

Equal Employment Opportunity Plan

Equal Employment Opportunity Plan (EEOP) Requirement For Sub-Grantees Receiving U.S. Department of Justice Grant Funds

The following information is required to determine whether the grantee a) is exempt from EEOP development, b) must have an approved EEOP on file, or c) must submit an EEOP directly to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If the Grantee:	Then:
Has 49 or Fewer Employees	They are Exempt from EEOP
Receives less than \$25,000 in federal Office of Justice grants or sub-grants	They are Exempt from EEOP
Has 50 or more employees; AND received a total of \$25,000 or more in federal Office of Justice grants or sub-grants; AND have 3 percent or more minorities in service population (however, if less than 3 percent minorities in service population, an EEOP must still be prepared, but must focus on employment practices affecting women only).	Maintain an EEOP on file for review by Office of Justice Programs, if requested.
Has 50 or more employees; AND received over \$500,000 (or \$1,000,000 during an 18-month period) or more in federal Office of Justice grants or sub-grants; AND have 3 percent or more minorities in service population (however, if less than 3 percent minorities in service population, an EEOP must still be prepared, but must focus on employment practices affecting women only).	Submit an EEOP to the Office for Civil Rights , Office of Justice Programs, U.S. Department of Justice, 810 Seventh Street N.W., Washington, D.C. within 60 days of award (include the grant number, award amount, and start/end dates).

For assistance in developing an EEOP, contact a Compliance Specialist at the Office for Civil Rights, (202) 307-0690.

At this time this condition does not apply to Homeland Security grant funds.