



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Thursday, June 24, 1999

MEMORANDUM FOR: Heads Of Executive Departments And Agencies

FROM: Janice R. Lachance, Director

Subject: Addressing Sexual Orientation Discrimination in Federal Civilian
Employment: A Guide to Employees' Rights

On May 28, 1998, President Clinton issued Executive Order 13087, providing a uniform Executive Branch policy for the Federal Government to prohibit discrimination based on sexual orientation in the Federal civilian workforce. In his statement announcing the issuance of the Executive Order, the President stated that it has always been the practice of this Administration to prohibit such discrimination.

Today I am proud to bring to your attention the President's statement and guidance prepared by the Office of Personnel Management following this issuance of the Executive Order entitled "Addressing Sexual Orientation Discrimination in Federal Civilian Employment: A Guide to Employees' Rights." The purpose of the booklet is to make Federal employees aware of how to obtain help if they believe they have been discriminated against based upon their sexual orientation. It outlines existing avenues available to employees to redress violations of the policy set forth in the Executive Order. While it does not create any new enforcement rights, the Executive Order does state Administration policy.

This guidance should be widely distributed within your agency.

Attachment [Web Pages] [[PDF File](#)]