

**DEPARTMENT OF HOMELAND SECURITY  
FEDERAL LAW ENFORCEMENT TRAINING CENTER**

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<b>FLETC DIRECTIVE NO:</b>	58-01
<b>DIRECTIVE TITLE:</b>	Equal Employment Opportunity and Anti-Harassment
<b>EFFECTIVE DATE:</b>	11/05/2007

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**1. POLICY:** The Federal Law Enforcement Training Center (FLETC) will provide equal employment opportunity (EEO) for all persons. The FLETC has a zero tolerance of discrimination in any aspect of employment because of race, color, religion, sex, national origin, disability, age, or reprisal.

**2. SCOPE:** This directive applies to all FLETC sites. This directive applies to all FLETC employees, detailed employees and, as appropriate, individuals seeking employment (applicants) with the FLETC. The anti-harassment policy also applies to FLETC employees outside the workplace while conducting Government business and to non-employees while conducting business on FLETC sites.

**3. REFERENCES:** This directive is governed by numerous Public Laws, Executive Orders and the Union contract that include:

- a. Title VII of the Civil Rights Act of 1964, as amended (P.L. 88-352).
- b. The Rehabilitation Act of 1973, as amended (P.L. 93-112).
- c. The Age Discrimination in Employment Act of 1967 (ADEA) (P.L. 90-202).
- d. The Equal Pay Act of 1963 (EPA) (P.L. 88-38).
- e. Titles I and VI of the Americans with Disabilities Act of 1990 (P.L. 101-336).
- f. American Federation of Government Employees (AFGE) Local 2002.
- g. Department of Homeland Security Directive 3090, Equal Employment Opportunity and Sexual Harassment.

**4. CANCELLATION:** This directive hereby supersedes FLETC Directive 58-01, Equal Employment Opportunity and Sexual Harassment, dated November 13, 2003.

**5. ADDITIONAL GUIDANCE:** [FLETC Manual 58-01](#), Equal Employment Opportunity and Anti-Harassment Policy and Procedures.

NOTE: EEO program elements are addressed by Standard Operating Procedures (SOPs) maintained in the EEO Division.

**6. OFFICE OF PRIMARY INTEREST:** EEO Division, Office of the Director.

Signature on file

Connie L. Patrick  
Director