

**SUBJECT: LIMITED CHANGE TO DOE O 311.1B, *EQUAL EMPLOYMENT
OPPORTUNITY AND DIVERSITY PROGRAM***

1. EXPLANATION OF CHANGES. This update ensures Departmental training remains in compliance with Executive Orders in effect at the time of the training.
2. LOCATIONS OF CHANGES:

Page	Paragraph	Changed	To
2	4.c.	All DOE nonsupervisory employees must participate in a minimum of 3 hours of EEO/diversity training annually. All DOE supervisory employees must participate in 4 hours of EEO/diversity training annually. Individuals must engage in 4 hours of supervisory EEO/diversity training before (or within 3 months following) appointment to supervisory positions.	All DOE nonsupervisory employees must participate in a minimum of 3 hours of EEO/diversity training annually. All DOE supervisory employees must participate in 4 hours of EEO/diversity training annually. Individuals must engage in 4 hours of supervisory EEO/diversity training before (or within 3 months following) appointment to supervisory positions. All EEO, diversity, or inclusion training must comply with executive orders in effect at the time of the training.
2	4.e.	All DOE employees must participate in a minimum of 3 hours of training on the prevention of sexual harassment on a biennial basis. This training is not a substitute or replacement for the annual training on EEO/diversity (paragraph 4c).	All DOE employees must participate in a minimum of 3 hours of training on the prevention of sexual harassment on a biennial basis. This training is not a substitute or replacement for the annual training on EEO/diversity (paragraph 4c). All sexual harassment training must comply with executive orders in effect at the time of the training.