

Federal Woman's Program (FWP):

The FWP is a federally mandated program that began with the passing of the 19th Amendment in 1920, which granted women the right to vote in the United States. Since 1971, August 26th is recognized every year as "Women's Equality Day" and activities are done to memorialize the strenuous fight for women's equality. In October 1967, the category of "sex" was added as a protected category from unlawful discrimination with [Executive Order 11375](#). Then, In August 1969, [Executive Order 11478](#) formed the mandate for establishment of a Federal Women's Program for each Federal Agency and placed the responsibility under the purview of Directors of Equal Employment Opportunity (EEO) for each Federal Agency. Finally, In March of 1972, the Civil Rights Act of 1964 was amended to add this protection to Federal employees and added to the Code of Federal Regulations (CFR) under 29 CFR 1614.102.

The purpose of the Team Aberdeen Proving Ground FWP is to identify and eliminate employment barriers, assure equal opportunity in hiring, training, and advancement, and eliminate those factors which may exclude individuals from the mainstream of employment and career enhancement opportunities. The committee also plans and implements a recognition awards program as well as an educational training programs and history/cultural observance program.

FWP Events:

- 29th Annual National Women's History Month Training and Observance,
WHEN: Wednesday, 20 March, 10:30-11:30 (Observance)
WHERE: *Mallette Training Center B6008*
THEME: *Visionary Women: Champions of Peace & Nonviolence*
- 35th Annual National Women's Equality Day,
WHEN: August 2019
WHERE: *Myer Auditorium B6000*
THEME: Women's Suffrage

FWP Points of Contact:

Lori Wohr
FWP Chair
lori.a.wohr.civ@mail.mil

Nicole Karashin
FWP Vice Chair
nicole.r.karashin.civ@mail.mil

Paula Haok
FWP Secretary
Paula.j.hoak.civ@mail.mil

