

Special Emphasis Program (SEP)

SEP OBJECTIVES

- Act as a channel for communication between the workforce and management, seeking to create a climate of understanding and cooperation.
- Analyze statistical data concerning the composition of the workforce by organization, type and grade of positions, in order to identify those areas in which minorities, women and the disabled are significantly underrepresented.
- Study issues involved in complaints of discrimination in order to identify patterns of practices, attitudes, and other problem areas which result in the denial of equal employment opportunity for minorities, women and the disabled in employment, promotion, training, awards, and recognition.
- Provide leadership to assure equal employment opportunity for persons regardless of race, color, religion, sex, national origin, mental or physical handicap, or age.
- Bring to the Commander's attention attitudes, policies and practices creating artificial barriers for minorities', women's and disabled employee's entry into certain occupations.
- Assist in the development and the carrying out of affirmative action goals and feasible timetables for accomplishment of those goals.
- Provide a means of informing applicants and employees on where assistance may be obtained on career counseling, training, complaint processing, and civilian human resource management procedures.
- Provide an avenue for an effective communication network between minorities, women, the disabled, and the installation and local community.

Programs

- [Asian/Pacific American Employment Program](#)
- [Black Employment Program](#)
- [Federal Women Program](#)
- [Hispanic Employment Program](#)
- [Native American/Alaskan Native Employment Program](#)
- [Programs for Individuals with Disabilities](#)
- [Minority College Relations Program](#)

General Information

- [Time Line of African American History, 1901 - 1925](#)
- [Womens Historical TimeLine](#)