

**Equal Employment Opportunity Comm.**

**Pt. 1608**

Respectfully submitted,

Harold R. Tyler, Jr.,  
Deputy Attorney General and Chairman  
of the Equal Employment Coordinating  
Council.

Michael H. Moskow,  
Under Secretary of Labor.  
Ethel Bent Walsh,  
Acting Chairman, Equal Employment  
Opportunity Commission.

Robert E. Hampton,  
Chairman, Civil Service Commission.  
Arthur E. Flemming,  
Chairman, Commission on Civil Rights.

Because of its equal employment opportunity responsibilities under the State and Local Government Fiscal Assistance Act of 1972 (the revenue sharing act), the Department of Treasury was invited to participate in the formulation of this policy statement; and it concurs and joins in the adoption of this policy statement.

Done this 26th day of August 1976.

Richard Albrecht,  
General Counsel,  
Department of the Treasury.

**§ 1607.18 Citations.**

The official title of these guidelines is "Uniform Guidelines on Employee Selection Procedures (1978)". The Uniform Guidelines on Employee Selection Procedures (1978) are intended to establish a uniform Federal position in the area of prohibiting discrimination in employment practices on grounds of race, color, religion, sex, or national origin. These guidelines have been adopted by the Equal Employment Opportunity Commission, the Department of Labor, the Department of Justice, and the Civil Service Commission.

The official citation is:

Section \_\_\_\_, Uniform Guidelines on Employee Selection Procedure (1978); 43 FR \_\_\_\_ (August 25, 1978).

The short form citation is:

Section \_\_\_\_, U.G.E.S.P. (1978); 43 FR \_\_\_\_ (August 25, 1978).

When the guidelines are cited in connection with the activities of one of the issuing agencies, a specific citation to the regulations of that agency can be added at the end of the above citation. The specific additional citations are as follows:

Equal Employment Opportunity Commission  
29 CFR part 1607  
Department of Labor  
Office of Federal Contract Compliance Programs  
41 CFR part 60-3  
Department of Justice  
28 CFR 50.14  
Civil Service Commission  
5 CFR 300.103(c)

Normally when citing these guidelines, the section number immediately preceding the title of the guidelines will be from these guidelines series 1-18. If a section number from the codification for an individual agency is needed it can also be added at the end of the agency citation. For example, section 6A of these guidelines could be cited for EEOC as follows:

Section 6A, Uniform Guidelines on Employee Selection Procedures (1978); 43 FR \_\_\_\_, (August 25, 1978); 29 CFR part 1607, section 6A.

**PART 1608—AFFIRMATIVE ACTION  
APPROPRIATE UNDER TITLE VII OF  
THE CIVIL RIGHTS ACT OF 1964,  
AS AMENDED**

- Sec.
- 1608.1 Statement of purpose.
- 1608.2 Written interpretation and opinion.
- 1608.3 Circumstances under which voluntary affirmative action is appropriate.
- 1608.4 Establishing affirmative action plans.
- 1608.5 Affirmative action compliance programs under Executive Order No. 11246, as amended.
- 1608.6 Affirmative action plans which are part of Commission conciliation or settlement agreements.
- 1608.7 Affirmative action plans or programs under State or local law.
- 1608.8 Adherence to court order.
- 1608.9 Reliance on directions of other government agencies.
- 1608.10 Standard of review.
- 1608.11 Limitations on the application of these guidelines.
- 1608.12 Equal employment opportunity plans adopted pursuant to section 717 of title VII.

AUTHORITY: Sec. 713 the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e-12, 78 Stat. 265.

SOURCE: 44 FR 4422, Jan. 19, 1979, unless otherwise noted.