

S4-6.(1) EQUAL EMPLOYMENT OPPORTUNITY FOR MINORITY GROUPS

a. Background

Reviewing agency equal employment opportunity programs has been a regular part of the Commission's inspection activity since September 1, 1961. The inspection function has filled an important role in providing information on the status of the overall program and in motivating positive action through the identification of program problems and achievements and by offering recommendations for improvement.

Under Executive Order 11246, Commission inspectors are expected to take a more direct and intensified approach in reviewing, analyzing, and evaluating equal employment opportunity programs. Inspection findings will serve as the basis for firsthand appraisal and advice to installation officials, and for corrective action if needed. Inspectors will make action-oriented recommendations and otherwise assist installation managers in working toward truly effective programs.

(1) Responsibility for Equal Employment Opportunity

(a) Executive Order 11246, effective October 24, 1965 reemphasizes the policy of the Federal Government to provide equal employment opportunity without regard to race, color, creed or national origin and reaffirms the direct responsibility of each department and agency head to establish and maintain a positive program of equal opportunity within his activity.

(b) The Executive order assigns to the Civil Service Commission the responsibility to supervise and provide leadership and guidance in the area of equal opportunity and to review agency program accomplishments periodically. The Commission is also given regulatory authority in that department and agency heads are instructed to comply with the regulations, orders, and instructions issued by the Commission.

(2) Definition of a Positive Program

A positive equal employment opportunity program is one which:

(a) Is carried out under a Plan of Action which requires and provides for:

1 A systematic means for thorough analysis of the total agency program.

2 Identification of problems, weak spots and program needs.

3 Development and positive implementation of specific and realistic plans, including objectives and means for overcoming problems and moving the program to higher levels.

4 Ongoing evaluation of progress, potential trouble spots, and the need for changed emphasis or more intensive action.

5 Effective followup at all levels.