

USMC's EEO Special Emphasis Observances

Special Emphasis Programs (SEP) are an integral part of the Equal Employment Opportunity Program. The purpose of this program is to ensure that the agency take affirmative steps to provide equal opportunity to minorities, women, and people with disabilities in all areas of employment. The term, "Special Emphasis Programs," refers specifically to employment-related programs which focus special attention on groups that are conspicuously absent or underrepresented in a specific occupational category or grade level in the agency's workforce. These programs serve as a channel for management officials.

Special observances were designed to provide cultural awareness to everyone. Commemorative activities conducted for these observances should be educational and employment-related. Observances celebrate the birthday of Dr. Martin Luther King, Jr.; African American Heritage; Women's History; Lesbian, Gay, Bisexual, and Transgender (LGBT) equal rights; Asian Pacific Americans; Women's Equality Day; Hispanic Americans; People with Disabilities; and American Indian/Alaskan Native Heritage.

The following are Special Emphasis Observances implemented by Presidential Proclamation, Executive Orders, and Public Law as cited below:

SPECIAL OBSERVANCE/AWARENESS EVENTS		
OBSERVANCE	DATE	AUTHORIZATION
Martin Luther King, Jr. Birthday	15 January	Public Law 98-144 Public Law 98-399
National African American/Black History Month	1-29 February	Public Law 99-244 Executive Order 11478
Women's History Month	1-31 March	Public Law 100-9, 103-22, 107 Stat. 58 Executive Order 11375
Asian American and Pacific Islander Heritage Month	1-31 May	Title 36, U.S. Code, Section 102 Executive Order 13339
Pride Month	1 -30 June	Proclamation 8387
Juneteenth	19 June	Public Law 117-17
Women's Equality Day	26 August	Public Law 93-105
National Hispanic Heritage Month	15 September - 15 October	Title 36, U.S. Code, Section 126 Executive Order 13230
National Disability Employment Awareness Month	1-31 October	Title 36, U.S. Code, Section 121 Executive Order 13187
National American Indian Heritage Month	1 -30 November	Public Law 103-462 Executive Order 13270

For more information contact:
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