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March 11, 1971

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Dr. Adrian R. Chamberlain  
President  
Colorado State University  
Fort Collins, Colorado 80521

ALL INFORMATION CONTAINED  
HEREIN IS UNCLASSIFIED 278308  
DATE 2-1-88 BY [signature]

Dear Dr. Chamberlain:

I have the copy designated for me of the letter of March 4, 1971, to Mr. Scott J. Werner, Special Agent in Charge of our Denver, Colorado, field office, from Keith H. Asplin, Ph.D., Director of the Placement Office at your university, in which he alleged that this Bureau is violating the Government's equal employment opportunity regulations by restricting our Special Agent position to males and advised that in the future the FBI will not be granted the privilege of recruiting on the campus of Colorado State University. We take serious exception to his branding our policy as a violation and the purpose of this letter is to set the record straight.

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FBI

In supporting his contention, Dr. Asplin referred to Section 1604.1, Chapter XIV, Title 29, Code of Federal Regulations. That citation represents regulations issued by the Equal Employment Opportunity Commission pursuant to Title VII of the Civil Rights Act of 1964 (42 U. S. Code 2000e--12). Under that statute the term "employer" does not include the United States. Equal employment opportunity for Federal employees and applicants stems from Executive Order 11478. Accordingly, the citation to which Dr. Asplin referred is not governing insofar as Federal employees and applicants are concerned. ✓

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The United States Civil Service Commission has basic responsibility for implementation of equal employment opportunity throughout the Federal service. This Bureau's policy of limiting our Special Agent position to males is in concert with Civil Service

- Tolson \_\_\_\_\_
- Sullivan \_\_\_\_\_
- Mohr \_\_\_\_\_
- Bishop \_\_\_\_\_
- Brennan, C.D. \_\_\_\_\_
- Callahan \_\_\_\_\_
- Casper \_\_\_\_\_
- Conrad \_\_\_\_\_
- Dalbey \_\_\_\_\_
- Felt \_\_\_\_\_
- Gale \_\_\_\_\_
- Rosen \_\_\_\_\_
- Tavel \_\_\_\_\_
- Walters \_\_\_\_\_
- Soyars \_\_\_\_\_
- Tele. Room \_\_\_\_\_
- Holmes \_\_\_\_\_
- Gandy \_\_\_\_\_

1 - SAC, Denver (Personal Attention)

RGH:mjb (9)  
1 - Mr. Bishop (Direct)  
1 - Mr. Dalbey (Direct)  
1 - Mr. Adams (Direct)

1 - Mr. D. J. Brennan, Jr. (Direct)  
1 - Mr. Feeny (Direct)  
Based on memo Adams to Callahan, 3-10-71,  
RGH:mjb.

[Handwritten signatures and initials]

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Commission regulations on this subject appearing in the Federal Personnel Manual, Chapter 332, Subchapter 4, Item 5, which state that law enforcement positions requiring the bearing of firearms are exceptions to the basic policy that consideration of applicants for appointment shall not be restricted to one sex. The FBI is in full accord with the Commission's regulations.

Further, our policy is based on a careful, objective evaluation of all pertinent factors germane to the operations and effectiveness of the FBI, particularly those inherent in the broad range of challenges which Special Agents must satisfactorily meet to enable this Bureau to properly discharge the responsibilities entrusted to it and to do so with optimum return to the public trust. Our force of Special Agents is comparatively small considering the sparse deployment of it throughout the United States and Puerto Rico. Therefore, we must insist that each Special Agent be capable of performing all duties of his position whenever and wherever necessary. This means it is imperative that each Special Agent be qualified for the strenuous physical exertion required to effectively participate in arrests and raids which involve the use of firearms, physical subduing of dangerous criminals, and self-defense. Performance of these duties frequently requires work during any time of day or night and exposure to all kinds of adverse environmental conditions. Experience has demonstrated very clearly to us that our Special Agent position must be limited to males and our stand on this point is inalterable.

May I say, also, that a policy forbidding the FBI to recruit employees from the members of your graduating classes would be unfortunate for all concerned. The FBI needs, for public purposes, to continue recruiting well-educated employees. We have in the past hired many fine young people from Colorado and neighboring states and we should like to continue looking for their equal in all logical places. It is to the interest of the university to encourage opportunities for employment which the student finds

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suitable The students who might want to work for the FBI must surely have some right to be informed of such opportunities in the manner usual to placement activities.

Would you kindly advise me whether Dr. Asplin is, as he states, speaking for your university and whether it is truly the policy of your university that we may no longer recruit on campus?

Sincerely yours,

J. Edgar Hoover