

funds. A review of the EEO aspects of agency employment of nonappropriated fund employees will be made as part of every general inspection (nationwide and regional option) and every special inquiry where EEO is covered conducted in installations having such employees on the rolls.

Separate inspections directed solely at nonappropriated fund employment will not be scheduled except when specific situations warranting Commission review comes to light. Such instances should be rare and generally the coverage should be made as part of our overall EEO review.

(a) Extent of Coverage

Coverage will be determined to a large degree by the nature and extent of nonappropriated fund employment at the installation. Many nonappropriated fund employees are employed in post exchanges, commissaries, officer and noncommissioned officer clubs, etc. The skill levels required, training possibilities, and advancement opportunities are generally limited.

(b) Type of Coverage

While recognizing the limitations and unique nature of this employment, the coverage should follow the EEO inspection agenda as closely as possible. Information regarding the following will be of particular interest:

1 Provisions in agency plans of action pertaining to nonappropriated fund employment.

2 Recruiting activity undertaken to assure equality of opportunity in filling such positions.

3 Actions taken to increase the employability of these employees, e.g., identification of those with potential for advancement, training opportunities offered, use of such employees as a recruiting source for employment in the competitive service.

4 Provisions for and the processing of complaints of discrimination filed by nonappropriated fund employees.

(c) Improvement or correction may be required when the need is indicated. Here again, inspectors will have to exercise judgment in recognizing the unique nature of this employment and in determining the type of action to be taken by the agency.

(d) Inspection coverage and findings for this activity will be reported under the equal employment opportunity section of the report; however, it will be identified under a subheading that sets it apart from other equal employment opportunity coverage.