

# The Federal Women's Program

## The Federal Women's Program...

- Initiates and monitors existing programs for women in their pursuit of employment, training and development, and career progression.
- Encourages the recruiting and hiring of women for agency jobs.
- Identifies and addresses systemic barriers to equal opportunity for women within the agency.
- Analyzes workforce data and informs management of potential barriers and areas of concern regarding the advancement of women.
- Provides managers and supervisors with possible strategies to address potential barriers to equal opportunity for women.
- Serves as liaison between management, female employees and female applicants for employment.



## How The Federal Women's Program Can Work For You.

- Know your FWP Manager and develop liaison with that Manager.
- Attend and support special programs sponsored by the FWP.
- Advise the FWP Manager of any perceived sex discrimination.
- Suggest ideas/proposals to your FWP Manager on how to improve employment and advancement opportunities for women.
- Refer potential women applicants to the FWP Manager for information and ideas on how to obtain employment at DOT.
- Contact your FWP Manager for information on any developmental opportunities.

## Education and Training Resources

### Departmental Office of Human Resource Management

400 7th Street, SW, Room 7411  
Washington, D.C. 20590  
202-366-4088  
[www.dot.gov/administration/ohrm.htm](http://www.dot.gov/administration/ohrm.htm)



### Federally Employed Women Inc.

1666 K Street, N.W. Suite 440  
Washington, D.C. 20006  
Phone: (202) 898-0994  
Fax: (703)299-9233  
[www.FEW.ORG](http://www.FEW.ORG)  
Email: [few@few.org](mailto:few@few.org)



### Women's Transportation Seminar

1666 K Street, NW Suite 1100  
Washington, D.C. 20006  
Phone: (202) 496-4340  
Fax: (202)496-4349  
[www.wtsinternational.org](http://www.wtsinternational.org)  
Email: [wts@wtsnational.org](mailto:wts@wtsnational.org)



### Office of Personnel Management

E-Gov Online Training Center  
1900 E Street, NW  
Washington, D.C. 20415  
Phone: 202-606-4185  
[www.opm.gov/egov/](http://www.opm.gov/egov/)  
Email: [golearn@opm.gov](mailto:golearn@opm.gov)

*I am glad to see that men are getting their rights,  
but I want women to get theirs,  
and while the water is stirring  
I will step into the pool.*

Sojourner Truth

## DOT Federal Women's Program Managers

### Contact Information

Departmental Federal Women's Program Manager, DOCR	(202) 366-4648
Federal Aviation Administration	(202) 267-3254
Federal Highway Administration	(202) 366-0693
Federal Motor Carrier Safety Administration	(202) 366-8810
Federal Railroad Administration	(202) 493-6010
Federal Transit Administration	(202) 366-4018
Maritime Administration	(202) 366-5065
National Highway Traffic Safety Administration	(202) 366-6795
Pipeline and Hazardous Materials Safety Administration	(202) 366-9638
Research and Innovative Technology Administration	(202) 366-9523
Saint Lawrence Seaway Development Corporation	(202) 366-0091

### TTY/TDD: Federal Relay Service:

TDD/TTY	(800) 877-8339
Voice	(800) 877-8339
VCO	(800) 877-6280
Speech-to-Speech	(877) 877-8982



# The Federal Women's Program



## Departmental Office of Civil Rights

**EEO Programs Division**  
400 7th Street, SW, Room 5420  
Washington, D.C. 20590  
(202) 366-4648

**DC Relay Service:**  
(202) 855-1000 (Voice)  
(202) 855-1234 (Text)  
<http://www.dotcr.ost.dot.gov/>

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HQ-033205

## U.S. Department of Transportation



## History

In October 1967, Executive Order 11375 amended Executive Order 11246, adding sex to other prohibited forms of discrimination in Federal employment. The Civil Service Commission responded to the Order by establishing the Federal Women's Program to enhance employment opportunities for women. The Equal Employment Act of 1972 brought Federal employees and agencies under the equal employment opportunity provisions of the Civil Rights Act of 1964, and gave the Civil Service Commission additional enforcement powers to ensure that all personnel practices in Government are free from discrimination. Pursuant to Executive Order 12067, Federal equal employment opportunity responsibility was transferred to the Equal Employment Opportunity Commission in 1978. Equal Employment Opportunity regulations subsequently promulgated by the Equal Employment Opportunity Commission provide for the designation of a Federal Women's Program Manager to carry out the equal employment opportunities program functions.



## Purpose

The purpose of the Federal Women's Program is to initiate strategies and reinforce existing Departmental programs to ensure that women have equal employment opportunity in the Federal Government.

## U.S. Department of Transportation

The U. S. Department of Transportation (DOT) strives to sustain a learning environment that drives continuous improvement in performance through knowledge management, performance feed-back, training, coaching, and mentoring. Among our highest priorities is utilizing human capital in support of our mission and strategic objectives, while empowering individuals to realize their full potential. A diversity management plan that sustains a workforce representing all Americans in all occupations and at all grade levels is essential to achieve the mission of the Department.

The Director of the Departmental Office of Civil Rights (DOCR) is the designated advisor to the Secretary on equal employment and civil rights matters. The DOCR Director provides leadership, policy, guidance, monitoring, and technical assistance to the DOT Operating Administrations (OAs) and Departmental Offices (DOs) in implementing DOT's civil rights responsibilities. The DOCR Director has appointed a departmental Federal Women's Program Manager to coordinate with and provide oversight to OAs and DOs.

Each OA has a civil rights function with responsibility for ensuring civil rights compliance for their respective organization and programs. An individual with Federal Women's Program Manager responsibilities resides in each OA.

To access information on the Department's OAs, please use the following web address:  
<http://www.dot.gov/DOTagencies.htm>