



Equal Employment Opportunity Officer Course (EEOC) Resident

Purpose:

This course develops knowledge and skills that allow graduates to manage effective EEO programs at the installation, activity, and command level. It reinforces previous training on inter/intrapersonal and organizational aspects of EEO. The course builds on knowledge and skills gained through the EEO Specialist Course and four or more years of full-time EEO program management experience. It develops a value-based EEO program leadership concept that reconciles the goals of federal EEO law, the impact of successful EEO programs on leadership, quality and mission accomplishment, and the reality of leading an EEO Program in a diverse workforce. The course develops a state-of-the-art knowledge of nondiscrimination, affirmative action of EEO, diversity, and human resource management issues through a series of presentations by experts in these areas, group activities, and student-led symposia.

Program/Course Descriptions:

This course provides students with the skills needed to effectively manage EEO programs. It develops a value-based EEO program leadership concept that reconciles the goals of federal EEO law, the impact of successful EEO programs on leadership, quality and mission accomplishment, and the reality of leading an EEO Program in a diverse workforce. The course develops a state-of-the-art knowledge of nondiscrimination, affirmative action, diversity, and human resource management issues through a series of student-led symposia and presentations by experts in these areas.

Target Audience:

Specialists/Managers, Civilian Personnel/Human Resource Management Personnel and Attorneys who have been assigned primary responsibility for managing a major aspect of an EEO program.

Speciality/Skill Identifier Awarded:

None associated with this course.

Prerequisite:

While grade and series should not be the exclusive determinant of eligibility for the course, the typical attendee will be in the GS-200 series at the GS 11-14 grade level. The typical student should be a graduate of an EEO Counselor Course, the EEO Specialist Course, and have two or more years of full-time EEO experience.

Method of Instruction:

Lecture, Small-Group, Case Study, Discussions, Reading, Research, and Exercises/Activities

Instructional Medium:

Classroom instructor, traditional audiovisual devices, printed materials, etc.

Duration:

10 Academic Days/80 Hours

Frequency:

1 time per year at Patrick AFB, Florida

Students per class:

48

Admissions Policy:

Admission to any Program or Course offered at the Defense Equal Opportunity Management Institute (DEOMI) is based on allocations granted by the Commandant and set forth in each Services school admissions policy. Criteria for selection are disseminated to each DoD component's Equal Opportunity/Equal Employment Opportunity (EO/EEO) proponent (i.e. headquarters office). The Air Force's education and training course announcement web page (<https://etca.randolph.af.mil/>) has valuable information concerning DEOMI courses with links to other military service training announcement sites. DEOMI's Admissions Policy supports the mission and purpose of the Institute and reflects the needs of the warfighter. DEOMI's student body consists of four distinct student populations: U.S. military officers, enlisted, international military members, and Federal Government civilian employees. All DoD employees are admitted through their Services selection/assignment processes.

Once admitted to the program, DEOMI expects each student to attend and participate in the lessons associated with the program. To be successful, each student must meet the lesson objectives.

Contact:

Contact Student Services at DSN 854-5653/4419, Commercial (321) 494-5653/4419 or TTY (321) 494-6797. The FAX for Student Services is DSN 854-3108 or Commercial (321)494-3108 or for the EEO Directorate is DSN 854-3294 or Commercial (321)494-3294. DoD civilians should direct their requests for quotas through their respective Training Offices to their Major Commands. If other than Army, Air Force, or National Guard, please send the first two pages of a completed SF 182 directly to our office.