

1 Studies of the possibility of establishing trainee positions to enhance opportunities for minority persons or other persons with potential who lack adequate education or training for jobs requiring specific skills.

NOTE: Agencies often undertake various activities such as special training programs, job engineering, special standards development, etc., as part of their EEO efforts. Because of this, there may be a tendency to consider them as designed primarily for minority group members. This can give the inference of preferential treatment of minority group members. When reviewing and discussing with management activities suggested by (d), (e), (f) and (g) above, the following principles should be kept in mind.

No activity in these areas can be set up for or restricted to any one group. Opportunity for participation and benefit must be available for all persons who meet the criteria for participation.

Statistical data resulting from analysis of occupations, organizations, etc., which indicate imbalances or possible bias patterns must be given thorough, but objective consideration and under no circumstances may be used to require or justify percentage or numerical quotas.

Hiring, advancement and training opportunities must be offered in accord with merit principles. While management must seek to identify any patterns of nonselection or discrimination in these areas and eliminate those identified, they also bear the burden of assuring that consideration, selection and assistance is consistent with a policy of equal opportunity for all.

Preference cannot be extended to one minority group over another. For example, in advertising job opportunity the fact that one group may be larger or "better organized," does not justify less effort in contacting and informing other minority group populations (or, for that matter, to ignore the need to provide opportunity and consideration for nonminority group members).

(h) Involvement in community affairs and activities aimed at meeting and solving problems affecting the employability of minority persons and other disadvantaged citizens. The following paragraphs set forth Commission policy on this specific program area. Inspectors must have a thorough knowledge of this policy before making inquiry and assessment of management activities.

1 The basic requirement for community involvement (by agency management) in furthering equal opportunity in Federal employment is found in section 713.203(d) of the Commission's regulations.