

Part J: Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities

MD-715 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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To capture agencies' affirmative action plans for PWD and PWTD, EEOC regulations (29 CFR. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Part I Department of Agency Information	1. Agency	1. Department of the Army							
	1.a. 2 nd Level Component	1.a. U.S. Army Financial Management Command							
	1.b. 3 rd Level or lower	1.b.							
Part II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change			
		Number	%	Number	%	Number	%		
	Total Work Force	1027	100.00%	1069	100.00%	42	4.09%		
	Reportable Disability	201	19.57%	248	23.20%	47	23.38%		
	Targeted Disability*	42	1.26%	51	4.77%	13	21.43%		
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					54				
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					2				
Part III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%

3. Competitive Promotions	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
4. Non-Competitive Promotions	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5. Employee Career Development Programs	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5.a. Grades 5 - 12	906	17	1.88%	48	5.29%	179	19.75%	509	56.18%
5.b. Grades 13 - 14	131	21	16.03%	1	.076%	14	10.68%	26	19.84%
5.c. Grade 15/SES	12	5	41.67%	0	0.00%	1	8.33%	6	50%
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	253	58	22.92%	12	4.74%	45	17.79%	150	59.29%
6.b. Cash Awards (total \$\$\$ awarded)	1359	280	20.60%	53	3.89%	188	13.83%	891	65.56%
6.c. Quality-Step Increase	73	11	15.07%	2	2.73%	8	10.96%	54	73.97%
EEOC FORM 715-02 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
Part IV Identification and Elimination of Barriers	USAFMCOM has more than 1069 permanent employees and exceeds the 501 requirements of IWD 12% and IWTD 2%. We have conducted a barrier analysis to address any barriers to Increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. The EEO disability PM should educate managers an advantages of schedule A. The agencies should review their recruitment, hiring, career development, promotion, and retention of Individuals with targeted disabilities in order to determine whether there is any barrier								
Part V Goals for Targeted Disabilities	USAFMCOM has incorporated strategies and activities that will be continue during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals.								

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the Federal Government.

- Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If “yes,” describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)	Yes		No	X
b. Cluster GS-11 to SES (PWD)	Yes		No	X

- The percentage of PWD in either grade level cluster exceeds the goal.

- Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTW by grade level cluster in the permanent workforce? If “yes,” describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTW)	Yes		No	X
b. Cluster GS-11 to SES (PWTW)	Yes		No	X

In **Section I.2**, agencies should examine whether triggers exist for PWTW in two grade level clusters: GS-1 to GS-10 and GS-11 to SES. Agencies should use the goal of 2% as the benchmark. For agencies with other pay plans,

please use the approximate grade clusters that are above or below GS -11 Step 1 in the Washington, DC metropolitan region.

- Choose “Yes,” if the percentage of PWTD in either grade level cluster falls below the goal. Then, describe the trigger in the text box.
- Choose “No,” if the percentage of PWTD in either grade level cluster exceeds the goal.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

In **Section I.3**, describe the steps taken by the agency to notify hiring managers and other personnel involved in the hiring process about the agency’s commitment to achieving the numerical goals for PWD and PWTD. The response to this question may include the following:

- Memoranda from the agency head to hiring managers about the goals; and
- A letter from the Chief Human Capitol Officer to staff about strategies to achieve the goals.

Section II: Model Disability Program

Pursuant to 29 CFR. §1614.203(d)(1), agencies must ensure sufficient staff, training, and resources to recruit and hire Individuals with Disabilities and Individuals with Targeted Disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If no, describe the agency’s plan to improve the staffing for the upcoming year.

Yes	X	No	
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2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part-Time	Collateral Duty	
Processing applications from PWD and PWTD	1			Kim Wilder, EEM, kimberly.d.wilder.civ@army.mil
Answering questions from the public about hiring authorities that take disability into account	1			Kim Wilder, EEM, kimberly.d.wilder.civ@army.mil
Processing RA requests from applicants and employees	1			Kim Wilder, EEM, kimberly.d.wilder.civ@army.mil
Section 508 Compliance	1			Kim Wilder, EEM, kimberly.d.wilder.civ@army.mil
Architectural Barriers Act (ABA) Compliance	1			Kim Wilder, EEM, kimberly.d.wilder.civ@army.mil

Special Emphasis Program (SEP) for PWD/PWTD	1			Kim Wilder, EEM, kimberly.d.wilder.civ@army.mil
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3. as the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If yes, describe the training that disability program staff have received. If no, describe the training planned for the upcoming year.

Yes	X	No	
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- The EEM received sustainment training at FDR, Orlando FL, Aug 23.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If no, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Yes	X	No	
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Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 CFR. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of PWD. The questions below are designed to identify outcomes of the Agency’s recruitment program plan for PWD and PWTD.

A. Plan to Identify Job Applicants with Disabilities

- Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.
 - One source of information is the applicant’s schedule A letter.
- Pursuant to 29 CFR. § 1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.
 - Schedule A hiring authority for persons with certain disabilities, Veterans’ Recruitment Appointment authority, 30% or More Disabled Veteran authority).
- When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.
 - DFAS makes sure applicants meets the minimum standards for positions advertised.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If yes, describe the type(s) of training and frequency. If no, describe the agency’s plan to provide this training.

Yes	X	No		N/a	
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- Yes, G1 provides this training annually to managers and supervisors.

B. Plan to Establish Contacts with Disability Employment Organizations

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

- Commands use partnerships that have proven successful sources for outreach activities, including other Federal agencies and the Department of Defense (DoD) Veterans Employment Programs Office, which hosts the DoD Hiring Heroes Program and Hiring Heroes Career Fairs.

C. Progression Towards Goals (Recruitment and Hiring)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD or PWTD among the new hires in the permanent workforce? If yes, describe the triggers below.

a. New Hires for Permanent Workforce (PWD)	Yes		No	X
b. New Hires for Permanent Workforce (PTWD)	Yes		No	X

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD/PWTD among the new hires for any of the MCOs? If yes, describe the triggers below.

a. New Hires for MCO (PWD)	Yes		No	X
b. New Hires for MCO (PTWD)	Yes		No	X

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD/PWTD among the qualified internal applicants for any of the MCOs? If yes, describe the triggers below.

a. Qualified Applicants for MCO (PWD)	Yes		No	X
b. Qualified Applicants for MCO (PTWD)	Yes		No	X

- The percentage of qualified internal applicants exceeds the benchmark.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD/PWTD among employees promoted to any of the MCOs? If yes, describe the triggers below.

a. Promotions for MCO (PWD)	Yes		No	X
b. Promotions for MCO (PTWD)	Yes		No	X

- The percentage of selections for promotion exceeds the benchmark.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 CFR §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. Advancement Program Plan

Describe the Agency’s plan to ensure PWD and PWTD have sufficient opportunities for advancement.

USAFMCOM models the Department of the Army (DA) commitment to hiring and providing advancement opportunities for veterans with disabilities, especially those rated 30% or more disabled, through the use of special hiring authorities and providing training & professional development opportunities to enhance their ability to compete for promotions. It is the policy of USAFMCOM to provide veterans with disabilities full opportunity for

employment and advancement through the application of special hiring authorities available to veterans:

- Veterans Recruitment Appointment (VRA),
- 30% or More Disabled Veteran Authority,
- Veterans Employment Opportunities Act of 1998 as amended (VEOA),
- Schedule A Appointing Authority for People with Certain Disabilities, and
- Others as authorized by the National Defense Authorization Act.

The USAFMCOM Commander has issued policy confirming commitment to equal employment opportunity and affirmative employment for individuals with disabilities to include veterans with disabilities. Policy statements are distributed throughout the organizations and posted on official media sites.

1. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If yes, describe the trigger(s) in the text box.

a. Applicants (PWD)	Yes		No	X
b. Selections (PWD)	Yes		No	X

In **Section IV.B.3**, the benchmark for examining the career development programs is the relevant applicant pool for applicants and the applicant pool for selectees.

- The percentage of applicants and/or selectees exceeds the benchmark.

2. Do triggers exist for PWTB among the applicants and/or selectees for any of the career development programs identified? (The benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If yes, describe the trigger(s) in the text box.

a. Applicants (PTWD)	Yes		No	X
b. Selections (PTWD)	Yes		No	X

In **Section IV.B.4**, the benchmark for examining the career development programs is the relevant applicant pool for applicants and the applicant pool for selectees.

- The percentage of applicants and/or selectees exceeds the benchmark.

B. Awards

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD/PWTB for any level of the time-off awards, bonuses, or other incentives? If yes, describe the trigger(s).

a. Awards, Bonuses, & Incentives (PWD)	Yes		No	X
b. Awards, Bonuses, & Incentives (PTWD)	Yes		No	X

- The percentage of PWD and/or PWTB who received time-off awards, bonuses, and other incentives exceeds the benchmark.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD/PWTB for quality step increases or performance-based pay increases? If yes, describe the trigger(s).

a. Pay Increases (PWD)	Yes		No	X
b. Pay Increases (PTWD)	Yes		No	X

- The percentage of PWD and/or PWTB who received pay increases exceeds the benchmark.

3. If the agency has other types of employee recognition programs, are PWD/PWTB recognized disproportionately less than employees without disabilities? (The benchmark is the inclusion rate.) If yes, describe the recognition program and relevant data.

a. Other Types of Recognition (PWD)	Yes		No		N/A	X
b. Other Types of Recognition (PTWD)	Yes		No		N/A	X

- The percentage of PWD and/or PWTB who received other types of recognition exceeds the benchmark.

Promotions The purpose of this section is to examine whether there are any triggers limiting the upward mobility for PWD and PWTD at the agency. This section takes a step-by-step approach to identify triggers throughout the workforce lifecycle. An analysis of the workforce data in table B(x) may indicate the existence of a glass wall or a blocked pipeline in the agency’s promotion program limiting upward mobility opportunities for PWD and/or PWTD.

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s).

a. SES	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X
b. Grade GS-15	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X
c. Grade GS-14	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X
d. Grade GS-13	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X

- The percentage of PWD among qualified internal applicants and/or selectees for promotion in each of the senior grade levels exceeds the benchmark.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s).

a. SES	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X
b. Grade GS-15	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X
c. Grade GS-14	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X
d. Grade GS-13	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X

In Section IV.D.2, examine the applicant flow data in each of the senior grade levels for triggers involving PWTD. The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees. Using the benchmarks, compare the percentage of PWTD among qualified internal applicants and promotions in each of the senior grade levels to the benchmark.

The percentage of PWTD among qualified internal applicants and/or selectees for promotion in each of the senior grade levels exceeds.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.

a. New Hires to SES (PWD)	Yes		No	X
b. New Hires to GS-15 (PWD)	Yes		No	X
c. New Hires to GS-14 (PWD)	Yes		No	X
d. New Hires to GS-13 (PWD)	Yes		No	X

Section IV.D.3, examine the applicant flow data in each of the senior grade levels for triggers involving PWD. Using the qualified applicant pool as the benchmark, compare the percentage of PWD among qualified external applicants and new hires in each of the senior grade levels to the benchmark.

- The percentage of PWD among selectees for new hires in each of the senior grade levels exceeds the benchmark.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If yes, describe the trigger(s) in the text box.

a. New Hires to SES (PWTD)	Yes		No	X
b. New Hires to GS-15 (PWTD)	Yes		No	X
c. New Hires to GS-14 (PWTD)	Yes		No	X
d. New Hires to GS-13 (PWTD)	Yes		No	X

- The percentage of PWTD among selectees for new hires in each of the senior grade levels exceeds the benchmark.

Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If yes, describe the trigger(s) in the text box.

a. Executives				
i. Qualified Internal Applicants (PWD)	Yes		No	X
II. Internal Selections (PWD)	Yes		No	X
b. Managers				
i. Qualified Internal Applicants (PWD)	Yes		No	X
II. Internal Selections (PWD)	Yes		No	X
c. Supervisors				
Qualified Internal Applicants (PWD)	Yes		No	X
II. Internal Selections (PWD)	Yes		No	X

- The percentage of PWD among qualified internal applicants and/or selectees for promotion in each of the supervisory levels exceeds the benchmark.

5. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If yes, describe the trigger(s) in the text box.

a. Executives				
i. Qualified Internal Applicants (PWTD)	Yes		No	X
ii. Internal Selections (PWTD)	Yes		No	X
b. Managers				
i. Qualified Internal Applicants (PWTD)	Yes		No	X
ii. Internal Selections (PWTD)	Yes		No	X
c. Supervisors				
i. Qualified Internal Applicants (PWTD)	Yes		No	X
ii. Internal Selections (PWTD)	Yes		No	X

- The percentage of PWTD among qualified internal applicants and/or selectees for promotion in each of the supervisory levels exceeds the benchmark.

6. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among selectees for new hires to supervisory positions? If yes, describe the trigger(s) in text box.

a. New Hires for Executives (PWD)	Yes		No	X
b. New Hires for Managers (PWD)	Yes		No	X
c. New Hires for Supervisors (PWD)	Yes		No	X

- The percentage of PWD among selectees for new hires in each of the supervisory levels exceeds the benchmark.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If yes, describe the trigger(s).

a. New Hires for Executives (PWTD)	Yes		No	X
b. New Hires for Managers (PWTD)	Yes		No	X
c. New Hires for Supervisors (PWTD)	Yes		No	X

- The percentage of PWTD among qualified external applicants and/or selectees for new hires in each of the supervisory levels exceeds the benchmark.

Section V: Plan to Improve Retention of Individuals with Disabilities

To be a model employer for Individuals with Disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR. § 213.3102(u)(6)(i))? If no, please explain why the agency did not convert all eligible Schedule A employees.

Yes	X	No	
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2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If yes, describe trigger below.

a. Voluntary Separations (PWD)	Yes		No	X
b. Involuntary Separations (PWD)	Yes		No	X

- The inclusion rate of PWD who voluntarily and/or involuntarily separated from the permanent workforce is lower than that of persons without disabilities.

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If yes, describe trigger below.

a. Voluntary Separations (PWTD)	Yes		No	X
b. Involuntary Separations (PWTD)	Yes		No	X

- The inclusion rate of PWTD who voluntarily and/or involuntarily separated from the permanent workforce is lower than that of persons without disabilities.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

- None.

B. Accessibility of Technology and Facilities

Pursuant to 29 CFR. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act (ABA) of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public Web site for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.
 - USAFMCOM website at <https://www.usafmcom.army.mil>
2. Please provide the internet address on the agency's public Web site for its notice explaining employees' and applicants' rights under the ABA, including a description of how to file a complaint.
 - USAFMCOM website complies with 29 C.F.R. § 1614.203(d)(4), which requires them to post a notice of rights under the Architectural Barriers Act of 1968, including a description of how to file a complaint, on its public website.

C. Reasonable Accommodation Program

Pursuant to 29 CFR. § 1614.203(d)(3), agencies must adopt, post on their public Web site, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average timeframe for processing initial requests for reasonable accommodations during the reporting period. (Do not include previously approved requests with repetitive accommodations, such as interpreting services.)
 - The average timeframe for processing a RA is between 20-25 days.
2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.
 - Managements and supervisors are educated on RA procedures and processes.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 CFR. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of policies/procedures/practices to implement the PAS requirement. Examples of an effective program include timely processing PAS requests, timely providing approved services, conducting training for managers and supervisors, and monitoring requests for trends.

- NA...in progress.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint Data Involving Harassment

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Yes		No	X	N/A	
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- The agency's percentage of complaints filed by PWD alleging harassment was lower than the government-wide average.

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes		No	X	N/A	
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- There were no findings of discrimination or settlement agreements involving PWD who alleged harassment.

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

In **Section VI.A.3**, describe the type(s) of corrective action that the agency has implemented to address findings of discrimination alleging harassment based on disability status.

B. EEO Complaint Data Involving Reasonable Accommodation

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide an RA, as compared to the government-wide average of 14.03 percent?

Yes		No	X
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- The agency's percentage of complaints filed by PWD alleging failure to accommodate was lower than the government-wide average.

2. During the last fiscal year, did any complaints alleging failure to provide RA in a finding of discrimination or a settlement agreement?

Yes		No	X
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- There were no findings of discrimination or settlement agreements involving the agency's failure to provide a reasonable accommodate.

3. If the agency had one or more findings of discrimination involving the failure to provide RA during the last fiscal year, please describe the corrective measures taken by the agency.

- No finding of discrimination involving the failure to provide a reasonable accommodation.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes		No	X
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- The agency has not identified any barriers involving PWD and/or PWTD.

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes		No		N/A	X
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- "N/A" the agency did not identify any barriers involving PWD and/or PWTD.

3. Identify each trigger and plan to remove the barrier(s), including the barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

- NA the agency did not identify any barriers involving PWD and/or PWTD.