



# SPECIAL EMPHASIS PROGRAMS EXECUTIVE ORDERS



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## Special Emphasis Programs Related Executive Orders



### Executive Order 13583 Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce:

Signed by President Obama on August 18, 2011, this Executive Order requires the Director of the U.S. Office of Personnel Management (OPM) and Deputy Director for Management of the Office of

Management and Budget (OMB), in coordination with the President's Management Council (PMC) and the Chair of the Equal Employment Opportunity Commission (EEOC), to establish a government-wide initiative to promote diversity and inclusion in the federal workforce; develop a government-wide strategic plan and guidance for agency specific plans in this area to be issued within 90 days; identify appropriate practices to improve the effectiveness of agency efforts; and establish a system for reporting regularly on agency progress implementing their plans. The plans shall identify strategies to remove barriers to equal opportunity in the federal government's recruitment, hiring, promotion, retention, professional development, and training. Within 120 days after the government-wide plan is released, each agency is required to issue its own agency-specific Diversity and Inclusion Strategic Plan. OPM's Office of Diversity and Inclusion (ODI) will help departments and agencies develop a strategic focus on diversity and inclusion as well as provide support for these agency-wide efforts. See: [EO 13078](#), March 13, 1998; [EO 13163](#), July 26, 2000; [EO 13171](#), October 12, 2000; [EO 13518](#), November 9, 2009; and [EO 13548](#), July 26, 2010.



Executive Order 13562 Recruiting and Hiring Students and Recent Graduates: Signed by President Obama on December 27, 2010, this Executive Order: 1) established the "Pathways Programs," i.e., collectively, the "Internship Program" and the "Recent Graduates Program," which, along with the "Presidential Management Fellows Program," as modified by the EO, and 2) established the "Internship Program" as replacement for the existing "Student Career Experience Program," established pursuant to Executive Order 12015 of October 26, 1977. This Executive Order supersedes: [EO 12015](#), October 26, 1977, and revokes: [EO 13318](#), November 21, 2003; [EO 13162](#), July 6, 2000.



**[Executive Order 13548 Increasing Employment of Individuals with Disabilities:](#)**

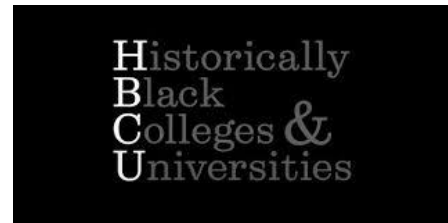
Signed by President Obama in July 2010, this Executive Order establishes the federal government as a model employer for individuals with disabilities through outlining steps for the Federal government to recruit and hire individuals with disabilities, including an agency-specific plan,

utilizing Schedule A hiring authority, and the use of centralized funds to increase accessibility. See: [EO 13163](#), July 26, 2000; [EO 13583](#), August 18, 2011.

**[Executive Order 13532 Promoting Excellence, Innovation, and Sustainability at Historically Black Colleges and Universities:](#)**

Signed by President Obama in February 2010, this Executive Order establishes the White House Initiative on HBCUs, an Interagency Working Group, and the President's Board of Advisors on HBCUs. See: [EO 13591](#), November 23, 2011.

Amended by: [EO 13569](#), April 5, 2011. Revokes: [EO 13256](#), February 12, 2002.



**[Executive Order 13518 Employment of Veterans in the Federal Government:](#)** Signed by President Obama in November, 2009, this Executive Order sets a council on veterans' employment to increase the number of veterans employed by the federal government, and the veterans' employment initiative, which includes training to human resource officials on veterans' preference. See: [EO 13583](#), August 18, 2011.



*President Obama signs Executive Order 13515 reestablishing the White House Initiative on Asian Americans and Pacific Islanders and the President's Advisory Commission on Asian Americans and Pacific Islanders on October 14, 2009. (Photo courtesy of the White House)*

### **Executive Order 13515 Increasing Participation of Asian Americans and Pacific Islanders in**

**Federal Programs:** Signed by President Obama in October 2009, this Executive Order recognizes the challenges that many AAPIs face in employment, workforce advancement, and access to health care. It establishes a President's Advisory Commission on AAPIs and a White House Initiative on AAPIs, both aiming to improve the quality of life for AAPIs. This Executive Order supersedes: [EO 13125](#), June 7, 1999; [EO 13339](#), May 13, 2004, and is amended by: [EO 13585](#), September 30, 2011.

### **Executive Order 13506 Establishing a White House**

**Council on Women and Girls:** Signed by President Obama in March 2009, this Executive Order establishes a council to work across agencies to provide a coordinated Federal response to issues that have a direct impact on the lives of women and girls (i.e. assisting women-owned small businesses and increasing participation in science, technology, engineering, and mathematics fields).





**[Executive Order 13270 Tribal Colleges and Universities:](#)** Signed by President Bush on July 3, 2003. Signed by President Bush on July 3, 2002, this Executive Order established the “President's Board of

Advisors on Tribal Colleges and Universities” and the “White House Initiative on Tribal Colleges and Universities.” This Executive Order is amended by: [EO 13316](#), September 17, 2003; [EO 13385](#), September 29, 2005, continued by: [EO 13446](#), September 28, 2007; [EO 13511](#), September 29, 2009, and revokes: [EO 13021](#), October 19, 1996. See: [EO 13585](#), September 30, 2011; [EO 13592](#), December 2, 2011.



**[Executive Order 13256 President's Board of Advisors on Historically Black Colleges and Universities:](#)** Signed by President Bush on February 12, 2002, this Executive Order established the "President's Board of Advisors on Historically Black Colleges and Universities" and the "White House Initiative on Historically Black Colleges and Universities." This Executive Order is amended by: [EO 13316](#), September 17, 2003; [EO 13385](#), September 29, 2005, and continued by: [EO 13446](#), September 28, 2007; [EO 13511](#), September 29, 2009; revoked by: [EO 13532](#),

February 26, 2010, and revokes: [EO 12876](#), November 1, 1993.

**[Executive Order 13216 Increasing Opportunity and Improving Quality of Life of Asian Americans and Pacific Islanders. Amendment to Executive Order 13125, Increasing Participation of Asian Americans and Pacific Islanders in Federal Programs:](#)** Signed by President Bush on June 6, 2001, this Executive Order extend by 2 years the President's Advisory Commission on Asian Americans and Pacific Islanders. Amends: [EO 13125](#), June 7, 1999.





**Executive Order 13171 Hispanic Employment in the Federal Government:**

Signed by President Clinton October 12, 2000, this Executive Order directs agencies to create programs for recruitment and career development of Hispanics at federal agencies, and the establishment of an Interagency Task Force to review best practices in this field. See: [EO 13583](#), August 18, 2011.

**Executive Order 13166 improving Access to Services for Persons with Limited English Proficiency:**

Signed by President Clinton on August 11, 2000, this Executive Order requires federal agencies to prepare a plan to improve access to its federally conducted programs and activities by eligible LEP persons, and federal agencies providing federal financial assistance to draft title VI guidance specifically tailored to its recipients that is consistent with the LEP Guidance issued by the Department of Justice.



Requesting a Reasonable  
**ACCOMMODATION**



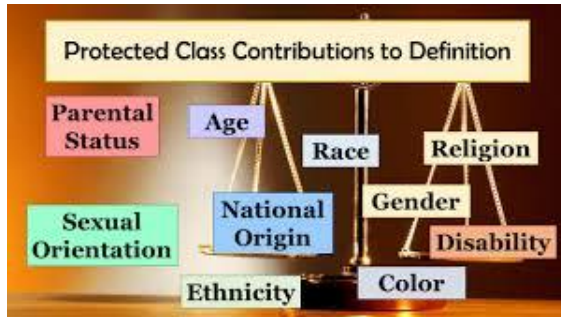
**Executive Order 13164 Establishing Procedures to Facilitate the Provision of Reasonable**

**Accommodation:** Signed by President Clinton on July 26, 2000, this Executive Order requires federal agencies to establish effective written procedures for processing requests for reasonable accommodation.

**Executive Order 13163 Increasing the Opportunity for Individuals With Disabilities To Be Employed in the Federal**

**Government:** Signed by President Clinton on July 26, 2000, this Executive Order promotes an increase in the opportunities for individuals with disabilities to be employed at all levels and occupations of the Federal Government. See: [EO 13548](#), July 26, 2010; [EO 13583](#), August 18, 2011.





**Executive Order 13152 Further Amendment to Executive Order 11478, Equal Employment Opportunity in Federal Government:** Signed by President Clinton on May 2, 2000, this Executive Order expands equal employment policy in the Federal Government by prohibiting discrimination based on parental status. Amends: [EO 11478](#), August 8, 1969.

**Executive Order 13145 To Prohibit Discrimination in Federal Employment Based on Genetic Information:** Signed by President Clinton on February 8, 2000, this Executive Order expand, equal employment policy in the Federal Government by prohibiting discrimination based on protected genetic information, or information about a request for or the receipt of genetic services.



**Executive Order 13125 Increasing Participation of Asian Americans and Pacific Islanders:** Signed by President Clinton on June 7, 1999, this Executive Order seeks to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where they may be underserved (e.g., health, human services, education, housing, labor, transportation, and economic and community development). The order: 1) establishes President's Advisory Commission on Asian Americans and Pacific Islanders in the Department of Health and Human Services; 2) establishes the

White House Initiative on Asian Americans and Pacific Islanders; and 3) requires federal agencies to prepare a plan for, and document, its efforts to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where Asian Americans and Pacific islanders may be underserved. Amended by: [EO 13216](#), June 6, 2001. Superseded by: [EO 13515](#), October 14, 2009.

**Executive Order 13087 Further Amendment to Executive Order 11478, Equal Employment Opportunity in Federal Government:** Signed by President Clinton on May 28, 1998, this Executive Order expands equal employment policy in the Federal Government by prohibiting discrimination based on sexual orientation. Amends: [EO 11478](#), August 8, 1969.



**Executive Order 13078 Increasing Employment of Adults with Disabilities:**

Signed by President Clinton on March 13, 1998, this Executive Order established the "National Task Force on Employment of Adults with Disabilities." Amended by: [EO 13172](#), October 25, 2000; [EO 13187](#), January 10, 2001; [EO 13583](#), August 18, 2011.



**Executive Order 12106 Transfer of Certain Equal Employment Enforcement Functions:**

Signed by President Carter on December 28, 1978. Amended Executive Order 11478 to include, in its coverage, non-discrimination based on age and disability. The Order further transferred federal equal employment opportunity enforcement authority to the Equal Employment Opportunity Commission (EEOC) and made the EEOC responsible for "directing and furthering" the implementation of equal employment opportunity policy. Amends: [EO 11022](#), May 14, 1962; [EO 11478](#), August 8, 1969; [EO 11480](#), September 9, 1969; [EO 11830](#), January 9, 1975. Amended by: [EO 12379](#), August 17, 1982. See: [EO 12704](#), February 26, 1990.

**Executive Order 12067 Providing for Coordination of Federal Equal Employment Opportunity Programs:**

Signed by President Carter on June 30, 1978, this Executive Order effected the transfer of the functions of the Equal Employment Opportunity Coordinating Council to the EEOC and delineated the EEOC's responsibility for "develop[ing] uniform standards, guidelines, and policies for promoting and furthering equal employment opportunity in the government. Amended by: [EO 12107](#), December 28, 1978.



**Executive Order 11478 Equal Employment Opportunity in the Federal Government:**

Signed by President Nixon on August 8, 1969, this Executive Order requires federal agencies to provide equal opportunity in Federal employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, handicap, or age, and to promote the full realization of equal employment opportunity through a continuing affirmative program. Supersedes in part: [EO 11246](#), September 24, 1965; [EO 11375](#), October 13, 1967. Amended by: [EO 11590](#), April 23, 1971; [EO 12106](#), December 28, 1978; [EO 13087](#), May 28, 1998; [EO 13152](#), May 2, 2000.

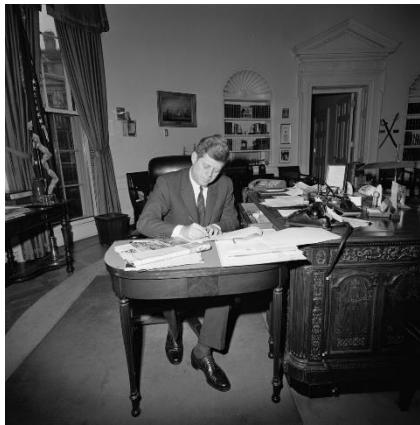




### **Executive Order 11246 Equal Employment**

**Opportunity:** Signed by President Johnson on September 24, 1965, this Executive Order prohibits employment discrimination based on race, color, religion, and national origin by those organizations receiving federal contracts and subcontracts. On October 13, 1967, President Johnson amended the order to include gender (sex) on the list of attributes. Executive Order 11246 also requires federal

contractors to take affirmative action to promote the full realization of equal opportunity for women and minorities. The Office of Federal Contract Compliance Programs (OFCCP), under the Department of Labor, monitors this requirement for all federal contractors. Supersedes: [EO 10590](#), Jan 18, 1955; [EO 10722](#), August 5, 1957; [EO 10925](#), March 6, 1961; [EO 11114](#), June 22, 1963; [EO 11162](#), July 28, 1964. Amended by: [EO 11375](#), October 13 1967; [EO 11478](#), August 8, 1969; [EO 12086](#), October 5, 1978; [EO 12107](#), December 28, 1978; [EO 13279](#), December 12, 2002. Superseded in part by [EO 11478](#), August 8, 1969.



### **Executive Order 11051 Prescribing Responsibilities of the Office of Emergency Planning in the Executive Office of the President:**

Signed by President Kennedy on September 27, 1962, this Executive Order defines the roles and responsibilities of the Director of the Office of Emergency Planning. **Amends:** Proc. 3279, March 10, 1959; [EO 10242](#), May 8, 1951; [EO 10260](#), June 27, 1951; [EO 10296](#), October 2, 1951; [EO 10312](#), December 10, 1951; [EO 10346](#), April 17, 1952; [EO 10421](#), December 31, 1952; [EO 10427](#), January 16, 1953; [EO 10480](#), August 14, 1953; [EO 10494](#), October 14, 1953; [EO 10529](#), April 22, 1954; [EO 10582](#),

December 17, 1954; [EO 10601](#), March 21, 1955; [EO 10634](#), August 25, 1955; [EO 10660](#), February 15, 1956; [EO 10705](#), April 17, 1957; [EO 10737](#), October 29, 1957; [EO 10789](#), November 14, 1958; [EO 10900](#), January 5, 1961; [EO 10952](#), July 20, 1961; [EO 10958](#), August 14, 1961. Revokes: [EO 9981](#), July 26, 1948; [EO 10219](#), February 28, 1951; [EO 10269](#), July 6, 1951; [EO 10438](#), March 13, 1953; [EO 10461](#), June 17, 1953; [EO 10524](#), March 31, 1954; [EO 10539](#), June 22, 1954; [EO 10638](#), October 10, 1955; [EO 10773](#), July 1, 1958; [EO 10782](#), September 6, 1958; [EO 10902](#), January 9, 1961. **Amended by:** [EO 11075](#), January 15, 1963; [EO 11556](#), September 4, 1970; [EO 12046](#), March 27, 1978. Revoked in part by: [EO 11725](#), June 27, 1973. **Revoked by:** [EO 12148](#), July 20, 1979. See: [EO 10995](#), February 16, 1962; [EO 11030](#), June 19, 1962; Reorganization Plan No. 1 of 1958; Memorandum of February 9, 1962; [EO 11610](#), July 22, 1971; [EO 11725](#), June 27, 1973. **NOTE:** See Public Law 94-412 (90 Stat. 1255; 50 U.S.C. 1601), which terminates, effective September 14, 1978, all powers and authorities, except those expressly cited, possessed by the President and/or other Federal officials as a result of any declaration of a national emergency in effect on September 14, 1976.

### [Executive Order 10925 Establishing the President's Committee on Equal Employment](#)

**Opportunity:** Signed by President Kennedy on March 6, 1961, this Executive Order established the President's Committee on Equal Employment Opportunity; directs the Committee to scrutinize and study employment practices of the federal government, and to consider and recommend additional affirmative steps which should be taken by federal agencies to realize more fully the national policy of nondiscrimination within the executive branch of the government; and prohibits contractor discrimination in employment because of race, creed, color, or national origin. The actual phrase "affirmative action" was first used in the Order which requires federal contractors to *"take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin."* Revokes: [EO 10479](#), August 13, 1953; [EO 10482](#), August 15, 1953; [EO 10557](#), September 3, 1954; [EO 10733](#), October 10, 1957. Amended by: [EO 11114](#), June 22, 1963; [EO 11162](#), July 28, 1964. Superseded by: [EO 11246](#), September 24, 1965 (Committee abolished).



*Harry Truman signed an executive order desegregating the armed services.*

### [Executive Order 9981 Establishing the President's Committee on Equality of Treatment and Opportunity in the Armed Services:](#)

Signed by President Truman on July 26, 1948, this Executive Order, established equality of treatment and opportunity in the Armed Services and the President's Committee on Equality of Treatment and Opportunity in the Armed Services. Revoked by: [EO 11051](#), September 27, 1962.

### [Executive Order 9980 Regulations Governing Fair Employment Practices Within the Federal Establishment:](#)

Signed by President Truman on July 26, 1948, this Executive Order required that 1) all personnel actions taken by federal appointing officers be based solely on merit and fitness; and such officers are authorized and directed to take appropriate steps to insure that in all such actions there shall be no discrimination because of race, color, religion, or national origin; 2) the head of federal agencies be personally responsible for an effective program to insure that fair employment policies are fully observed in all personnel actions within his department; and 3) the head of federal agencies designate an official as Fair Employment Officer with the responsibility for carrying out the fair-employment policy. Superseded by: [EO 10590](#), January 18, 1955.

**[Executive Order 9664 Continuing the Work of the Fair Employment Practice Committee:](#)** Signed by President Truman on December 18, 1945. See: [EO 8802](#), June 25, 1941; [EO 8823](#), July 18, 1941; [EO 9111](#), March 25, 1942; [EO 9346](#), May 27, 1943.



**[Executive Order 9346 Further Amending Executive Order No. 8802 by Establishing a New Committee on Fair Employment Practice and Defining its Powers and Duties:](#)** Signed by President Roosevelt on May 27, 1943, this Executive Order, reaffirms the policy of the United States that there shall be no discrimination in the employment of any person in war industries or in Government by reason of race, creed, color, or national origin, and I do hereby declare that it is the duty of all employers, including the several Federal departments and agencies, and all labor organizations, in furtherance of this policy and of this Order, to eliminate discrimination in regard to hire, tenure, terms or conditions of employment, or union membership because of race, creed, color, or national origin Amends: [EO 8802](#), June 25, 1941. See: [EO 9664](#), December 18, 1945.

**[Executive Order 9111 Amendment of Section 3 of Executive Order No. 8802 of June 25, 1941, Establishing the Committee on Fair Employment Practice:](#)** Signed by President Roosevelt on March 25, 1942. Amends: [EO 8802](#), June 25, 1941.

**[Executive Order 8823 Providing for an Additional Member of the Committee on Fair Employment Practice in the Office of Production Management, Established by Section 3 of Executive Order No. 8802 of June 25, 1941:](#)** Signed by President Roosevelt on July 18, 1941, this Executive Order, change the composition of the Committee consist of a chairman and five other members. Amends: [EO 8802](#), June 25, 1941. Amended by: [EO 9346](#), May 27, 1943. See: [EO 9664](#), December 18, 1945.



*Defense plants initially resisted hiring African-Americans. But in 1941, A. Philip Randolph (front, center), president of the Brotherhood of Sleeping Car Porters, threatened to have 100,000 blacks march on Washington to protest job discrimination. President Franklin Roosevelt yielded to Randolph's demand. Roosevelt issued Executive Order 8802, prohibiting discrimination in defense jobs or government.*

*Executive Order 8802 constituted the first major federal government response to the plight of blacks since Reconstruction. Executive Order 8802 has been called a second Emancipation Proclamation. Sociologist William Julius Wilson has pointed out the war accelerated the entry of blacks into goods-producing industries and helped reduce black poverty.*

**Executive Order 8802 Reaffirming Policy of Full Participation in the Defense Program by All Persons, Regardless of Race, Creed, Color, or National Origin, and Directing Certain Action in Furtherance of Said Policy.**

Signed by President Roosevelt on June 25, 1941, this Executive Order, requires 1) federal agencies concerned with vocational and training programs for defense production to take special measures appropriate to assure that such programs are administered without discrimination because of race, creed, color, or national origin; 2) contracting agencies of the federal government to include in all defense contracts a provision obligating the contractor not to discriminate against any worker because of race, creed, color, or national origin; and 3) established in the Office of Production Management a Committee on Fair Employment Practice. Amended by: [EO 8823](#), July 18, 1941; [EO 9111](#), March 25, 1942; [EO 9346](#), May 27, 1943; [EO 9664](#), December 18, 1945.