

5 These are examples, not a comprehensive list, of community related actions affecting employability that the regulations intend will be taken when the needs of a particular agency or the conditions in a particular locality call for affirmative action. The regulations do not contemplate official agency participation in broader civil rights endeavors unrelated to the Government's role as an employer.

6 Nothing in our regulations calls for, nor do we advise, that an agency either encourage or discourage employee participation in civil rights activities not associated with their official agency responsibilities. This does not mean, however, that voluntary participation by individual employees as private citizens in lawful civil rights activities should be discouraged or viewed as incompatible with Federal employment.

7 In summary, the Commission's regulations establish agency responsibility for participating in community activities and affect only those employees who represent the agency in their official capacities. Aside from official responsibilities, individual employees may voluntarily participate as private citizens in lawful civil rights activities and such participation will not be discouraged or viewed as incompatible with Federal employment. The prevailing standard that an employee's behavior on and off the job should not reflect adversely upon his agency or impede the discharge of official duties, should, of course, be observed.

(i) Participation in and support of economic opportunity programs for the hard core unemployed such as those under the Concentrated Employment Program (Neighborhood Youth Corps, MDTA, Adult Experience Program, Operation Mainstream, or New careers). For example:

1 Serving as host office to enrollees under local Neighborhood Youth Corps programs, College Work Study programs, and Work Experience programs.

2 Working with local authorities to develop MDTA or other vocational training programs to meet interagency as well as individual agency employment needs.

3 Job redesign actions (through intensive application of MUST principles) to create entry level jobs in which program participants may be placed.

4 Assisting interagency boards and coordinating with board actions in the development and use of entry level examinations which coincide with completion dates of training courses given under these programs.

(j) Operation of the promotion program to assure that procedures and requirements do not have a discriminatory impact in actual operation.