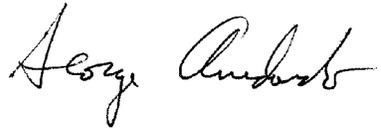


For: FSA Offices

**EEO/CR On-Site State Management Reviews (OSMR) Common Findings for FY 2000**

Approved by: Acting Administrator



**1 FY 2000 OSMR**

**A**

**Background**

CR&SBUS completed OSMR's for FY 2000 to determine compliance with regulations and requirements for EEO/CR.

**B**

**Purpose**

This notice provides the common findings in OSMR's issued by CR&SBUS.

**2 General Information**

**A**

**Scope of Review**

Reviews include:

- 10 State Offices
- 52 Service Centers
- 639 interviews of Federal and County employees, STC and COC members, and advisors.

**B**

**Definition of Common Finding**

A common finding is a notable deficiency or trend.

<p><b>Disposal Date</b></p> <p>August 1, 2001</p>	<p><b>Distribution</b></p> <p>All FSA Offices; State Offices relay to County Offices</p>
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## Notice AO-1218

### 3 OSMR Information

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#### A

#### Common Findings

Common findings in FY 2000 were as follows:

- statistical data indicates lack of diversity in the workforce as compared to the civilian labor force
  - FSA facilities are not in compliance with disability requirements
  - unfair and inequitable awards distribution
  - inadequate and inconsistent tracking systems to identify Federal and county employees by race, sex, national origin, disability (RSNOD), and grade
  - no tracking system for RSNOD participants by program area
  - awards are not made public
  - EEO/CR posters and policy statements are neither current or displayed properly
  - responsibilities of Special Emphasis Program Managers are not identified
  - inaccurate RSNOD data.
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#### B

#### SED Action

SED's shall:

- review subparagraph A and determine whether the common findings are applicable to their State Office and Service Centers
  - correct any deficiencies found.
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#### C

#### Contact

Direct questions about OSMR to Mel Weil, Branch Chief, Program Complaints Branch, CR&SBUS at 334-279-3601.

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