

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
ADMINISTRATIVE SUPPORT OFFICES
OFFICE OF DEPARTMENTAL EQUAL EMPLOYMENT OPPORTUNITY**

(Dollars in Thousands)

	FY 2018 Actuals	FY 2019 Annualized CR	FY 2020 President's Budget
Personnel Services	\$2,890	\$3,243	\$3,380
Non-Personnel Services			
Travel	24	25	25
Printing	1	1	2
Other services/Contracts	493	304	428
Training	27	25	25
Supplies	13	6	6
Non-Personnel Services Subtotal	\$558	\$361	\$486
Working Capital Fund	\$205	\$196	\$134
Grand Total	\$3,653	\$3,800	\$4,000
Associated FTEs	18	19	20

1. Program Purpose and Budget Overview

The Office of Departmental Equal Employment Opportunity (ODEEO) is responsible for ensuring compliance consistent with federal regulations and statutes, including Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Equal Pay Act, the Genetic Information Nondiscrimination Act, and the Notification and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act of 2002, as well as executive orders and HUD policies.

It is the responsibility of ODEEO to enforce the laws preventing discrimination and harassment of employees and applicants for employment based on race, color, sex, religion, national origin, age (40 and over), disability, protected genetic information, protected EEO activity, sexual orientation, and gender identity, and to ensure that the Department recruits, hires, trains, develops, promotes, rewards, and disciplines employees in a fair and consistent manner, solely based on merit. ODEEO has nationwide

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responsibility for EEO programs and neutrally administers the process by which current and former employees and applicants for employment may file an EEO complaint. ODEEO is responsible for planning, executing, and implementing the Department's EEO/Affirmative Employment (EEO/AE) Activities pursuant to the federal regulation at 29 C.F.R. §1614 and other management directives. ODEEO works to proactively prevent discrimination and promote diversity and inclusion within the Department's workforce.

The 2020 President's Budget of \$4 million is \$200 thousand more than the 2019 Annualized Continuing Resolution (CR) level. ODEEO continues to utilize technology to enhance services to our customers in processing EEO complaints and the EEO complaints tracking database.

Personnel Services (PS): ODEEO requests \$3.4 million, an increase of \$137 thousand to support one additional full-time equivalent (FTE) in 2020. This funding level allows ODEEO to maintain and backfill critical positions and to acquire needed skillsets to increase ODEEO's efficiency in processing EEO complaints.

Non-Personnel Services (NPS): ODEEO requests \$486 thousand, an increase of \$125 thousand. This funding allows ODEEO to process EEO complaint cases, provide mandatory training for EEO staff, and support EEO staff to travel in order to train the HUD workforce on senior management initiatives.

Working Capital Fund (WCF): The Budget includes \$134 thousand to pay WCF fees for shared services and other investments determined by the Secretary.

2. Key Operational Initiatives

- A primary objective of ODEEO will be to continue to reduce formal complaints and increase responsiveness through proactively offering greater training and support to HUD staff, and increasing use of alternative dispute resolution mechanisms, thereby lowering the financial and human capital cost to HUD of the Department's Equal Employment Opportunity (EEO) issues.
- Travel will continue to be restrained, where possible, by maximizing the use of VTC capabilities as a cost savings measure.

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- ODEEO's budget proposal is driven by the Secretary's priorities for the Department, especially reimagining the way HUD works and building a culture of respect and harmony.
- ODEEO's focus will continue to be on ensuring the enforcement of federal laws relating to the elimination of discrimination in all the Department's employment practices, proactively preventing discrimination, and resolving disputes early and at the lowest possible level.