

# United States Senate

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CONTACT: Diane Dewhirst (Mitchell)  
202/224-2939  
Walt Riker (Dole)  
202/224-5358

## SENATE LEADERS MAKE APPOINTMENTS TO OFFICE OF FAIR EMPLOYMENT PRACTICES

Senate Majority Leader George Mitchell and Republican Leader Bob Dole today announced the appointment of Harriett G. Jenkins to serve as Director of the Office of Fair Employment Practices (OFEP). The Senate leaders also named Carl D. Moore as Deputy Director of the new Senate office.

"This is a landmark day in the history of the U.S. Senate," said Mitchell and Dole in a joint statement. "The Office of Senate Fair Employment Practices will ensure that all Senate employees are given the full protection of the laws against workplace discrimination, including the right to judicial review.

"Dr. Jenkins and Mr. Moore have strong records in the employment discrimination field and bring to this important new office strong commitments to fairness and integrity."

"I welcome this historic opportunity to serve as the first Director of the Office of Fair Employment Practices in the U.S. Senate. I am a long time advocate of fair employment practices in the American workplace. I look forward to the opportunities and challenges of this new office," stated Dr. Jenkins in accepting the position.



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"I am pleased to be a part of the team to establish this important new office in the Senate. It will be an honor to work with Dr. Jenkins, who is well-respected for her work in the fair employment field," said Mr. Moore.

Dr. Jenkins has served as Assistant Administrator for Equal Opportunity Programs at the National Aeronautics and Space Administration (NASA) since August 1974. Prior to her work at NASA, Dr. Jenkins was a consultant to the District of Columbia school system for the Response to Educational Needs Project in 1973. Prior to that, she served for 19 years as a public school educator in Berkeley, CA, rising through the ranks from teacher to assistant superintendent for instruction.

Dr. Jenkins received a B.A. in Mathematics from Fisk University; an M.A. in Education from the University of California at Berkeley; and a Doctorate in Education -- Policy, Planning and Administration, also from the University of California at Berkeley. She has a law degree from Georgetown University, Washington, D.C., and has completed the Advanced Management Program at Harvard Business School.

Mr. Moore has served as General Counsel for the U.S. General Accounting Office (GAO) Personnel Appeals Board since 1981. Prior to that, he served as the chief labor counsel for the Department of the Navy. He received an undergraduate degree from Texas Tech University and a law degree from the University of Texas.

The OFEP was established by the Civil Rights Act of 1991 which was passed by Congress and signed into law last November. Under this Act, all Senate employees are covered by anti-discrimination in employment laws, including the Civil Rights Act of 1964, the Americans with Disabilities Act and the Age Discrimination in Employment Act.



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The OFEP will develop a training program to educate Senate employees about their rights and responsibilities under the anti-discrimination laws. The office will also implement a four-step process prescribed by the law to remedy instances of alleged employment discrimination:

- Confidential counseling to provide the employee with all relevant information regarding his or her rights;
- Confidential mediation among a mediator, the employee, and the employing office. The mediation process will be designed to resolve most disputes without the need for a formal hearing;
- A formal closed hearing before a three-member, independent hearing board. The hearing panel is designed to be the independent, neutral equivalent of the discovery and trial process in District Courts. After a formal hearing, either party or the Director may seek review of the hearing board's decision by the Senate Select Committee on Ethics;
- If either party is not satisfied with the hearing board's (or the Ethics Committee's) final decision, it may petition for review by the U.S. Federal Court of Appeals which will rule on the record.

Dr. Jenkins and Mr. Moore will begin their new positions on June 1st. Copies of their biographies are attached.

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