

FACT SHEET ABOUT

Basic Requirements of Executive Order 13160 – Ensuring Equal Opportunity in Federally Conducted Education and Training Programs

EO 13160 prohibits discrimination on the basis of race, color, national origin, disability, religion, age, sexual orientation, and status as a parent in federally conducted education and training programs. The EO prohibits:

- Selecting or failing to select an individual because of his or her protected status
- Denying an individual any aid, benefit, or service offered in connection with a federally conducted education program because of his or her protected status
- Failing to provide or allocate aid, benefits, or services as a result of an individual's protected status
- Promoting or failing to promote an individual because of his or her protected status
- Segregating an individual because of his or her protected status
- Giving positive or negative performance evaluation to an individual because of his or her protected status
- Assigning an individual to a particular education or training program or activity, or a particular project because of his or her protected status
- Treating an individual less favorably with respect to the terms, conditions, or privileges of an education or training program or activity because of his or her protected status
- Bureau of Indian Affairs “culturally relevant” programs are exempt
- Complaints must be filed within 180 days of alleged discrimination
- Informal resolution must be attempted by agency but complainant may sue to enforce the Administrative Procedures Act

