

August 7, 2008

**NON-DISCRIMINATION IN FEDERALLY-CONDUCTED EDUCATION AND TRAINING PROGRAMS**

**1. PURPOSE:** This Veterans Health Administration (VHA) Directive issues policy prohibiting discrimination in Federally-conducted education and training programs on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent.

**2. BACKGROUND:** On June 23, 2000, Executive Order 13160, Non-Discrimination on the Basis of Race, Sex, Color, National Origin, Disability, Religion, Age, Sexual Orientation, and Status as a Parent in Federally Conducted Education and Training Programs, was issued.

**3. POLICY:** It is VHA policy to prohibit discrimination in Federally-conducted education and training programs and activities on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent.

**4. ACTION:** VHA Chief Officers, Veterans Integrated Service Network (VISN) Directors, facility Directors, and supervisors are responsible for:

a. Ensuring the protection of employees in the workplace, through the procedures provided for in Executive Order 13160, and processing allegations of discrimination on the bases of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent in Federally-conducted education and training programs.

b. Ensuring employees and applicants for employment are informed that:

(1) If they believe that they have been subjected to discrimination in education and training programs, they may seek assistance under certain circumstances from the Merit Systems Protection Board, the Office of Special Counsel, the Agency's Negotiated Grievance Procedure, or the Agency's Internal Grievance Procedure.

(2) Employees and applicants may not seek relief from the Equal Employment Opportunity Commission or file a complaint under title VII of the Civil Rights Act of 1964, as amended, because that law does not prohibit discrimination in Federally-conducted education and training programs.

**5. REFERENCES**

a. Executive Order 13160, Non-Discrimination on the Basis of Race, Sex, Color, National Origin, Disability, Religion, Age, Sexual Orientation, and Status as a Parent in Federally Conducted Education and Training Programs.

**THIS VHA DIRECTIVE EXPIRES AUGUST 31, 2013**

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b. Title VI of the Civil Rights Act of 1964.

c. Title 29 Code of Federal Regulations (CFR) Section 1614.

**6. FOLLOW-UP RESPONSIBILITY:** The Chief Workforce Management and Consulting Officer and EEO/Affirmative Employment Team (10A2E) are responsible for the contents of this Directive. Questions may be referred to (202) 461-7290.

**7 RESCISSION:** None. This VHA Directive expires August 31, 2013.

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