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## VETERANS ADMINISTRATION

## Status Summary

The Veterans Administration (VA) administers a thorough system of benefits for veterans and dependents, including compensation payments for disabilities or death related to military service; pensions based on financial need for totally disabled veterans or certain survivors for disabilities or death not related to military service; education and rehabilitation; home loan guarantee; burial, including cemeteries, markers, flags, etc.; and a comprehensive medical program involving a widespread system of nursing homes, clinics, and more than 170 hospitals.

VA is to be commended for the positive steps taken towards the goal of gender equity in its laws, regulations, policies, and publications. In 1972 Congress passed 38 U.S.C. §102(b), which ensures that any preference or benefit to the wife or widow of a male veteran, under title 38 of the USC, is also extended to the husband or widower of a female veteran.

Most encouraging of all the initiatives reported by the VA is the establishment of a formal new Veterans Administration Advisory Committee on Women Veterans. This Committee will report directly to the Administrator and is similar to the Defense Advisory Committee on Women in the Services (DACOWITS) which now reports directly to the Secretary of Defense on issues affecting women in the active forces.

This committee is expected to "evaluate and shape VA programs to meet the needs of a growing female veteran population." In addition to the creation of the advisory committee, the Administrator of VA has recently appointed a Special Assistant whose responsibilities include providing advice on women's issues.

The VA report notes that a number of offices within the agency formally screen proposed regulations and policies for gender-specific terminology. VA does not report that any office reviews proposed regulations and policies for substantive sex bias. VA has been asked to report on any VA procedures that ensure proposed regulations and policies are reviewed for sex bias prior to approval.

None of the VA supervised insurance plans involve any sex differentiation, however, VA also reports that approximately 5% of the VA's insurance annuitants receive payments based upon sex-based actuarial tables. The agency is presently participating in the Cabinet Council on Legal Policy's "Manhart Working Group" to address this issue.

## FIRST QUARTERLY REPORT

### I. AGENCY'S MANDATE AND GOALS

The Veterans Administration administers a thorough system of benefits for veterans and dependents, including compensation payments for disabilities or death related to military service; pension based on financial need for totally disabled veterans or certain survivors for disabilities or death not related to military service; education and rehabilitation; home loan guarantee; burial, including cemeteries, markers, flags, etc.; and a comprehensive medical program involving a widespread system of nursing homes, domiciliaries, clinics and more than 170 medical centers.

### II. REVIEW OF IN-PLACE, POSITIVE LANGUAGE AND PROGRAMS

#### A. Title 38 U.S. Code.

The VA is currently reviewing the status of efforts being taken to legislatively remove unnecessary gender-denoting terminology from Title 38, United States Code, to determine whether further agency action is necessary.

#### B. Regulations, Policies , and Practices.

In reviewing existing administrative issues and in processing all proposed new or revised administrative issues, VA departments and staff offices are required to eliminate or



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correct gender-specific terminology. This rule adopted in 1981, appears in an internal VA Manual (MP-1, Part II, Chapter 14). Additionally, a separate organizational entity within VA designated as the Information and Regulations Staff also scrutinizes VA regulations for gender-specific terminology and eliminates any overlooked language prior to sending these regulations for publication in the Federal Register.

#### C. Commitment to Future Review

The VA has established a continuing commitment to the goals of the Task Force through agency-wide memoranda. By memorandum dated November 9, 1977, the General Counsel discussed the purpose and importance of the previously constituted Task Force and requested the cooperation of the entire VA in the effort to eliminate sex discrimination from VA laws, regulations, guidelines, programs, policies, and procedures. This commitment to the goals of the Task Force has been continued by the present Administrator of Veterans Affairs, Mr. Harry Walters. Thus, in January 1983, the Administrator distributed a memorandum to all department and staff office heads which discusses the purpose and goals of the Task Force and establishes the VA's commitment to the President's policy. In subsequent memoranda distributed to the various VA components, the Office of the General Counsel set forth guidelines as to how the review process should be conducted. Specific issues were also set forth to which responses were

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requested. Additionally, the name of a contact person was requested from each department and staff office. Members of the General Counsel staff will periodically meet with the contact people in order to provide guidance in the review. Copies of representative memoranda noted above are attached.

D. Employment of Women in the VA

There were 20,638 women appointed to full-time positions in the VA during 1982, which amounted to 55.8% of the agency's full-time accessions for this period. Women in VA full-time positions totaled 111,156 as of December 31, 1982, and comprised 54.5% of the agency's full-time workforce.

These figures show a gain of three-tenths of a percentage point in the female employment rate over the past year. The most recent Government-wide data indicate that women make up less than a third of the Federal workforce. In the VA, 22.9% of the positions at GS-12 and above, or equivalent, are filled by women, whereas they are in only 9.7% of the jobs at these grade levels Government-wide.

E. Publications

The VA Office of Personnel has recently conducted a thorough review, and implemented an apparatus for an on-going review of recruitment notices, bulletins, pamphlets, etc. to ensure that such publications do not contain stereotypical images of women in employment. During the course of the

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review, certain publications were found to contain stereotypical images of women in the agency workforce. These publications were either abandoned or modified to remove the offending portrayals of the role of women. We have requested the other VA Departments and Staff Offices to conduct a similar review of other Agency publications. The result of that review will be reported in future quarterly submissions.

### III. Problem Areas

The VA Office of General Counsel is participating in the Manhart Working Group, formed by the Cabinet Council on Legal Policy, in an effort to resolve issues concerning sex-differentiated mortality tables used in some VA insurance programs. An examination of insurance programs administered by the VA reveals that approximately 5% of the VA insurance annuitants receive payments based on sex-differentiated mortality tables. None of the VA-supervised insurance programs involve any sex-differentiation.

IV. While we recognize that there are probably some laws, regulations, policy directives, and publications which still contain unnecessary gender-specific terminology, we are unable to provide a list in this report. We will provide information in future reports as it is developed.



5.

#### V. FUTURE PLANS AND COMMITMENTS

The Administrator of Veterans Affairs has decided to establish a VA advisory committee on women veterans. With this committee, the Administrator expects to evaluate and shape VA programs to meet the needs of a growing female veteran population. To meet these goals, each department in the VA will be asked to develop a proposal outlining specific subjects or issues within its jurisdiction which a broadly representative advisory committee on women veterans might address. Additionally, plans are underway to draft a charter and comply with other requirements in order to establish this committee. We will report on the progress of this effort in future reports.

Additionally, the Administrator has recently appointed a Special Assistant whose responsibilities include providing advice on women's issues.

Other steps have been planned or carried out by the Chief Benefits Director to improve VA's outreach efforts to female veterans. For example, letters have been written to all females identified as former prisoners of war, inviting them to tell us of the services they might want or need from VA. Additionally, VA Regional Office Directors have been directed to establish personal contact with these veterans and provide them with assistance in obtaining veterans benefits.



6.

Veterans Services Officers (VSO's) at field stations have been encouraged to identify veterans organizations with predominantly female veterans and to maintain rosters of their primary contacts. A conference-line telephone announcement is scheduled for February to request VSO's to provide expanded information and services on all VA benefits to the leaders and members of these predominantly female organizations. An internal VA Manual (M27-1, Part III, Section 12.07) is under study to add a paragraph which would establish policy for outreach to female veterans. The preceding Manual is designed to provide special assistance to survivors of inservice casualties and to dependents of prisoners of war/service persons missing in action. Lastly, an exhibit highlighting VA benefits available to female veterans is being developed in cooperation with Audio-Visuals Service. Initial display of the exhibit is planned for the mid-America Conference of the WAC Veterans Association in St. Louis, Missouri, in April 1983.

With respect to our proposed Title IX regulations, preliminary concurrence and comments from the Department of Justice and EEOC have been received. After making suggested changes, in the near future we will take the necessary steps toward publication of the regulations as final regulations.

## memorandum

NOV 9 1977

DATE:

REPLY TO  
ATTN OF:

General Counsel (02)

SUBJECT:

Sex Discrimination in Federal Laws, Regulations, etc.

TO:

Department and Staff Office Heads

1. On August 26, 1977, the President directed the Attorney General, through the Task Force on Sex Discrimination in the Department of Justice, to coordinate a review of all Federal laws, regulations, guidelines, programs, policies and procedures for the purpose of eliminating from them all forms of discrimination based on sex.

2. In an effort to meet this commitment to equality for all persons, the President has requested the support of all Federal agencies and departments in pinpointing, through comprehensive review, those laws, regulations, etc., which are in need of revision. As part of this effort, proposals, although neutral on their face, which may have a disproportionate impact on the basis of sex, will also need to be reviewed by the Task Force before they are adopted as administrative policy.

3. A recent report from the Task Force on Sex Discrimination and the U.S. Commission on Civil Rights, identified some Veterans Administration laws, terminology and policies which may require review and change. We are now requesting the assistance of each department to conduct this review. We are also requesting that each department appoint a contact person to review laws and policies, which it is directly responsible for administering, so that possible discriminatory effect on the basis of sex can be corrected. This person should be familiar with the programs, policies, guidelines, regulations and laws administered by the department, and should be able to coordinate with the contact person in the General Counsel's office and the Justice Department's representatives on the Task Force. If it is determined, after the review, that statutory revision is necessary, the contact person should be able to work on the drafting of revisory proposals so that appropriate amendatory legislation can be recommended to Congress.



4. We are attaching a copy of President Carter's memorandum for Heads of Executive Departments and Agencies and a copy of "Guidelines for Identification of Policies, Procedures and Laws to be reviewed by the Task Force on Sex Discrimination." We request that each department submit the name of a contact person to this office (024) no later than November 15, 1977.



GUY H. McMICHAEL III

Attachments



024c



# Memorandum

Date: JAN 13 1983

To: Department and Staff  
Office Heads  
Subj: Task Force on Legal  
Equity for Women

1. By Executive Order 12336 of December 21, 1981, President Reagan established the Task Force on Legal Equity for Women to aid in the "systematic elimination of regulatory and procedural barriers which have unfairly precluded women from receiving equal treatment from Federal activities." As part of that Executive Order, the Attorney General has been directed to complete a review of all Federal laws, regulations, policies and practices in order to identify any sex discrimination which may exist therein and report the results on a quarterly basis to the President's Cabinet Council on Legal Policy.
2. Responsibility for managing the review has been assigned to the Department of Justice, Civil Rights Division, Coordination and Review Section. Under the Executive Order, each Federal Agency is expected to assist in this effort by reviewing its statutes, regulations, policies, practices and publications to identify any sex discrimination which may exist therein. The results of each Agency's review are to be reported to the Department of Justice and will be included in its quarterly reports to the Cabinet Council.
3. Mr. Neal C. Lawson, Assistant General Counsel, has been delegated the responsibility for preparing the quarterly reports of the Veterans Administration. The first report is due on February 1, 1983.
4. In order to comply with the directives of the Executive Order, the assistance of each department and staff office of the VA is required. Specifically, each department and staff office is expected to evaluate existing laws, regulations and programs with a view towards eliminating sex discrimination. Not only is the Task Force interested in knowing what the VA has done already to eliminate sex discrimination, as well as what issues may pose a problem, but also what efforts are being planned or taken to attain the goal.

2.

Department and Staff Office Heads

5. As this is of great importance to the President, I believe that each department and staff office should cooperate by giving serious and prompt attention to specific matters raised and information requested. I fully support the goals of the President's policy and urge your continued cooperation in this effort.

HARRY N. WALTERS  
Administrator

NOT THRU OOAL

SIGNED & DISPATCHED

JAN 13 1983

ADMINISTRATOR'S OFFICE



JAN 18 1983

Assistant Deputy  
Administrator (05)  
Task Force on Legal  
Equity for Women

1. By memorandum dated January 13, 1983, to Department and Staff Office Heads, the Administrator discussed the Task Force on Legal Equity for Women established by Executive Order 12336. The purpose of this Task Force is to aid in the "systematic elimination of regulatory and procedural barriers which have unfairly precluded women from receiving equal treatment from Federal activities." Under this Executive Order, the VA is responsible for reviewing all applicable statutes, regulations, policies, practices, and publications, to identify any sex discrimination which may exist therein.

2. In order to accomplish the goals of the Task Force, it will be necessary for each department and staff office to conduct a review of the statutes, regulations, policies, practices, and publications under which it operates. The results of this review are to be forwarded to Mr. Neal C. Lawson, Assistant General Counsel (024), who will incorporate them into a quarterly report to the Department of Justice. A description of the information which should be provided is set forth in the following paragraphs.

3. Each department and staff office should conduct a review of its statutes, regulations, written directives, and publications and identify any that: 1) make overt gender distinctions; 2) use unnecessary gender-specific terminology, though they may not substantively discriminate; or 3) have a disproportionate impact on one gender though they may be neutral on their face. You should provide us with a list of any material which meets any of the three aforementioned criteria along with citations to the relevant language.

4. In a memorandum to this agency from the Department of Justice, which explains the review process to be undertaken, we were requested to provide a summary of those statutes, regulations, etc. that have been reviewed and appear to be free of sex discrimination. Additionally, we were requested to identify any language contained in the material reviewed which affirmatively states that no sex discrimination is permitted.



2.

Assistant Deputy Administrator (05)

5. We are also interested in knowing whether presently there is any procedure in your department or office for reviewing existing or proposed statutes, regulations, policies, practices, and publications to determine 1) whether the language is gender-neutral and 2) whether they would have a disproportionate impact upon women. If such a procedure exists, please describe how it is undertaken. If not, please consider how such a procedure might be implemented in your department or office.

6. It would be helpful for us to be able to report specific agency programs in existence or being planned which are directed toward or impact upon the elimination of sex discrimination in employment. Such programs could include upward mobility programs, affirmative action plans, executive or upper level training programs which have particular goals of training or promoting women, or other programs directed toward recruiting or advancing women. Also helpful would be any statistics available concerning the number of women employed, number of positions filled in the past fiscal year by women through upward mobility programs or through other programs having a special emphasis of advancing women, and the amount of expenditures made by the VA to support such programs in the past fiscal year.

7. Any other comments or suggestions you might offer which could aid the agency in accomplishing the goal of eliminating sex discrimination in activity conducted by the agency, would also be appreciated.

8. The Task Force in the Department of Justice is required to submit a quarterly report to the President's Cabinet Council on Legal Policy. This report will contain whatever information the VA submits to the Department of Justice in our quarterly reports. Since our first quarterly report is due at the Department of Justice on February 1, 1983, we are requesting you to provide us with some information by January 20, 1983. Since the VA report will ultimately reach rather high levels within the Administration, it is extremely important that whatever positive information and agency achievements may exist be reported in our first quarterly report. Conversely, please identify problem areas which we will discuss with you prior to inclusion in any report. The agency must be candid noting its achievements and problems; however, the reporting of problems would be done after full discussion and consultation with the affected agency components. We should note, however, that we do not expect you to

3.

Assistant Deputy Administrator (05)

complete your review by this latter date as we will periodically return to you with requests for further information. Instead, you should, at the least, provide us with an interim report, describing how you plan to undertake the review process. We would appreciate your indicating the name and telephone number of a person whom we may contact concerning this matter. This person should be able to speak for the office or department in providing any clarification or additional information we may need.

9. We appreciate your time and cooperation in this matter.  
Deputy General Counsel  
for

JOHN F. MURPHY  
General Counsel (02)



024C

JAN 18 1983

Chief Medical  
Director (10)  
Task Force on Legal  
Equity for Women

1. By memorandum dated January 13, 1983, to Department and Staff Office Heads, the Administrator discussed the Task Force on Legal Equity for Women established by Executive Order 12336. The purpose of this Task Force is to aid in the "systematic elimination of regulatory and procedural barriers which have unfairly precluded women from receiving equal treatment from Federal activities." Under this Executive Order, the VA is responsible for reviewing all applicable statutes, regulations, policies, practices, and publications, to identify any sex discrimination which may exist therein.

2. In order to accomplish the goals of the Task Force, it will be necessary for each department and staff office to conduct a review of the statutes, regulations, policies, practices, and publications under which it operates. The results of this review are to be forwarded to Mr. Neal C. Lawson, Assistant General Counsel (024), who will incorporate them into a quarterly report to the Department of Justice. A description of the information which should be provided is set forth in the following paragraphs.

3. Each department and staff office should conduct a review of its statutes, regulations, written directives, and publications and identify any that: 1) make overt gender distinctions; 2) use unnecessary gender-specific terminology, though they may not substantively discriminate; or 3) have a disproportionate impact on one gender though they may be neutral on their face. You should provide us with a list of any material which meets any of the three aforementioned criteria along with citations to the relevant language.

4. In a memorandum to this agency from the Department of Justice, which explains the review process to be undertaken, we were requested to provide a summary of those statutes, regulations, etc. that have been reviewed and appear to be free of sex discrimination. Additionally, we were requested to identify any language contained in the material reviewed which affirmatively states that no sex discrimination is permitted.



2.

Chief Medical Director (10)

5. We are also interested in knowing whether presently there is any procedure in your department or office for reviewing existing or proposed statutes, regulations, policies, practices, and publications to determine 1) whether the language is gender-neutral and 2) whether they would have a disproportionate impact upon women. If such a procedure exists, please describe how it is undertaken. If not, please consider how such a procedure might be implemented in your department or office.

6. Of particular interest to the Task Force is a report of outreach programs directed toward women to inform and assist women in the matter of obtaining VA benefits. Would you provide us with a report of any such programs which now exist as well as any projected or which could be implemented in order to assure that VA medical care programs are fully accessible to eligible women?

7. Also, we would appreciate your review of specific medical care programs to determine whether there is any disparity between men and women veterans in eligibility or receipt of care which is based solely on sex and provide to us the results of that review. If you find any disparity, would you offer comments which justify the disparity or suggestions of means by which the disparity, if not justified, may be eliminated?

8. The Task Force is also interested in knowing whether there exists in the agency any apparatus to ensure that any particular concerns of women beneficiaries and employees are addressed in the Department's decision-making process. Such an apparatus might be consultants, or an advisory committee established to provide recommendations on women's issues, or required membership on other advisory committees of a person specifically for the purpose of providing input regarding women's issues. Would you report on whether such an apparatus exists? If so, describe in some detail how it functions. If not, would you comment on whether you believe such an apparatus would be feasible at either the central office or station level?

9. Would you also review the administration of the Department's grants programs and report whether there exists any means to monitor the number and size of grants given to women and to ensure participation in the program by women?

3.

Chief Medical Director (10)

10. Any other comments or suggestions you might offer which could aid the agency in accomplishing the goal of eliminating sex discrimination in activity conducted by the agency, would also be appreciated.

11. The Task Force in the Department of Justice is required to submit a quarterly report to the President's Cabinet Council on Legal Policy. This report will contain whatever information the VA submits to the Department of Justice in our quarterly reports. Since our first quarterly report is due at the Department of Justice on February 1, 1983, we are requesting you to provide us with some information by January 20, 1983. Since the VA report will ultimately reach rather high levels within the Administration, it is extremely important that whatever positive information and agency achievements may exist be reported in our first quarterly report. Conversely, please identify problem areas which we will discuss with you prior to inclusion in any report. The agency must be candid noting its achievements and problems; however, the reporting of problems would be done after full discussion and consultation with the affected agency components. We should note, however, that we do not expect you to complete your review by this latter date as we will periodically return to you with requests for further information. Instead, you should, at the least, provide us with an interim report, describing how you plan to undertake the review process. We would appreciate your indicating the name and telephone number of a person whom we may contact concerning this matter. This person should be able to speak for the office or department in providing any clarification or additional information we may need.

12. We appreciate your time and cooperation in this matter.

Robert E. Coy  
Deputy General Counsel  
for

JOHN P. MURPHY  
General Counsel (02)







Federal Statutes that Prohibit Discrimination

on the Basis of

Race, Color, National Origin, Sex, Religion or Creed, or Handicap  
in Programs or Activities that Receive Federal Financial Assistance

Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Youth Conservation Corps Act of 1970, 16 U.S.C. §§1701-1706, §1704, as amended by P.L. 93-408 (1974) and by P.L. 92-579 (1972)	yes			yes		
Higher Education Act of 1965, 20 U.S.C. §§1001-1150, §1087-2(e) & §1142, as amended by P.L. 94-482 (1976) and renumbered by P.L. 96-374 (1980)	yes	yes <sub>1</sub>	yes	yes	yes	
Education Amendments of 1972, 20 U.S.C. §§1601-1686, §§1681-1686, P.L. 92-318 (1972), as amended by P.L. 93-568 (1974) and by P.L. 94-482 (1976)				yes		yes <sub>2</sub>
Drug Abuse Prevention, Treatment & Rehabilitation Act of 1976, 21 U.S.C. §§1101-1194, §1174, P.L. 94-237 (1976)						yes <sub>3</sub>
Foreign Assistance Act of 1961, 22 U.S.C. §§2151-2429, §2314(g), as amended by P.L. 94-329, §302(a) (1976) and renamed International Security Assistance and Arms Export Control Act of 1976.	yes		yes	yes	yes	

**Federal Statutes that Prohibit Discrimination**

on the Basis of

Race, Color, National Origin, Sex, Religion or Creed, or Handicap  
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Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Federal-Aid Highway Act of 1963, 23 U.S.C. §§101-156, §140, as amended by P.L. 90-495 (1968), by P.L. 91-605 (1970) and by P.L. 94-280 (1976)	yes	yes	yes		yes	
Federal-Aid Highway Act of 1958, 23 U.S.C. §§301-324, §324, as amended by P.L. 93-87 (1973)				yes		
Rehabilitation Act of 1973, 29 U.S.C. §§701-796i, §794, P.L. 93-112 (1973), as amended by P.L. 93-516 (1974) and by P.L. 95-602 (1978)						yes
Job Training Partnership Act of 1982, 29 U.S.C. §§1501-1781, §1577, P.L. 97-300, §167 (1982)	yes	yes	yes	yes	yes	yes
State and Local Fiscal Assistance Act of 1972, 31 U.S.C. §§1221-1264, §1242(a), as amended by P.L. 94-488 (1976)	yes	yes	yes	yes	yes	yes

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Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Preventive Health and Health Services Block Grant, 42 U.S.C. §§300w to 300w-8, §300w-7, P.L. 97-35.	yes	yes	yes	yes	yes	yes
Alcohol & Drug Abuse & Mental Health Services Block Grant, 42 U.S.C. §§300x to 300x-9, §300x-7, P.L. 97-35.	yes	yes	yes	yes	yes	yes
Primary Care Block Grants, 42 U.S.C. §§300y to 300y-11, §300y-9, P.L. 97-35.	yes	yes	yes	yes	yes	yes
Maternal and Child Health Services Block Grant Act of 1981, 42 U.S.C. §§701-709, §708, as amended by P.L. 97-35, §708, §2191 (1981)	yes	yes	yes	yes	yes	yes
Civil Rights Act of 1964, 42 U.S.C. §§2000a to 2000h-6, §2000d, P.L. 88-352 (1964)	yes	yes	yes			
Public Works and Economic Development Act of 1965, 42 U.S.C. §§3121-3246h, §3123, as amended by P.L. 92-65 (1971)				yes		



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Race, Color, National Origin, Sex, Religion or Creed, or Handicap  
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Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Omnibus Crime Control and Safe Streets Act of 1968, as amended by the Justice System Improvement Act of 1979, 42 U.S.C. §§3701-3797, §3789d, P.L. 96-157 (1979)	yes	yes	yes	yes	yes	
Comprehensive Alcohol Abuse & Alcoholism Prevention, Treatment, & Rehabilitation Act of 1970, 42 U.S.C. §§4541-4593, §4581, as amended by P.L. 94-371 (1976) and by P.L. 94-581 (1976)						yes <sub>4</sub>
Domestic Volunteer Services Act of 1973, 42 U.S.C. §§4951-5085, §5057, P.L. 93-113 (1973), as amended by P.L. 96-143 (1979)	yes	yes	yes	yes	yes	yes
Disaster Relief Act of 1974, 42 U.S.C. §§5121-5202, §5151, P.L. 93-288 (1974)	yes	yes	yes <sub>5</sub>	yes	yes	
Housing and Community Development Act of 1974, 42 U.S.C. §§5301-5317, §5309, P.L. 93-383 (1974), as amended by P.L. 97-35 (1981)	yes	yes	yes	yes		yes

Federal Statutes that Prohibit Discrimination

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in Programs or Activities that Receive Federal Financial Assistance

Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Juvenile Justice and Delinquency Prevention Act of 1974, 42 U.S.C. §§5601-5751, §5672 note, P.L. 93-415 (1974), as amended by P.L. 95-115 (1977) and renumbered by P.L. 96-157 (1979)	yes	yes	yes	yes	yes	
Energy Reorganization Act of 1974, 42 U.S.C. §§5801-5891, §5891, P.L. 93-438 (1974)				yes		
Nonnuclear Energy Research and Development Act of 1974, 42 U.S.C. §§5903c-5920, §5919(v), P.L. 93-577 (1974), as added by P.L. 95-238 (1978) and amended by P.L. 96-470 (1980)	yes	yes	yes	yes	yes	
Public Works Employment Act of 1976, 42 U.S.C. §§6701-6735, §6709, P.L. 94-369 (1976)				yes		
§6727, as amended by P.L. 95-30 (1977)	yes	yes	yes	yes	yes	yes
Energy Conservation and Production Act of 1976, 42 U.S.C. §§6801-6892, §6870, P.L. 94-385 (1976), as amended by P.L. 96-294 (1980)	yes	yes	yes	yes	yes <sub>6</sub>	yes <sub>7</sub>
Home Energy Assistance Act of 1980, 42 U.S.C. §§8601-8629, §8625, as amended by P.L. 97-35 §2606 (1981)	yes	yes	yes	yes		yes

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Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Community Economic Development Act of 1981, 42 U.S.C. §§9801-9822, §9821, P.L. 97-35, §677 (1981)	yes	yes	yes	yes	yes	
Head Start Act of 1981, 42 U.S.C. §§9831-9852, §9849, P.L. 97-35, §654 (1981)	yes	yes	yes	yes	yes	yes
Community Services Block Grant Act of 1981, 42 U.S.C. §§9901-9912, §9906, P.L. 97-35, §632 (1981)	yes	yes	yes	yes		yes
Trans-Alaska Pipeline Authorization Act of 1973, 43 U.S.C. §§1651-1655, §1651 note, P.L. 93-153 (1973)	yes	yes	yes	yes	yes	
Federal Land Policy and Management Act of 1976, 43 U.S.C. §§1701-1783, §1747(10), as amended by P.L. 95-352 (1978)	yes	yes	yes	yes	yes	
Outer Continental Shelf Resource Management Act Amendments of 1978, 43 U.S.C. §§1801-1866, §1863, P.L. 95-372 (1978)	yes	yes	yes	yes	yes	



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Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Public Broadcasting Financing Act of 1962, 47 U.S.C. §§390-399, 398(b), as amended by P.L. 95-567 (1978)	yes	yes	yes	yes	yes	
Conveyance of Submerged Lands to Territories Act of 1974, 48 U.S.C. §§1701-1708, §1708, P.L. 93-435 (1974)	yes	yes	yes	yes	yes	
Act of January 12, 1983, to be codified at 49 U.S.C. §§101-110, 301-335, 501-526, and 3101-3104, §306, P.L. 97-449 (1983)	yes	yes	yes	yes		
Urban Mass Transportation Act of 1964, 49 U.S.C. §§1601-1618, §1615, as amended by P.L. 95-599 (1978)	yes	yes	yes	yes	yes	
Airport and Airway Development Improvement Act of 1982, 49 U.S.C. §§2201-2225, §2219, P.L. 97-248 (1982)	yes	yes	yes	yes	yes	

Federal Statutes that Prohibit Discrimination

on the Basis of

Race, Color, National Origin, Sex, Religion or Creed, or Handicap  
in Programs or Activities that Receive Federal Financial Assistance

Statute	Race	Color	National Origin	Sex	Religion or Creed	Handicap
Federal Water Pollution Control Act of 1948, 33 U.S.C. §§1251-1376, §1251 note, as amended by P.L. 92-500 §13 (1972)				yes		
Amateur Sports Act of 1978, 36 U.S.C. §§371-396, §391(b), P.L. 95-606 (1978)	yes	yes	yes	yes	yes	
Appalachian Regional Development Act of 1965, U.S.C. App. §§1-405, §223 note, as amended by P.L. 92-65 (1971)				yes		
Federal Property and Administrative Services Act of 1946, 40 U.S.C. §§471-535, §476, as amended by P.L. 94-519 (1976)				yes		
Public Health Service Act of 1944, 42 U.S.C. §§201-300z, §292d, as amended by P.L. 93-348 (1971) and renumbered by P.L. 94-484 (1976)				yes		
§298b-2, as added by P.L. 92-158 (1971)				yes		
§300a-7(a) to 7(d), P.L. 93-45 (1973), P.L. 93-348 (1974), as amended by P.L. 96-76 (1979)					yes	

NOTES

1. 20 U.S.C. §1087-2(e)
2. Blindness or severely impaired vision
3. Drug abusers
4. Alcohol abusers and alcoholics
5. Nationality
6. "any other factor specified by any Federal law prohibiting discrimination," 42 U.S.C. §6870
7. Id.