

Pt. 42

28 CFR Ch. I (7-1-05 Edition)

1-501. Executive Order No. 11764 is revoked. The present regulations of the Attorney General relating to the coordination of enforcement of title VI of the Civil Rights Act of 1964 shall continue in effect until revoked or modified (28 CFR 42.401 to 42.415).

1-502. Executive Order No. 11914 is revoked. The present regulations of the Secretary of Health and Human Services relating to the coordination of the implementation of section 504 of the Rehabilitation Act of 1973, as amended, shall be deemed to have been issued by the Attorney General pursuant to this Order and shall continue in effect until revoked or modified by the Attorney General.

1-503. Nothing in this Order shall vest the Attorney General with the authority to coordinate the implementation and enforcement by Executive agencies of statutory provisions relating to equal employment.

1-504. Existing agency regulations implementing the nondiscrimination provisions of laws covered by this Order shall continue in effect until revoked or modified.

JIMMY CARTER

The White House,
November 2, 1980.

[47 FR 32421, July 27, 1982]

**PART 42—NONDISCRIMINATION;
EQUAL EMPLOYMENT OPPOR-
TUNITY; POLICIES AND PROCE-
DURES**

**Subpart A—Equal Employment Opportunity
Within the Department of Justice**

Sec.

42.1 Policy.

42.2 Designation of Director of Equal Employment Opportunity and Complaint Adjudication Officer.

42.3 Responsibility for Department of Justice Equal Opportunity Recruitment Program.

Subpart B [Reserved]

**Subpart C—Nondiscrimination in Federally
Assisted Programs—Implementation of
Title VI of the Civil Rights Act of 1964**

- 42.101 Purpose.
- 42.102 Definitions.
- 42.103 Application of this subpart.
- 42.104 Discrimination prohibited.
- 42.105 Assurance required.
- 42.106 Compliance information.
- 42.107 Conduct of investigations.
- 42.108 Procedure for effecting compliance.
- 42.109 Hearings.
- 42.110 Decisions and notices.
- 42.111 Judicial review.

42.112 Effect on other regulations; forms and instructions.

APPENDIX A TO SUBPART C—FEDERAL FINANCIAL ASSISTANCE ADMINISTERED BY THE DEPARTMENT OF JUSTICE TO WHICH THIS SUBPART APPLIES

**Subpart D—Nondiscrimination in Federally
Assisted Programs—Implementation of
Section 815(c)(1) of the Justice System
Improvement Act of 1979**

- 42.201 Purpose and application.
- 42.202 Definitions.
- 42.203 Discrimination prohibited.
- 42.204 Applicants' obligations.
- 42.205 Complaint investigation.
- 42.206 Compliance reviews.
- 42.207 Compliance information.
- 42.208 Notice of noncompliance.
- 42.209 Compliance secured.
- 42.210 Compliance not secured.
- 42.211 Resumption of suspended funds.
- 42.212 Preliminary hearing.
- 42.213 Full hearing.
- 42.214 Judicial review.
- 42.215 Other actions authorized under the JSIA.

APPENDIX A TO SUBPART D—COMMENTARY

**Subpart E—Equal Employment Opportunity
Program Guidelines**

- 42.301 Purpose.
- 42.302 Application.
- 42.303 Evaluation of employment opportunities.
- 42.304 Written equal employment opportunity program.
- 42.305 Recordkeeping and certification.
- 42.306 Guidelines.
- 42.307 Obligations of recipients.
- 42.308 Noncompliance.

**Subpart F—Coordination of Enforcement of
Non-discrimination in Federally As-
sisted Programs**

- 42.401 Purpose and application.
- 42.402 Definitions.
- 42.403 Agency regulations.
- 42.404 Guidelines.
- 42.405 Public dissemination of title VI information.
- 42.406 Data and information collection.
- 42.407 Procedures to determine compliance.
- 42.408 Complaint procedures.
- 42.409 Employment practices.
- 42.410 Continuing State programs.
- 42.411 Methods of resolving noncompliance.
- 42.412 Coordination.
- 42.413 Interagency cooperation and delegations.
- 42.414 Federal agency staff.

Department of Justice

Pt. 42

42.415 Federal agency title VI enforcement plan.

Subpart G—Nondiscrimination Based on Handicap in Federally Assisted Programs or Activities—Implementation of Section 504 of the Rehabilitation Act of 1973

GENERAL PROVISIONS

42.501 Purpose.
42.502 Application.
42.503 Discrimination prohibited.
42.504 Assurances required.
42.505 Administrative requirements for recipients.

EMPLOYMENT

42.510 Discrimination prohibited.
42.511 Reasonable accommodation.
42.512 Employment criteria.
42.513 Preemployment inquiries.

PROGRAM ACCESSIBILITY

42.520 Discrimination prohibited.
42.521 Existing facilities.
42.522 New construction.

PROCEDURES

42.530 Procedures.

DEFINITIONS

42.540 Definitions.

APPENDIX A TO SUBPART G—FEDERAL FINANCIAL ASSISTANCE ADMINISTERED BY THE DEPARTMENT OF JUSTICE TO WHICH THIS SUBPART APPLIES

APPENDIX B TO SUBPART G [RESERVED]

APPENDIX C TO SUBPART G—DEPARTMENT REGULATIONS UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 (28 CFR 42.106–42.110) WHICH APPLY TO THIS SUBPART [NOTE]

APPENDIX D TO SUBPART G—OJARS' REGULATIONS UNDER THE OMNIBUS CRIME CONTROL AND SAFE STREETS ACT, AS AMENDED, WHICH APPLY TO THIS SUBPART (28 CFR 42.205 AND 42.206) [NOTE]

Subpart H—Procedures for Complaints of Employment Discrimination Filed Against Recipients of Federal Financial Assistance

42.601 Purpose and application.
42.602 Exchange of information.
42.603 Confidentiality.
42.604 Standards for investigation, reviews and hearings.
42.605 Agency processing of complaints of employment discrimination.
42.606 General rules concerning EEOC action on complaints.
42.607 EEOC dismissals of complaints.
42.608 Agency action on complaints dismissed by EEOC.

42.609 EEOC reasonable cause determination and conciliation efforts.

42.610 Agency enforcement of unresolved complaints.

42.611 EEOC negotiated settlements and conciliation agreements.

42.612 Interagency consultation.

42.613 Definitions.

Subpart I—Nondiscrimination on the Basis of Age in Federally Assisted Programs or Activities; Implementation of the Age Discrimination Act of 1975

GENERAL PROVISIONS

42.700 Purpose.
42.701 Application.
42.702 Definitions.
42.703–42.709 [Reserved]

STANDARDS FOR DETERMINING AGE DISCRIMINATION

42.710 General prohibition.
42.711 Exception; authorized by law.
42.712 Exception; normal operation or statutory objective.
42.713 Exception; reasonable factors other than age.
42.714 Special benefits.
42.715 Burden of proof regarding exceptions.
42.716–42.719 [Reserved]

DUTIES OF RECIPIENTS

42.720 General responsibility.
42.721 Notice to subrecipients.
42.722 Recipient assessment of age distinctions.
42.723 Compliance information.
42.724 Remedial and affirmative action.
42.725 Assurance of compliance.
42.726–42.729 [Reserved]

COMPLIANCE PROCEDURES

42.730 Compliance reviews.
42.731 Complaints.
42.732 Prohibition against intimidation.
42.733 Enforcement procedures.
42.734 Alternative funding.
42.735 Judicial review.
42.736 Private lawsuits.
42.737–42.799 [Reserved]

APPENDIX A TO SUBPART I OF PART 42—FEDERAL FINANCIAL ASSISTANCE ADMINISTERED BY THE DEPARTMENT OF JUSTICE TO WHICH THIS SUBPART APPLIES

APPENDIX B TO SUBPART I OF PART 42—AGE DISTINCTIONS IN FEDERAL STATUTES OR REGULATIONS AFFECTING FINANCIAL ASSISTANCE ADMINISTERED BY THE DEPARTMENT OF JUSTICE

§ 42.1

28 CFR Ch. I (7-1-05 Edition)

Subpart A—Equal Employment Opportunity Within the Department of Justice

AUTHORITY: 5 U.S.C. 301, 28 U.S.C. 509, 510; E.O. 11246, 3 CFR 1964-1965 Comp., p. 339; E.O. 11478, 3 CFR 1966-1970 Comp., p. 803.

§ 42.1 Policy.

(a) It is the policy of the Department of Justice to seek to eliminate discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, marital status, political affiliation, age, or physical or mental handicap in employment within the Department and to assure equal employment opportunity for all employees and applicants for employment.

(b) No person shall be subject to retaliation for opposing any practice prohibited by the above policy or for participating in any stage of administrative or judicial proceedings related to this policy.

[Order No. 2037-96, 61 FR 34730, July 3, 1996; 61 FR 43119, Aug. 20, 1996]

§ 42.2 Designation of Director of Equal Employment Opportunity and Complaint Adjudication Officer.

(a) In compliance with the regulations of the Equal Employment Opportunity Commission (29 CFR 1613.204(c)), the Assistant Attorney General for Administration is hereby designated as Director of Equal Employment Opportunity for the Department of Justice with responsibilities for administration of the Equal Employment Opportunity Program within the Department. The Director of Equal Employment Opportunity shall publish and implement the Department of Justice regulations, which shall include a positive action program to eliminate causes of discrimination and shall include procedures for processing complaints of discrimination within the Department.

(b) The Assistant Attorney General in charge of the Civil Rights Division shall appoint a Complaint Adjudication Officer, who shall render final decisions for the Department of Justice on complaints of discrimination filed by employees and applicants for employment in the Department pursuant to the De-

partment's Equal Employment Opportunity Regulations. In rendering decisions, the Complaint Adjudication Officer shall order such remedial action as may be appropriate, whether or not there is a finding of discrimination, but in cases where no discrimination is found any remedial action ordered shall have the prior approval of the Assistant Attorney General in charge of the Civil Rights Division, who shall consult with the Deputy Attorney General on the matter.

[Order No. 420-69, 34 FR 12281, July 25, 1969, as amended by Order No. 721-77, 42 FR 25725, May 19, 1977; Order No. 731-77, 42 FR 35646, July 11, 1977; Order No. 899-80, 45 FR 43703, June 30, 1980; Order No. 960-81, 46 FR 52357, Oct. 27, 1981]

§ 42.3 Responsibility for Department of Justice Equal Opportunity Recruitment Program.

The Assistant Attorney General for Administration shall be responsible for establishing and implementing the Department of Justice Equal Opportunity Recruitment Program under 5 U.S.C. 7201.

[Order No. 865-79, 44 FR 77157, Dec. 31, 1979, as amended by Order No. 960-81, 46 FR 52357, Oct. 27, 1981]

Subpart B [Reserved]

Subpart C—Nondiscrimination in Federally Assisted Programs—Implementation of Title VI of the Civil Rights Act of 1964¹

AUTHORITY: 42 U.S.C. 2000d-2000d-7; E.O. 12250, 45 FR 72995, 3 CFR, 1980 Comp., p. 298.

SOURCE: Order No. 365-66, 31 FR 10265, July 29, 1966, unless otherwise noted.

EDITORIAL NOTE: Nomenclature changes by Order No. 2679-2003, appear at 68 FR 51364, Aug. 26, 2003.

§ 42.101 Purpose.

The purpose of this subpart is to implement the provisions of title VI of the Civil Rights Act of 1964, 78 Stat. 252 (hereafter referred to as the "Act"), to the end that no person in the United States shall, on the ground of race,

¹See also 28 CFR 50.3. Guidelines for enforcement of Title VI, Civil Rights Act.