

**From Amy Loder, Associate Director at the U.S. Department of Justice, Office on Violence Against Women, re: Hazard Pay**

“Hazard pay is subject to the same requirements in 2 C.F.R. § 430 as any other type of compensation. As stated in OVW’s COVID-19 guidance, recipients (and subrecipients) may continue to charge salaries and benefits to their awards consistent with their policy of paying salaries and benefits under unexpected or extraordinary circumstances from all funding sources (Federal and non-Federal). As is the case for all compensation costs charged to an OVW award, any hazard pay must be reasonable, consistent with the recipient or subrecipient’s policy, and applied in the same manner to both federally and non-federally funded staff. In developing and applying their policies on what constitutes a hazard in the context of COVID-19, recipients and subrecipients may look to federal, tribal, state, or local guidelines. Recipients are required to maintain copies of their policies and cost documentation (as required by 2 C.F.R. §§ 200.302, 200.333, and 431(b)(1)) to substantiate the charging of salaries and benefits to their awards.”