

# Federal Women's Program

## Objectives

To achieve a civilian work force in which women are employed at all levels, in all occupations and in all segments of the Army commensurate with their representation in the relevant civilian labor force (CLF).

## Initiatives

Within the framework of the Army's EEO Program, the Federal Women's Program will endeavor to address employment concerns of all women regardless of race, religion, national origin, or disability.

Each year specific initiatives will be identified/updated for action over the subsequent year.

The following were established for action during FY 2003:

- Encourage the use of career enhancing tools/training programs such as mentoring, shadow assignments, cross training, details, OLE, SBLM, PME, DLAMP, etc.
- Monitor the selection of women for professional development and long-term training assignments.
- Encourage registration in Army's career programs and RESUMIX.

## Federal Women's Program Manager

- Is the Principal Advisor to those responsible for personnel management actions impacting women.
- Assists the EEO Officer with affirmative actions planning to help eliminate the under-representation of women in all occupations groups and at all levels of employment.
- Is responsible for identifying issues, examining policies, assessing climate and developing proposals, recommendations, strategies and/or positions directed toward resolving specific issues.
- Is a source of information regarding the Program.

## Legal Authorities

- Civil Rights Act of 1964, as amended.
- Title VII of the Act prohibited sex discrimination.
- Executive Order 11375 — added sex and religion to the prohibited forms of discrimination in the Federal Government.
- Executive Order 11375, 1967 — "...to improve employment and advancement opportunities for women in the Federal service."

- DoD Directive 1440.1 authorized the establishment of FWP under the Special Emphasis Programs. Army Regulation 690-12, establishes the Army's FWP as part of the EEO Program Special Emphasis/Affirmative Employment Programs.

### **Executive Orders**

#### **AEP related documents include:**

Executive Order 11246 requires organizations accepting federal funds to take affirmative action to increase employment opportunities for women and minorities. Executive Order 11141 declares it to be against Federal policy for contractors and subcontractors in performance of Federal government contracts, to discriminate against employees or job applicants on account of age.