

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
ADMINISTRATION, OPERATIONS AND MANAGEMENT

OFFICE OF DEPARTMENTAL EQUAL EMPLOYMENT OPPORTUNITY

The Office of Departmental Equal Employment Opportunity (ODEEO) was established in 2003 as an independent office in the Office of the Secretary. The Office is responsible for ensuring the enforcement of Federal laws relating to the elimination of all forms of discrimination in the Department's (HUD's) employment practices. The applicable laws include Title VII of the Civil Rights Act of 1964 (as amended), the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Equal Pay Act, and the Notification and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act of 2002.

In addition, activities of the ODEEO are subject to Executive Order 11478, regulations promulgated by the U.S. Equal Employment Opportunity Commission (EEOC) at 29 CFR §1614, EEOC Management Directives (MD) MD-110 and MD-715, and Departmental regulations promulgated at 24 CFR Part 7, which are currently under revision in an effort to align the Agency regulation with the applicable Federal sector processing guidelines. The ODEEO has nationwide responsibility for the Department's Equal Employment Opportunity Programs. ODEEO is responsible for planning and implementing the Department's Equal Employment Opportunity/Affirmative Employment (EEO/AE) activities pursuant to the Federal Regulation at 29 CFR § 1614.

The activities of the ODEEO are carried out through the functions of three Divisions: The Equal Employment Opportunity Division (EEO), Affirmative Employment Division (AED), and Alternative Dispute Resolution (ADR) Division. To that end, the ODEEO is charged with leading the effort to ensure equal employment opportunity (EEO), promote inclusiveness, and foster a culture that values diversity and empowers the HUD workforce. Our ODEEO Strategic Plan aligns with Goal 5 of HUD's Strategic Plan – "Transform the Way HUD Does Business," which embraces Federal EEO rules and regulations that promote responsiveness, openness, and transparency.

Description of FTE Requirement: In order to maintain and carry out our mandated functions and the responsibility of assisting the Department with Goal 5 of the Strategic Plan "Transforming the Way that We Do Business".

OFFICE OF DEPARTMENTAL EQUAL EMPLOYMENT OPPORTUNITY

	FY 2010 Actual	FY 2011 Actual	FY 2012 Enacted	FY 2013 Request	Increase/Decrease compared to FY 2012
Personal Services	\$2,976,865	\$2,993,250	\$2,910,000	\$2,627,000	(\$283,000)
Non-Personal Services:					
Travel	55,117	37,288	349,000	202,000	(147,000)
Rent, Communication, Util.	...	2,922
Printing	5,262	734	5,000	3,000	(2,000)
Other Services	549,589	476,917	338,000	290,000	(48,000)
Supplies	6,909	7,269	8,000	5,000	(3,000)
Subtotal Non-Personal Services	\$616,877	\$525,130	\$700,000	\$500,000	(\$200,000)
Total	\$3,593,742	\$3,518,380	\$3,610,000	\$3,127,000	(\$483,000)
FTE	24.2	23.1	22.2	19.7	(2.5)

DEEO is requesting 19.7 FTE's for fiscal year 2013 and \$3.127 million; this is a decrease from fiscal year 2012 of 2.5 FTE and a total reduction in non-personnel service of \$200 thousand. HUD anticipates that amounts for Transportation of Things, Printing, Supplies, and Equipment will be minimal. Should expenses arise related to these Budget Object Codes, they will be absorbed within the budget for non-personnel expenses.

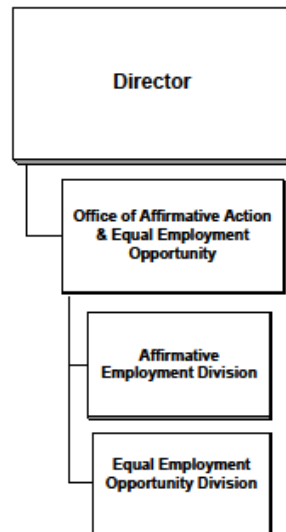
Travel: Funding requested to, attend training conferences sponsored by EEOC and OPM to obtain annually required EEO training and certification, provide technical assistance and guidance in support of the administration of the Department's EEO Program. Travel funds are also required for travel to the Field to evaluate, monitor and implement EEO/AE efforts as part of HUD's MD-715 requirements. Additional funding is requested for ODEEO staff to travel to the Field to educate all managers and employees in two mandatory diversity initiatives: conflict management and reasonable accommodation.

Printing: Funding requested will provide support for pamphlets, agendas, and programs for the President's seven (7) mandated Special Emphasis Programs conducted annually, and EEO Counselors/Specialists posters and business cards.

Other Services: Funding is requested for contract investigations, the continuation of the Department's Diversity Program, contracting of the preparation of Final Agency Decisions (FADs) and for ADR activities needed to adhere to non-EEO ADR requests and to assist in an aggressive complaints reduction initiative. Funding is required to continue the support of at least six Contract Vendors to assistant ODEEO Staff with EEO regulatory complaint processing and observances for the seven statutorily required special emphasis programs sponsored by ODEEO. The special emphasis programs observed are: Black History Month, Martin Luther King, Jr. Holiday, National Women's Month, Asian Pacific American Heritage Month, National Disability Employment Awareness Month, National Hispanic Heritage Month, and the American Indian Heritage Month. Funding will also be used to train DEEO employees to ensure that the required certifications are maintained and employees are kept abreast of continually changing policies, rules regulations, as well as EEOC and Civil court decisions and rulings. DEEO conferences are on-point training venues directed to EEO Specialist for required annual certifications (EEO Counselor and investigator, for example.) In addition, they provide up-to-date information on the latest EEOC and Federal Court precedence setting rulings, and decisions.



OFFICE OF DEPARTMENT EQUAL EMPLOYMENT OPPORTUNITY



February 4, 2008