



January 30, 2004

Secretary Gordon R. England
Department of the Navy
The Pentagon
Washington, DC 20350

Dear Secretary England,

The purpose of this letter is to request your attention to Vacancy Announcement NW4-0201-4I247082-SES, Director, HR Policy and Program Department and request that this vacancy announcement be withdrawn and the position be revisited to comply with the Equal Employment Opportunity Commission (EEOC) policy. The position as advertised, unlawfully mixes equal employment opportunity (EEO) and human resources functions into one position. (See attachment - vacancy announcement).

Chapter 1 of EEOC Management Directive 110 (MD-110) warns that the agency official responsible for executing and advising on personnel actions may not also be responsible for managing, advising, or overseeing the EEO process, as many of the discrimination complaints filed deal with personnel actions. (See attachment - MD 110). Thus, it is important to avoid conflicts of position and interest, as well as creating the appearance of such conflicts by keeping the EEO and personnel functions separate.

Merging personnel and EEO functions as described in the current vacancy announcement creates barriers to equal employment opportunity for all federal employees serviced by such positions. (See attachment - organizational chart). Like an Inspector General's office, EEO must have the autonomy to carry out its mission so that the integrity of the process is not compromised.

As the Secretary of the Navy, you have indicated a commitment to the EEO laws and equal employment opportunity for all. The posting of this vacancy announcement is a contradiction of EEO policy and would undermine your EEO Program in this regard.

Your immediate attention to this matter will be greatly appreciated. Moreover, it will demonstrate your support for your policy and commitment to the law that ensures equal employment for all persons regardless of age, gender, disability, color, race, religion or national origin.

If you have any questions about this letter, please do not hesitate to call Jorge Ponce at (202) 482-8185 or Delia Johnson at (202) 619-5157.

Sincerely,

Jorge E. Ponce
Delia L. Johnson
Co-Chairs
Council for Federal EEO and Civil Rights Executives

Attachments:

Navy's Organizational Chart: <http://www.donhr.navy.mil/Organization/DONHR-organization.asp>

Vacancy Announcement:

<http://jobsearch.usajobs.opm.gov/getjob.asp?JobID=20538797&AVSDM=2004%2D01%2D15+00%3A01%3A00&Logo=0&col=dltc&cy=&brd=3876&lid=17514&fn=&q>

MD-110: <http://www.eeoc.gov/federal/md110.html>

cc: EEOC Chair Cari M. Dominguez
OPM Director Kay Coles James