

MS 114 DELEGATION OF AUTHORITY EQUAL OPPORTUNITY PROGRAMS

Attachment C

By virtue of the authority vested in me as Director of the Peace Corps by § 4 (b) of the Peace Corps Act, 22 U.S.C. § 2503 (b) and Executive Order 12137, May 16, 1979, I hereby delegate the following authorities to the employees specified herein: ¹

A. DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY

Title of Director of Equal Employment Opportunity (EEO Director). **To the Manager of the American Diversity Program. This authority is nontransferable.**

Authority to administer and implement a continuing affirmative employment program to promote equal employment opportunities, identify and eliminate prohibited discriminatory practices and policies within the agency, and administer the Peace Corps process for responding to complaints of prohibited discrimination or reprisal, consistent with Peace Corps regulations and applicable EEOC regulations, except as reserved to the Director or specifically delegated to another employee. **To the Manager of the American Diversity Program.**

Authority to administer and implement the processing of complaints of prohibited discrimination or reprisal as set out by law or Peace Corps policy. **To the Manager of the American Diversity Program.**

B. COMPLAINT PROCESSING

In response to complaints of prohibited discrimination or reprisal, authority to perform or provide for intake, counseling, investigations and general processing of complaints, and other administrative functions, consistent with Peace Corps regulations or other applicable law. See also 29 CFR 1614 and EEO Management Directive 110. **To the Manager of the American Diversity Program.**

Authority to accept, reject, or cancel complaints of prohibited discrimination or reprisal and make final recommendations to the Director in regard to such complaints, consistent with Peace Corps regulations and other applicable laws and regulations. **To the Manager of the American Diversity Program.**

Authority to designate such EEO Officers, Special Emphasis Program Managers, Counselors, Investigators, and Program Coordinators as may be necessary to carry out the agency's Equal Opportunity complaint process and affirmative employment program. **To the Manager of the American Diversity Program.**

Authority to administer oaths and affirmations in connection with the investigation of allegations of prohibited discrimination or reprisal by the Peace Corps, consistent with Peace Corps regulations. **To the Manager of the American Diversity Program. This authority may be redelegated by the Manager to investigators under his or her supervision only, but may not be redelegated by the investigators.**

Authority to designate the agency representative in cases in which a hearing before an administrative judge has been requested. **To the General Counsel. This authority is non-transferable.**

Authority to establish and implement an alternative dispute resolution process during both pre-complaint and formal complaint processes. See 29 C.F.R. § 1614.102 (b) (2) and EEO Management Directive 110. **To the Manager of the American Diversity Program.**

C. OUTREACH

Authority to monitor programs to promote the employment of minorities, the disabled, or the disadvantaged, consistent with statutory or executive requirements. **To the Manager of the American Diversity Program.**

Authority to prepare and sign agency reports relating to affirmative action, equal employment, and similar matters required by law or established policy. **To the Manager of the American Diversity Program.**

D. CONFLICT OF INTEREST

No person shall take any action on a case under a delegation authorized hereunder if there is an actual or apparent conflict that would prevent him or her from carrying out the delegated responsibilities. Where such a conflict exists, the employee should consult with the General Counsel who will advise the Director on an alternate course of action. If the conflict involves the General Counsel, the employee should consult with the Director. In addition, no other action under this delegation shall be taken that is inconsistent with the conflicts provisions in EEOC Management Directive 110.

Gaddi H. Vasquez, Director
May 08, 2002

1 Approval authorities are limited to actions within the delegate's office or area of responsibility. All of the authorities in this delegation are transferable, within the delegate's office or area of responsibility, unless otherwise noted.