gender, race, age, color, religion, creed, marital status, ancestry, gender identity and expression, genetic information, sexual orientation, national origin, or physical or mental handicap unrelated in nature and extent so as reasonably to preclude the performance of such employment; and the grantee will be required to agree to include a provision similar to that contained herein in any subcontract except a subcontract for standard commercial supplies or raw materials.