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#### FOREWORD

It is the policy and intent of the Department of Housing and Urban Development (HUD) to provide equality of opportunity for all persons; to prohibit discrimination because of race, color, sex, religion, national origin, age

or disability status in all facets of employment; and to provide the full realization of equal employment through continuing programs of affirmative action at every management level.

The Federal Women's Program (FWP) is a part of the total affirmative employment effort responsible for improving employment and advancement opportunities for women in the Federal service. The FWP is a management program where primary legal responsibility rests with top agency management.

The FWP was established to implement a recommendation of the President's Committee on the Status of Women and was later integrated into the Federal Equal Employment Opportunity Program effort after the issuance of Executive Order 11478 (August 1969). The activities of the FWP focus on the employment needs and problems of women as they relate to Federal personnel policies and practices.

In April 1970, the Department of Housing and Urban Development (HUD) created a voluntary advisory women's committee to the Secretary. In February 1972, a full-time National Federal Women's Program Coordinator was added to the staff of the Assistant Secretary for Administration. In 1985, the function was transferred to the Office of the Assistant Secretary for Fair Housing and Equal Opportunity. Subsequently, additional coordinators were named for Field Offices and for Headquarters.

In March 1972, P.L. 92-261, the Equal Employment Opportunity Act of 1972, brought all civil service employees within the coverage of Title VII of the Civil Rights Act of 1964. The Act provides civil service employees a course of action in cases of discrimination and states formally the responsibility of the Federal government with respect to Equal Employment Opportunity.

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This Handbook establishes the procedures by which HUD implements its policy and the rules and regulations promulgated by the Office of Personnel Management (OPM) and the Equal Employment Opportunity Commission (EEOC) pursuant to the Equal Employment Opportunity Act of 1972 with respect to equality of opportunity for women in Federal employment.

