

Special Emphasis Program Observance Month(s)

| Month(s) of Observance | Nature of Observance | SEP Sponsoring Observance |
|-------------------------------|--|--|
| January 15 | Dr. Martin Luther King Jr.'s Birthday | African-American Employment Program |
| February | African American (Black) History Month | African-American Employment Program |
| March | Women's History Month | Federal Women's Program |
| May | Asian American/Pacific Islander Heritage Month | Asian American/Pacific Islander Employment Program |
| September 15 – October 15 | Hispanic Heritage Month | Hispanic Employment Program |
| October | National Disability Awareness Month | Disability Program |
| November | National American Indian Heritage Month | Native American Employment Program |