

**EM Consolidated Business Center  
Office of Civil Rights and Diversity Staff  
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Special Emphasis Programs (SEPs) are mandated by the Federal government to enhance opportunities for minorities, women, and people with disabilities in employment areas.

<http://www.emcbc.doe.gov/dept/diversity>

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*EEO and Diversity Collaborating for Mission Success*

*U.S. Department of Energy  
EM Consolidated Business Center*

## **Office of Civil Rights and Diversity**

# *FY 2013 Special Emphasis Programs*

**EM Environmental Management**  
safety ✦ performance ✦ cleanup ✦ closure

## FY 2013

The DOE EM Consolidated Business Center is fully committed to equal employment opportunity and the implementation of a strong affirmative employment program.

It is the policy of EMCBC to provide equal opportunity in employment for all applicants and employees, and to prohibit discrimination in all aspects of its personnel policies, program practices and operations, and working conditions.

- ☞ The EMCBC has seven Special Emphasis Programs (SEPs) to assist in assuring that equal opportunity is present in all aspects of employment and that affirmative action is being taken to address underrepresentation.
- ☞ The primary objective of the SEPs is to assist in the recruitment, development, training and advancement of minorities, women, disabled veterans, and individuals with disabilities. To this end, each Council develops and implements objectives to enhance the status of their respective programs.
- ☞ The Special Emphasis Programs work under the administration of the Office of Civil Rights and Diversity (OCRD). The OCRD staff provides advice and guidance to the SEP Managers and their councils.

**Employees who are interested in obtaining more information or in participating in a SEP may contact the SEP Manager listed on the following page.**

### *Native American Indian Program (AIP)*

Erin Clark (513) 246-1368  
[Erin.clark@emcbc.doe.gov](mailto:Erin.clark@emcbc.doe.gov)

### *Asian American Pacific Islander Program (APIP)*

Nina Akgunduz (513) 246-0561  
[Nina.Akgunduz@emcbc.doe.gov](mailto:Nina.Akgunduz@emcbc.doe.gov)

### *Black Employment Program (BEP)*

Josephine Brownlee (513) 246-0544  
[josephine.brownlee@emcbc.doe.gov](mailto:josephine.brownlee@emcbc.doe.gov)

### *National Disability Employment Program (NDEP)*

Michelle Litmer (513) 246-0514  
[michelle.litmer@emcbc.doe.gov](mailto:michelle.litmer@emcbc.doe.gov)

### *Federal Women's Program (FWP)*

Jacquelyn Wolfe (513) 246-0521  
[Jacquelyn.wolfe@emcbc.doe.gov](mailto:Jacquelyn.wolfe@emcbc.doe.gov)

### *Hispanic Employment Program (HEP)*

Trisha Zamarron (513) 246-0498  
[Trisha.zamarron@emcbc.doe.gov](mailto:Trisha.zamarron@emcbc.doe.gov)

### *Veterans Employment Program (VEP)*

Christopher McFarland (513) 744-0967  
[chris.mcfarland@emcbc.doe.gov](mailto:chris.mcfarland@emcbc.doe.gov)

