

Black Employment Program

This program was strengthened through Executive Order 11478, Equal Employment Opportunity in the Federal Government, which established the EEO Program. It is the policy of the Federal government to provide equal opportunity in employment to all individuals regardless of race, color, religion, gender, national origin, disability, or age. The Black SEP was established to increase the representation of African Americans throughout the workforce.

Executive Order

Executive Order 11478--Equal employment opportunity in the Federal Government

Source: The provisions of Executive Order 11478 of Aug. 8, 1969, appear at 34 FR 12985, 3 CFR, 1966-1970 Comp., p. 803, unless otherwise noted.

Under and by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

Section 1. It is the policy of the Government of the United States to provide equal opportunity in Federal employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, handicap, or age, and to promote the full realization of equal employment opportunity through a continuing affirmative program in each executive department and agency. This policy of equal opportunity applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of civilian employees of the Federal Government.

[Preamble deleted and sec. 1 amended by Executive Order 12106 of Dec. 28, 1978, 44 FR 1053, 3 CFR, 1978 Comp., p. 263]

Sec. 2. The head of each executive department and agency shall establish and maintain an affirmative program of equal employment opportunity for all civilian employees and applicants for employment within his jurisdiction in accordance with the policy set forth in section 1. It is the responsibility of each department and agency head, to the maximum extent possible, to provide sufficient resources to administer such a program in a positive and effective manner; assure that recruitment activities reach all sources of job candidates; utilize to the fullest extent the present skills of each employee; provide the maximum feasible opportunity to employees to enhance their

skills so they may perform at their highest potential and advance in accordance with their abilities; provide training and advice to managers and supervisors to assure their understanding and implementation of the policy expressed in this Order; assure participation at the local level with other employers, schools, and public or private groups in cooperative efforts to improve community conditions which affect employability; and provide for a system within the department or agency for periodically evaluating the effectiveness with which the policy of this Order is being carried out.

Sec. 3. The Equal Employment Opportunity Commission shall be responsible for directing and furthering the implementation of the policy of the Government of the United States to provide equal opportunity in Federal employment for all employees or applicants for employment (except with regard to aliens employed outside the limits of the United States) and to prohibit discrimination in employment because of race, color, religion, sex, national origin, handicap, or age.

[Sec. 3 amended by Executive Order 12106 of Dec. 28, 1978, 44 FR 1053, 3 CFR, 1978 Comp., p. 263]

Sec. 4. The Equal Employment Opportunity Commission, after consultation with all affected departments and agencies, shall issue such rules, regulations, orders, and instructions and request such information from the affected departments and agencies as it deems necessary and appropriate to carry out this Order.

[Sec. 4 amended by Executive Order 12106 of Dec. 28, 1978, 44 FR 1053, 3 CFR, 1978 Comp., p. 263]

Sec. 5. All departments and agencies shall cooperate with and assist the Equal Employment Opportunity Commission in the performance of its functions under this Order and shall furnish the Commission such reports and information as it may request. The head of each department or agency shall comply with rules, regulations, orders and instructions issued by the Equal Employment Opportunity Commission pursuant to Section 4 of this Order.

[Sec. 5 amended by Executive Order 12106 of Dec. 28, 1978, 44 FR 1053, 3 CFR, 1978 Comp., p. 263]

Sec. 6. This Order applies (a) to military departments as defined in section 102 of title 5, United States Code, and executive agencies (other than the General Accounting Office)

as defined in section 105 of title 5, United States Code, and to the employees thereof (including employees paid from non-appropriated funds), and (b) to those portions of the legislative and judicial branches of the Federal Government and of the Government of the District of Columbia having positions in the competitive service and to the employees in those positions. This Order does not apply to aliens employed outside the limits of the United States.

Sec. 7. Part I of Executive Order No. 11246 of September 24, 1965, and those parts of Executive Order No. 11375 of October 13, 1967, which apply to Federal employment, are hereby superseded.

Sec. 8. This Order shall be applicable to the United States Postal Service and to the Postal Rate Commission established by the Postal Reorganization Act of 1970.

[Sec. 8 added by Executive Order 11590 of Apr. 23, 1971, 36 FR 7831, 3 CFR, 1971-1975 Comp., p. 558]

“Black Employment Program Organizations”

100 Black Men of America, Inc.

<http://www.100blackmen.org/home.aspx>

African American Federal Executives Association

<http://www.aafea.org/>

African American Institute

<http://www.uga.edu/iaas/>

Association of Black Cardiologists

Washington DC Office

Heart House

2400 N Street NW, Suite 604, room 628

Washington DC 20037

800-753-9222 Toll-Free - fax 404-201-6601

<http://www.abcadio.org/>

**Black Biomedical Research Movement University of Colorado at Boulder
Department of Molecular, Cellular and Developmental Biology**

1705 Fourteenth Street

PMB 144

Boulder, CO 80302

Phone: 303-907-2557

<http://www.bbrm.org/>

Black Leadership Forum

633 Pennsylvania Ave. NW

5th Floor

Washington, DC 20004

Phone: (202) 689-1965

Fax: (202) 689-1954

<http://www.blackleadershipforum.org/home.html>

Blacks in Government

3005 Georgia Avenue, NW

Washington, D.C. 20001-3807

202-667-3280

Fax: 202-667-3705

<http://www.bignet.org/>

NAFEO - National Association for Equal Opportunity in Higher Education

8701 Georgia Avenue Suite 200

Silver Spring, MD 20910

Phone: (301) 650-2440

Fax: (301) 495-3306

<http://www.nafeo.org>

National Association for the Advancement of Colored People (NAACP)

NAACP National Headquarters

Mailing Address: 4805 Mt. Hope Drive, Baltimore MD 21215

Toll Free: (877) NAACP-98

Local: (410) 580-5777

<http://www.naacp.org>

National Urban League

120 Wall Street, 8th Floor

New York, NY 10005

Phone: (212) 558-5300

Fax: (212) 344-5332

<http://www.nul.org>