



# WELCOME TO THE EQUAL EMPLOYMENT OPPORTUNITY (EEO) OFFICE

White Sands Missile Range, NM

Prepared by EEO Officer

# EEO IS THE LAW

- EEO is for everyone
- Sexual Harassment is a form of discrimination
- Know what your agency's affirmative employment plan is
- Are reasonable accommodations available?
- Give full consideration to all
- Eliminate and prevent discrimination
- Resolve complaints quickly
- Communicate EEO
- Know your rights

# WHAT IS EEO



Equal Employment Opportunity is the law of the land. It is the right of all people to be protected from discrimination in employment regardless of race, color, religion, sex, national origin, age, mental or physical disability, or sexual orientation.

# EEO LAWS



- Purpose: To protect employees and applicants from employment discrimination
- Coverage: All employees and applicants
- Nature: Define discriminatory practices and tell employers what not to do
- Violation: When discriminatory acts are committed by employers, managers and supervisors.

# WHAT IS DISCRIMINATION



- Do you discriminate?
  - Discriminate and discrimination refer to making employment decisions which are illegal or prohibited because they are based on race, color, religion, sex, national origin, age, physical or mental disability or sexual orientation.



# THE CONSTITUTION

Equal employment opportunity laws and affirmative employment requirements of today are based on principles found in the Constitution and Bill of Rights.

# DISCRIMINATION



- African Americans
- Hispanics
- Women
- American Indians
- Asians
- Persons with Disabilities
- Title VII basis: Race, religion, sex, national origin, age, color

# CIVIL RIGHTS



- Title VII, Civil Rights Act of 1964
- Americans with Disabilities Act
- Equal Pay Act of 1963
- Age Discrimination in Employment Act of 1967
- The Rehabilitation Act of 1973
- The Vietnam Era Veterans Readjustment Assistance Act of 1974
- The Civil Service Reform Act of 1978
- Civil Rights Act of 1991

# PURPOSES OF THE EEO PROGRAM



To eliminate and prevent discrimination  
in Federal employment

And

To correct the effects of past  
discrimination and achieve the goal of a  
representative workforce

# THE EEO COMPLAINT PROCESS



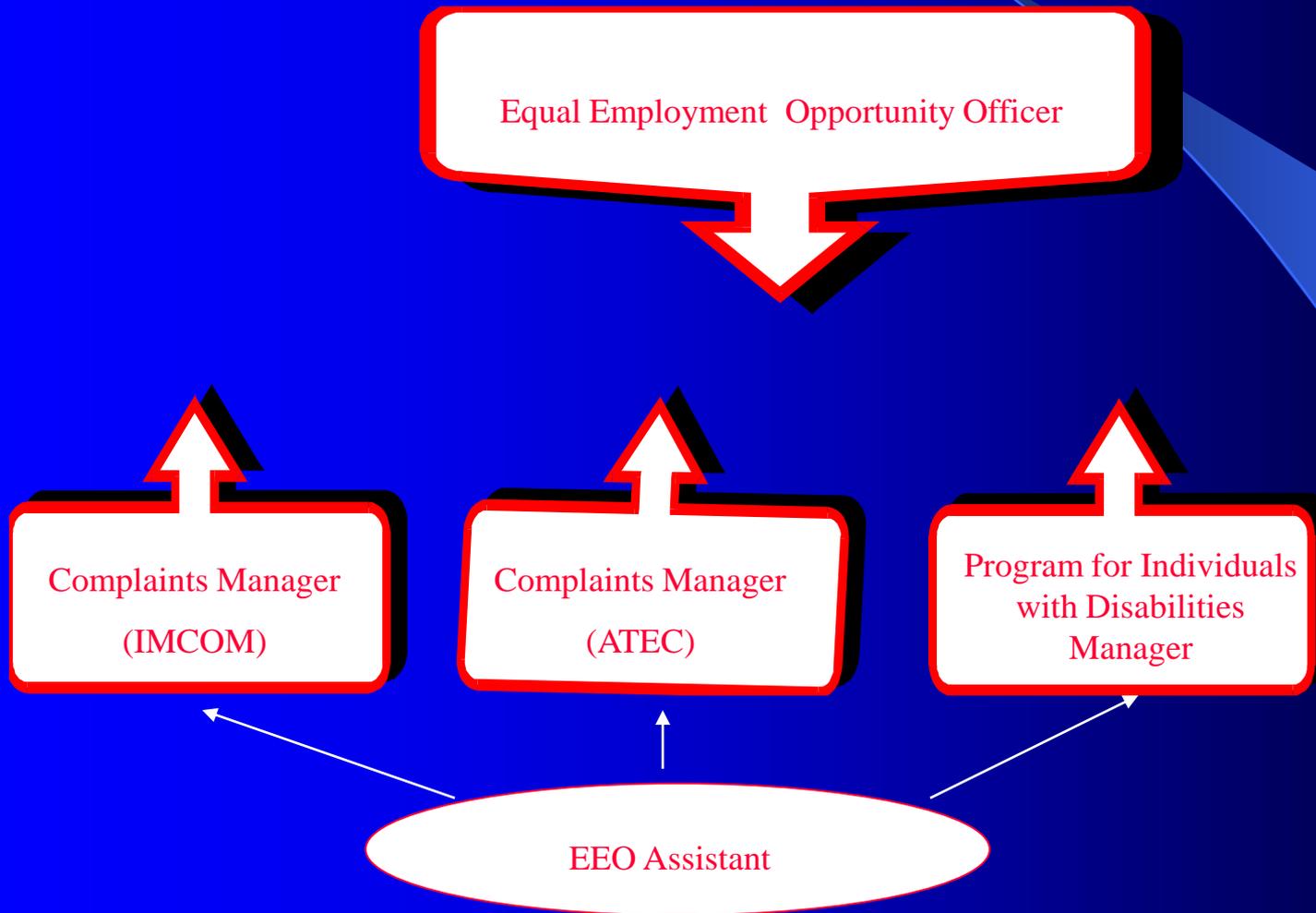
The right to pursue a complaint of discrimination is established by law. The discrimination complaint process consists of pre-complaint resolution efforts – counseling, mediation – and, if unsuccessful, a formal complaint.

# THE EEO COUNSELOR



The EEO Counselor provides an open channel through which employees or applicants may raise questions, discuss problems, and get answers. The counselor acts as a neutral party whose function is to make inquiries to uncover the facts.

# WHITE SANDS MISSILE RANGE EEO ORGANIZATION CHART





# Questions & Answers



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**“EEO IS THE LAW”**