UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Strategic Human
Resources Policy
Division

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MEMORANDUM FOR DIRECTORS OF HUMAN RESOURCES

FROM: NANCY H. KICHAK
ASSOCIATE DIRECTOR
STRATEGIC HUMAN RECOURCES POLICY

Subject: Classification of Federal Equal Opportunity Work

In March 2009, the U.S. Office of Personnel Management (OPM) issued the Job Family Position Classification Standard for Administrative Work in the Inspection, Investigation, Enforcement, and Compliance Group, 1800, which established the Equal Opportunity Investigation Series, 1860. Since that time, several Federal agencies and the Council of Federal EEO and Civil Rights Executives have asked that we clarify the distinctions between 1860 and other occupations.

Federal equal opportunity work is performed by employees in three distinct occupational series: Equal Employment Opportunity Series, 0260; Equal Opportunity Compliance Series, 0360; and Equal Opportunity Investigation Series, 1860. The primary distinctions are as follows:

Occupation	**Work Focus**
Equal Employment Opportunity Series, 0260	• Special emphasis programs within the agency • Compliance/evaluation within the agency • Investigation of alleged EEO violations only within Federal agencies
Equal Opportunity Compliance Series, 0360	Compliance/evaluation of equal opportunity outside of the Federal government
Equal Opportunity Investigation Series, 1860	Investigation of alleged EEO violations outside of the Federal government

Consistent with this clarification, we plan to revise the Position Classification Standard for Equal Opportunity Compliance Series, GS-0360, to remove references to work which has been reclassified to the Equal Opportunity Investigation Series, 1860.

If you have questions about this guidance or need further assistance, please contact your assigned Human Capital Officer.