

Department of Homeland Security

Delegation Number: 19002

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**DELEGATION TO THE  
OFFICER FOR CIVIL RIGHTS  
AND CIVIL LIBERTIES TO  
INTEGRATE AND MANAGE  
CIVIL RIGHTS, CIVIL  
LIBERTIES AND EQUAL  
EMPLOYMENT  
OPPORTUNITY PROGRAMS**

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**I. Purpose**

This is a delegation of authority to the Officer for Civil Rights and Civil Liberties to integrate and manage Civil Rights, Civil Liberties, and Equal Employment Opportunity (EEO) programs throughout the Department of Homeland Security (DHS).

**II. Delegation**

The Officer for Civil Rights and Civil Liberties is hereby delegated the authority to:

A. Direct and oversee the implementation of the integration of Civil Rights and Civil Liberties (CRCL) across the Department. The Office for Civil Rights and Civil Liberties will serve as the foundational DHS organization through which all Department-wide CRCL activities will be overseen, defined, and measured. DHS will standardize Civil Rights and Civil Liberties policies across DHS to ensure functional excellence, to include:

1. Developing and coordinating with Component heads, and approving, the policy direction and management of the Civil Rights, Civil Liberties and EEO programs.
2. In conjunction with Component heads and the Chief Financial Officer, reviewing and approving Civil Rights, Civil Liberties, EEO and Disability Coordinator budget formation and execution, and establishing reimbursable agreements.
3. Participating in and approving the recruitment and selection of key Civil Rights, Civil Liberties, EEO and Disability Coordinator officials.

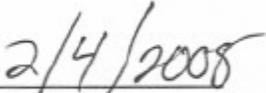
4. Coordinating with Component heads to establish training and development for Civil Rights, Civil Liberties and EEO professionals, and approving such training and development.
5. Participating in and approving the establishment of appropriate staffing plans.
6. In conjunction with Component heads and the Under Secretary for Management, coordinating, implementing and approving a strategy for the delivery and maintenance of enterprise EEO solutions and services.
7. Coordinating with Component heads on and approving any reorganization and/or restructuring plans affecting the Component's Civil Rights, Civil Liberties, EEO and Disability Coordinator functions prior and subsequent to implementation.

### **III. Re-delegation**

The authority of the Officer for Civil Rights and Civil Liberties may be further re-delegated to the Deputy Officer for Programs and Compliance or the Deputy Officer for Equal Employment Opportunity Programs within the Office for Civil Rights and Civil Liberties

### **IV. Office of Primary Interest**

The Office for Civil Rights and Civil Liberties has the primary interest in this delegation.

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| <br>_____<br>Michael Chertoff<br>Secretary | <br>_____<br>Date |
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