

THE NEED FOR SPECIAL EMPHASIS PROGRAM MANAGERS

Federal laws, Executive Orders (EO) and implementing regulations from the Office of Personnel Management (OPM) and the Equal Employment Opportunity Commission (EEOC) mandate programs to ensure equal opportunity in employment and equal treatment of employees. Special Emphasis Program coordinator/manager positions were established to assist agencies in assuring that equal opportunity is present in all aspects of employment and that affirmative action is being taken to address under-representation. The programs focus on techniques to evaluate management policies, practices and procedures to identify and eliminate employment barriers to the target group.

Three special emphasis program areas are specifically required by regulation: the Hispanic Employment Program (HEP), the Federal Women's Program (FWP), and the Program for People with Disabilities. Federal agencies may also identify additional program areas which require special emphasis such as the Black Employment Program (BEP), the Asian/Pacific Islander Program (APIP) and the Native American Indian Program (NAIP).

The HEP began with President Nixon's memorandum in 1970 establishing the "Sixteen Point Program." Executive Order 13171, issued on October 21, 2000, requires agencies to provide a plan for recruiting Hispanics, to assess and eliminate any systemic barriers to the effective recruitment and consideration of Hispanics, to improve outreach efforts, and to establish appropriate agency advisory councils that include HEP managers.

The FWP was established by Executive Order 11375 in 1967. OPM regulations implementing Public Law 92-261 require Federal agencies to designate a FWP manager to advise management on matters affecting the employment and advancement of women.

The Rehabilitation Act of 1973 prohibits discrimination in the hiring of handicapped individuals. Executive Order 12066 and Civil Service Reform Act of 1978 gave EEOC the responsibility of implementing affirmative action for the hiring, placement and advancement of handicapped individuals. EEOC issued Management Directives, 712, 713, and 715 in 1984, 1987 and 2003, respectively, implementing affirmative employment programs for individuals with disabilities. Executive Order 13164 promotes a model Federal workplace that provides reasonable accommodation for people with disabilities and those applying for Federal employment.

If you are interested in serving as a collateral duty SEP Manager for BLM Nevada, please contact the EEO Program Office at (775) 861-6584/6510.