

**State of Tennessee  
Department of Finance and Administration  
Family Advocacy Unit**

**CERTIFICATION REGARDING HIRING PRACTICES ON THE BASIS OF RELIGION**

(For Use by Faith-Based Organizations Applying for or Receiving State Funding from the Tennessee Department of Finance and Administration, Family Advocacy Unit (FAU) via Tennessee Strong Families Grant Program).

*Eligible entities receiving an award while maintaining a hiring preference for co-religionists, may receive an exemption from religious discrimination in hiring. To do so, the entity must complete and retain an original, signed Certification Regarding Hiring Practices on the Basis of Religion for their records. They must also submit a copy of the signed Certification (below) to their FAU Program Manager.*

Based on the above and on behalf of the Recipient, and in support of its application, I certify that the following is true and correct:

- I am the Authorized Official of the Recipient named below and I have the authority to make this certification on behalf of the Recipient (that is, the entity applying to the FAU). I understand that the FAU will rely upon this certification as a material representation in any decision regarding an award to the Recipient.
- The Recipient is a faith-based organization that sincerely believes that providing the programs or services funded under the award by the FAU is an expression of its religious beliefs, that employing individuals of a particular religious belief is important to its religious exercise, and that having to abandon its religious hiring practice to receive FAU funding would substantially burden its religious exercise.
- The Recipient will not discriminate against beneficiaries (or prospective beneficiaries) of programs or services funded by the FAU on the basis of religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice.
- The Recipient will keep any explicitly religious activities separate in time or location from any programs or services funded under the FAU.

I acknowledge that a materially false, fictitious, or fraudulent statement (or concealment or omission of a material fact) in this certification, or in the application that it supports, may be the subject of criminal prosecution (including under Tenn. Code Ann. § 39-16-702), and also may subject me and the Recipient to civil penalties and administrative remedies for false claims or otherwise (including Tenn. Code Ann. § 4-18-101 et seq.).

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Signature of Authorized Official

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Date of Certification

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Printed Name of Authorized Official

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Title of Authorized Official

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Name and Address of Authorizing Agency