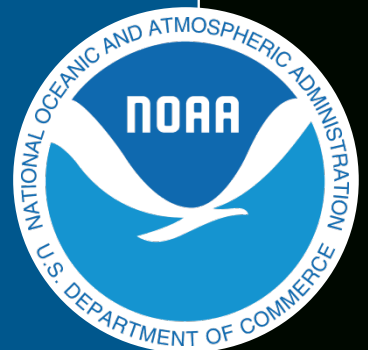


**U.S. Department of Commerce**  
**National Oceanic and Atmospheric**  
**Administration**

**Management Directive 715**  
**Equal Employment Opportunity**  
**Program Status Report**  
**FY 2020**



EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**MD-715  
Parts A Through E**

**Part A - Department or Agency Identifying Information**

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
U.S. Department of Commerce	National Oceanic and Atmospheric Administration	Herbert C. Hoover Building, Room 5128	Washington, 20230	DC	20230	CM54	1330
		14 <sup>th</sup> and Constitution Avenue, N.W.,	OR	OR	OR		
		OR 1305 East West Highway SSMC4, Room 7500	Silver Spring, MD 20910	MD	20910		

**Part B - Total Employment**

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
<b>Number of Employees</b>	11,366	216	11,582

**Part C.1 - Head of Agency and Head of Agency Designee**

Agency Leadership	Name	Title
<b>Head of Agency</b>	Neil A. Jacobs, Ph.D	Assistant Secretary of Commerce for Environmental Observation and Prediction Performing the duties of Under Secretary of Commerce for Oceans and Atmosphere
<b>Head of Agency Designee</b>	Benjamin Friedman	Deputy Under Secretary for Operations

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)**

<b>EEO Program Staff</b>	<b>Name</b>	<b>Title</b>	<b>Occupational Series (xxxx)</b>	<b>Pay Plan and Grade (xx-xx)</b>	<b>Phone Number (xxx-xxx-xxxx)</b>	<b>Email Address</b>
<b>Principal EEO Director/Official</b>	Kenneth M. Bailey	Director, Office of Inclusion & Civil Rights (OICR)	0260	ZA-V	301-628-0954	kenneth.bailey@noaa.gov
<b>Affirmative Employment Program Manager</b>	Kenneth M. Bailey	Director, OICR	0260	ZA-V	301-628-0954	kenneth.bailey@noaa.gov
<b>Complaint Processing Program Manager</b>	Carol Summers	EEO Specialist	0260	ZA-IV	301-628-0950	carol.l.summers@noaa.gov
<b>Diversity &amp; Inclusion Officer</b>	Richard Grant	Deputy Director, OICR	0260	ZA-IV	301-628-1032	richard.grant@noaa.gov
<b>Hispanic Program Manager (SEPM)</b>	Amneris Caba	EEO Specialist	0260	ZA-IV	301-628-0963	amneris.caba@noaa.gov
<b>Women's Program Manager (SEPM)</b>	Marie Herndon	Chief of Staff	0260	ZA-IV	240-216-9628	<a href="mailto:marie.herndon@noaa.gov">marie.herndon@noaa.gov</a>
<b>Disability Program Manager (SEPM)</b>	Carol Summers	EEO Specialist	0260	ZA-IV	301-628-0950	carol.l.summers@noaa.gov

**EEOC FORM**  
*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Special Placement Program Coordinator (Individuals with Disabilities)</b>	Kiana Campbell	Human Resource Specialist	0201	ZA-IV	301-628-1843	kiana.d.campbell@noaa.gov
<b>Reasonable Accommodation Program Manager</b>	Debbie Ferrara	Reas. Accomm. Coordinator	0301	ZA-III	816-426-7822	debbie.a.ferrara@noaa.gov
<b>Anti-Harassment Program Manager</b>	Renee Desrosiers	Director, Workforce Relations Division	0301	ZA-V	301-628-1809	renee.desrosiers@noaa.gov
<b>ADR Program Manager</b>	Shannon Alfonso	Acting Chief, Work Life Branch	0343	ZA-IV	(301) 741.9983	Shannon.Alfonso@noaa.gov
<b>Compliance Manager</b>	Carol Summers	EEO Specialist	0260	ZA-IV	301-628-0950	carol.l.summers@noaa.gov
<b>Principal MD-715 Preparer</b>	Coneshea Simpson	EEO Specialist	0260	ZA-IV	301- 628-0952	coneshea.simpson@noaa.gov
<b>EEO/ADR Program Manager</b>	Michelle Moore	EEO Specialist	0260	ZA-IV	301-628-0957	michelle.t.moore@noaa.gov
<b>Other EEO Staff</b>	Salim Abddeen	EEO Specialist	0260	ZA-IV	301-628-0956	salim.abddeen@noaa.gov
	Tillman Peck	IT Specialist	2210	ZP-III	301-628-0953	tillman.m.peck@noaa.gov

**EEOC FORM**  
*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Part D.1 – List of Subordinate Components Covered in this Report**

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

<b>Subordinate Component</b>	<b>City</b>	<b>State</b>	<b>Country (Optional)</b>	<b>Agency Code (xxxx)</b>	<b>FIPS Codes (xxxxx)</b>
National Weather Service (NWS)	Silver Spring	MD	USA	CM54	24031
National Ocean Service (NOS)	Silver Spring	MD	USA	CM54	24031
National Marine Fisheries Service (NMFS)	Silver Spring	MD	USA	CM54	24031
Office of Oceanic and Atmospheric Research (OAR)	Silver Spring	MD	USA	CM54	24031
National Environmental Satellite, Data and Information Service (NESDIS)	Silver Spring	MD	USA	CM54	24031
Office of Marine and Aviation Operations (OMAO)	Silver Spring	MD	USA	CM54	24031
NOAA Staff Offices	Washington/Silver Spring	DC/MD	USA	CM54	24031

**EEOC FORM**  
*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

## Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

<b>Did the agency submit the following mandatory documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Organizational Chart	No	See Part H Plan B.1.a.2
EEO Policy Statement	No	See Part H Plan A.1.a
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	No	Awaiting final approval at DOC.
Reasonable Accommodation Procedures	No	Awaiting final approval at DOC.
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	See Part H Plan E.3.c

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

<b>Did the agency submit the following optional documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	No	
Human Capital Strategic Plan	No	
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	No	

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Part E – Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

### **Part E.1 - Executive Summary: Mission**

#### **NOAA's Mission: Science, Service and Stewardship:**

To understand and predict changes in climate, weather, oceans and coasts.  
Science at NOAA is the systematic study of the structure and behavior of the ocean, atmosphere, and related ecosystems; integration of research and analysis; observations and monitoring; and environmental modeling. NOAA science includes discoveries and ever new understanding of the oceans and atmosphere, and the application of this understanding to such issues as the causes and consequences of climate change, the physical dynamics of high-impact weather events, the dynamics of complex ecosystems and biodiversity, and the ability to model and predict the future states of these systems. Science provides the foundation and future promise of the service and stewardship elements of NOAA's mission.

To share that knowledge and information with others.

Service is the communication of NOAA's research, data, information, and knowledge for use by the Nation's businesses, communities, and people's daily lives. NOAA services include climate predictions and projections; weather and water reports, forecasts and warnings; nautical charts and navigational information; and the continuous delivery of a range of Earth observations and scientific data sets for use by public, private, and academic sectors.

To conserve and manage coastal and marine ecosystems and resources.

Stewardship is NOAA's direct use of its knowledge to protect people and the environment, as the Agency exercises its direct authority to regulate and sustain marine fisheries and their ecosystems, protect endangered marine and anadromous species, protect and restore habitats and ecosystems, conserve marine sanctuaries and other protected places, respond to environmental emergencies, and aid in disaster recovery. The foundation of NOAA's long-standing record of scientific, technical, and organizational excellence is its people. NOAA's diverse functions require an equally diverse set of skills and constantly evolving abilities in its workforce.

Also underlying NOAA's continued success is its unique infrastructure. NOAA's core mission functions require satellite systems, ships, buoys, aircraft, research facilities, high-performance computing, and information management and distribution systems. The agency provides research-to-application capabilities that can recognize and apply significant new understanding to questions, develop research products and methods, and apply emerging science and technology to user needs. NOAA invests in and depends heavily on the science, management, and engagement capabilities of its partners. Collectively, NOAA's organizational enterprise-wide capabilities — its people, infrastructure, research, and partnerships — are essential for NOAA to achieve its vision, mission, and long-term goals.

#### **NOAA's Vision of the Future:**

Earth's ecosystems support people, communities, and economies. Our own human health, prosperity, and well-being depend upon the health and resilience of natural and social ecosystems. Managing this interdependence requires timely and usable scientific information to make decisions. Human well-being requires preparing for and responding to changes within these natural systems. NOAA's mission of science, service, and stewardship is directed to a vision of the future where societies and their ecosystems are healthy and resilient in the face of sudden or prolonged change.

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

A vision of resilience will guide NOAA and its partners in a collective effort to reduce the vulnerability of communities and ecological systems in the short-term, while helping society avoid or adapt to potential long-term environmental, social, and economic changes. To achieve this vision we must understand current Earth system conditions, project future changes, and help people make informed decisions that reduce their vulnerability to environmental hazards and stresses that emerge over time, while at the same time increase their ability to cope with them. Resilient human communities and economies maintain or improve their health and vitality over time by anticipating, absorbing, diffusing, and adapting to change. Resilient communities and institutions derive goods from ecosystems in a way that does not compromise ecosystem integrity, yet is economically feasible and socially just for future generations.

NOAA, one of several operating units within the U.S. Department of Commerce (DOC), provides a variety of services to the Nation. These services are provided by NOAA's National Weather Service (NWS); National Marine Fisheries Service (NMFS); National Ocean Service (NOS); National Environmental Satellite, Data and Information Service (NESDIS); Office of Oceanic and Atmospheric Research (OAR); and the Office of Marine and Aviation Operations (OMAO).

NOAA's most populous occupations include the following job series: Meteorologist (1340), Information Technology Management (2210), Fishery Biologist (0482), General Physical Science (1301), and Management Program Analyst (0343).

## Part E.2 - Executive Summary: Essential Element A - F

### A. Demonstrated Commitment from Agency Leadership

#### Strengths:

- The National Environmental Satellite, Data and Information Service (NESDIS) maintains an effective compliant reporting, reasonable accommodations and anti-harassment structure by requiring an annual EEO training requirement for superiors and employees on their annual Performance Plan Evaluations.
- The National Marine Fisheries Service (NMFS) distributed an annual EEO/Anti-Harassment Policy Statement, signed by the Assistant Administrator and distributed to all NMFS employees. Copies of the statement are posted in all facilities and provided to attendees during annual EEO training sessions.
- NMFS conducted required EEO/Anti-Harassment training for managers and employees in Headquarters, and regional offices.
- The Agency took the following actions in response to the "civil unrest" sparked by the death of George Floyd, with more than 5,000 participants overall:
  - The Office of Inclusion and Civil Rights (OICR) held four (4) listening sessions and two (2) Allyship trainings, created the Diversity, Inclusion, and Racial Equality Suggestion Box, and used the feedback from all the various forums to help create the Diversity & Inclusion Implementation Plan.
  - NMFS provided its employees with listening sessions to serve as an outlet for open and honest dialogue with leadership. Sessions included: Stopping the Hurt-Speaking up and Speaking Out, Between You and I—An Intimate Conversation, and Help Me Understand—A Time for Questions and Answers.
  - The NMFS Northeast Fisheries Science Center held listening sessions on Gender Equality, Racial Equality, Psychological Safety and Occupational Equity, to address issues and concerns and myths and stereotypes that exist in the workplace.



**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

- The Assistant Administrator of the National Ocean Service (NOS) and its Program Office Directors established “office hours” to allow employees to meet and have a one-on-one conversations.
- NOS develop the “Supervisors Guide to Having Conversations on Racial Injustice”. The guide serves as a resource for managers/supervisors to facilitate discussions with employees related to civil unrest and racial injustice.
- The EEO Director for the National Weather Service (NWS) regularly meets with agency leadership and is on a number of leadership teams designed to improve D&I within the organization, including, The Employee Engagement Team, Women’s Tiger Teams, NOAA’s Employee Resource Group Committees, and the NWS Diversity Council Committee.

**Deficiencies:**

- The annual EEO Policy Statement was not in compliance with EEOC guidelines and was not updated and distributed to all employees.
- The current reasonable accommodations procedures are not on the public website.

***B. Integration of EEO into the Agency’s Strategic Mission***

**Strengths:**

- The Office of Oceanic and Atmospheric Research’s (OAR) EEO Advisory Committee identified a senior executive to serve as Champion and continues to work on its multi-year work plan.
- NWS maintains a strong EEO training program designed to ensure that all employees are aware of their rights and responsibilities. Policies and programs, including new hires and internship programs are reviewed throughout the year to prevent unlawful discrimination.
- The NWS culture includes support of Alternative Dispute Resolution (ADR) and monthly EEO Compliance training for all managers, supervisors and employees.
- NWS ensured that EEO Harassment Prevention and Awareness Checklists were posted and sent to all employees, and it updated its online D&I training curriculum for all managers and employees. Podcasts, public websites, Google webpages, and social media were used to provide and receive D&I resources and information.
- NESDIS conducted three (3) Diversity All-Hands Listening Sessions to support healthy communication for employees to discuss concerns of racial tension in our country and the workplace. Over 650 employees attended virtually.
- NESDIS advocated for continuing new NOAA Sexual Assault/Sexual Harassment (SASH) Prevention Training sessions for managers and employees; training over 145 managers and employees.
- NESDIS presented workplace conflict resolution training during its Diversity Lunchtime training series and “Take Five” training to reduce unresolved workplace conflicts and enable resolution of issues at the lowest level.
- NESDIS coordinated and executed six (6) EEO Update training sessions for employees and managers to meet end-of-year performance plan requirements. Over 536 managers and employees registered.
- In response to requests for more data and more transparency on hiring and retention, NMFS’s Human Capital Management Office created the first “NMFS Human Capital Dashboard”, a tool used to provide employees with a snapshot of hiring and staffing patterns in NMFS.
- NMFS placed gender neutral bathroom signs in the Southwest Fisheries Science Center.

**EEOC FORM**  
*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

- NMFS sponsored participation at the 92nd Annual National Technical Association (NTA) Conference. The NTA is an organization established for the purpose of creating a medium for minority professional to express concerns resulting from the lack of minority participation in mainstream architectural and engineering activity in America.
- The NOS EEO and Diversity Advisory Council was established to develop and use innovative strategies and tactics to promote an understanding of EEO, diversity and inclusion that facilitates a respectful and inclusive organizational culture. Members of this advisory council attend meetings with senior leadership to assist in implementing the NOS Diversity and Inclusion Plan, provide recommendation, and serve as a communication channel conveying employee concerns.
- The NOS EEO and Diversity Program Manager is a member of the NOS Performance Management and Award Committee. The committee is responsible for reviewing all incentive awards nominations and requests for desk audits.
- NOS has established a pilot Onboarding Program for new hires. The goal of the program is to provide resources that promote diversity and inclusion to help new employees successfully integrate into the NOS work environment.
- NOS has established a pilot Formal Shadowing Program. The goal of the program is to allow employees to observe leadership styles, decision making, interpersonal exchanges, and how to navigate political situations. The program helps to develop leadership skills, direct career path or succession planning, and cross-trains employees.
- OAR supported EEO training programs and educational opportunities, including; but not limited to: Workplace Harassment Training, Black History Month Program, A Poetic Dialogue on Race, Women in Sciences Leadership Workshop, the Florida Diversity and Inclusion Workshop, Federally Employed Women, discussion of the film, “Can We Talk? Difficult Conversations with Underrepresented People of Color: Sense of Belonging and Obstacles to STEM Fields film, Effective Communication in The Midst of Crisis, and Unconscious Bias.

**Deficiencies:**

- The OICR Director is not supervised by the agency head.
- The agency’s organizational chart does not clearly define the reporting structure for the OICR.

**C. Management and Program Accountability**

**Strengths:**

- Annual assessments were scheduled in conjunction with each Line/Staff Office's annual Model Workplace Briefings. OICR worked with Line/Staff Office EEO and D&I practitioners to conduct an analysis of EEO deficiencies, root causes, and potential courses of action to address challenges. Progress towards Action Plan goals and objectives will be monitored during annual Model Workplace Briefings.
- NOAA training partners were informed of the requirement for anti-harassment training materials to include examples of disability-based harassment. The mandatory Sexual Assault and Sexual Harassment Prevention training includes the required examples of disability-based harassment and additional modifications in Anti-harassment training content is anticipated from higher headquarters (DOC) in 2021.

**EEOC FORM**  
*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

- The timely processing of all reasonable accommodation requests increased from 48% to 94%. Several actions attributed to this improvement, including, but not limited to, frequent broadcast messages to supervisors, various training opportunities, and development of an internal tracking system.
- NESDIS conducted staff assistant visits for regional offices to assess the effectiveness and efficiency of the EEO Program, appropriate EEO & Diversity training, and ADR; and to identify and remove barriers to equal opportunity in the workplace for managers and employees.
- The Office of Human Capital Services (OHCS) generated a Broadcast message reminding all supervisors to take the "Reasonable Accommodation: The Interactive Process" training.
- OHCS sent an announcement requesting employees to update their disability status.
- NMFS held its annual Leadership Council Meeting, with a focus on priority and visions for the future of NMFS, including discussions on organizational excellence, diversity and inclusion, and mitigating bias.
- NOS has included a EEO and Diversity metric in its Budget Execution and Program Performance Review, which requires Program Office Directors to identify ways that they have strengthened equal employment opportunity and diversity and inclusion in the areas of Workforce Diversity, Workplace Inclusion and Sustainability; and MD-715 Model EEO Program elements.
- NWS leadership conducted EEO Technical Assistance Visits throughout regional offices to ensure that all required information, including laws and regulations are properly placed, and as an opportunity for employees to meet and discuss EEO-related issues.
- NWS EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities.

**Deficiencies:**

- All reasonable accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.
- The EEO Office does not have timely access to accurate and complete internal applicant flow data to prepare all MD-715 workforce data tables and complete the barrier analysis process.
- Not all anti-harassment training materials include examples of disability-based harassment.

***D. Proactive Prevention of Unlawful Discrimination***

**Strengths:**

- NESDIS conducts quarterly meetings with the Workforce Engagement Branch to conduct analyses of workforce profiles, recruitment and applicant flow data to identify trends and remove barriers in recruiting, retention and sustainability of a diverse workforce.
- NWS's Equal Opportunity/Diversity Management Division supported and funded "Crucial Conversations," an online virtual training course for all employees. Additional training included Retaliation, Prevention of Bullying, Effective Listening, Prevention of Harassment/Sexual Harassment, Unconscious Bias and Religious Accommodations.

**Deficiencies:**

- The affirmative action plan for people with disabilities, including those with targeted disabilities, was not posted on the public website.

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- The agency's Affirmative Action Plan for Persons with Disabilities (PWD), and Persons with Targeted Disabilities (PWTD) does not include a specific plan to ensure sufficient opportunities for advancement.

**E. Efficiency**

**Strengths:**

- The OAR EEO Office uses various databases to compile statistical data on the OAR workforce on a yearly basis and upon request by the laboratories and program offices.

**Deficiencies:**

- The ADR participation rate of 30.56%, during the pre-complaint stage, was below EEOC's goal of 50%.
- The Agency does not incorporate the results of recruitment efforts in EEO Program updates to senior leaders.

**F. Responsiveness and Legal Compliance**

**Strengths:**

- NOAA complied with federal EEO statutes and regulations, policy guidance, and other applicable written instructions with respect to responsiveness and legal compliance.

**Deficiencies:** There were no deficiencies identified in this element.

**Part E.3 - Executive Summary: Workforce Analyses**

Based on an analysis of NOAA's workforce data tables A and B and the past EEOC Technical Assistance Review, NOAA developed and/or continued three (3) Part I Plans and five (5) Part J Plans, to address the recruitment, hiring, advancement, and retention of minorities, PWD, and PWTD.

The Part I Plans address the following conditions: 1) the low participation rates of women at the GS-13 level (or equivalent) and above; 2) the low participation rates of women in the total workforce; 3) the low participation rates of Hispanic males and females.

The Part J Plans address: 1) the low number of PWDs applying to the Leadership Competencies Development Program (LCDP), and absence of PWTD participants and the overall absence of PWTD applicants and participants, 2) the low inclusion rate of awards, bonuses, or other incentives involving PWDs, 3) the low inclusion rate of awards, bonuses, or other incentives involving PWTDs, 4) limited data analysis preventing the identification of triggers and removal of possible barriers to employment and advancement for PWD/PWTD, and 5) the separation rate of PWD/PWTD, which exceeds that of persons without disabilities/targeted disabilities.

These plans will focus resources on the completion of the barrier analysis process and align our efforts on addressing "cross-cutting triggers" such as the low participation of Hispanics and PWDs, and the low participation of females in the leadership pipeline, which are present in all DOC bureaus.

**Part E.4 - Executive Summary: Accomplishments**

Activities were accomplished in the following areas:

**Part I: Agency EEO Plan to Eliminate Identified Barrier**

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- The Women's ERG developed story maps, featuring the voices--past, present, and future--of fifty dynamic women offering inspiration and hope to all of NOAA today.
- NOAA was a premiere sponsor of the FY20 Black Engineer of the Year Award and Women of Color STEM conference and provided a NOAA corporate seminar as well as hosted a virtual booth staffed by NOAA OHCS's recruiters.
- NOAA's Hispanic Special Emphasis Program Manager developed and hosted monthly leadership remote training series with over 3,250 total participants as an attempt to make the Hispanic Program a career development resource for employees and also provide training that helps to retain and promote Hispanics/Latinos at NOAA.
- NOAA participated in the 2020 League of United Latin American Citizens (LULAC) Young Professionals and Collegiate Symposium with over 400 students focusing on the hiring of Hispanics/Latinos to improve the representation and inclusion of Hispanics/Latinos at NOAA.
- NOAA continues its partnerships with different organizations and Diversity Councils such as LULAC, the LULAC Federal Training Institute Partnership (FTIP), and the National Council of Hispanic Employment Program Managers (NCHPM) focusing on networking, outreach, sharing resources and sharing best practices to help increase Hispanic/Latino representation within the Agency. NOAA also continues its partnership with Hispanic Association of Colleges and Universities (HACU) and is looking to implement a Memorandum of Understanding to bring on board more students under internship programs.

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

- Finalized Operational Plan for Recruiting, Hiring and Retaining Persons with Disabilities (PWD).

**Part E.5 - Executive Summary: Planned Activities**

**Demonstrated Commitment from Agency Leadership:**

- Annually update the EEO Policy Statement, in compliance with EEOC's guidelines, that clearly communicates the agency's commitment to EEO for all employees and applicants.
- Prominently post the reasonable accommodations policy on the public website.

**Integration of EEO into the Agency's Strategic Mission:**

- Initiate discussions about OICR's reporting structure that meets the requirements of the NoFEAR Act, and provides the OICR Director with appropriate authority and resources to effectively carry out a successful EEO program.
- Update the agency's organizational chart to clearly define the reporting structure for the OICR.

**Management and Program Accountability:**

- Review and update all anti-harassment training materials to include examples of disability-based harassment.
- Pilot a new reasonable accommodation webinar for employees to the PWD- Employee Resource Group (ERG). Reasonable Accommodation Coordinators (RACs) will continue

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

conducting reasonable accommodation webinars for supervisor and employees and track participation.

- Conduct a quarterly review of workforce data to ensure feasibility of complete workforce data tables and progress with barrier analysis.

**Proactive Prevention:**

- Post the affirmative action plan for PWD/PWTD on the internal and public website.
- Create a NOAA specific plan for Recruiting, Hiring, and Retaining People with Disabilities/Targeted Disabilities.
- Develop & present briefings on Individual Development Plans, Leadership Competencies Development Program (LCDP) & other career development programs.
- Explore Cabinet Level Agencies to determine best practices for implementation at NOAA.
- Collaborate with PWD/PWTD Employee Resource Group to discuss challenges in opportunities for advancement.
- Present Lunch and Learn with employees to discuss application procedures for Schedule A opportunities.

**Efficiency:**

- Develop broadcast on the EEO/ADR Program, highlighting the services and benefits of the process and post on the agency website.
- Create an EEO/ADR survey for participants to determine areas of improvement and increase customer satisfaction.
- Create training modules for managers and employees on the EEO/ADR process.
- Regularly collect and analyze recruitment efforts to identify and address potential barriers, and incorporate findings in EEO Program updates to senior leaders.

**Part I:**

- Continue barrier analysis efforts to determine the cause of low participation rates of identified EEO groups.
- Hold informational briefings on career development programs for all employees.
- Continue effectively engagement with established ERGs to assist with affirmative employment and D&I efforts.
- Develop a survey and disseminate to Latinos@NOAA members to identify possible barriers preventing Hispanics/Latinos from applying for the LCDP.

**Part J:**

- Coordinate with the Disability Program Manager to create/host briefings on Incentive Award Programs.
- Review out-boarding process to determine opportunities to solicit feedback and improve Exit Survey results.

EEOC FORM  
*U.S. Equal Employment Opportunity Commission*  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**EEOC FORM**  
**715-01 PART F**  
*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
**CERTIFICATION OF ESTABLISHMENT OF CONTINUING**  
**EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

---

I, **Kenneth M. Bailey, Director, Office of Inclusion and Civil Rights, ZA-0260-V**, am the Principal EEO Director/Official for the **National Oceanic and Atmospheric Administration (NOAA)**.

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

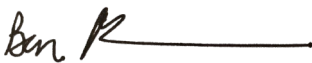
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

BAILEY.KENNETH.MAURICE.1044059815  
E.1044059815

Digitally signed by  
BAILEY.KENNETH.MAURICE.1044059815  
Date: 2021.04.26 10:08:00 -04'00'

Signature of Principal EEO Director and Reporting  
Component Designee Certifies that this Federal Agency  
Annual EEO Program Status Report is in compliance with  
EEO MD-715.

Date



Date: 2021.04.23 15:25:43  
-04'00'

4/23/21

Signature of Agency Head or Agency Head Designee

Date

**EEOC FORM**  
*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 - PART G**  
**Agency Self-Assessment Checklist**

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).





For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.







**Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP**

**This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.**

 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.1 – The agency issues an effective, up-to-date EEO policy statement.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>Current Part G Questions</b>
<b>A.1.a</b>	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	NO	See Part H Plan	A.1.a.2
<b>A.1.b</b>	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	NO	See Part H Plan	New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.2 – The agency has communicated EEO policies and procedures to all employees.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>A.2.a</b>	Does the agency disseminate the following policies and procedures to all employees:			
<b>A.2.a.1</b>	Anti-harassment policy? [see MD 715, II(A)]	YES		New
<b>A.2.a.2</b>	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	YES		New
<b>A.2.b</b>	Does the agency prominently post the following information throughout the workplace <b>and</b> on its public website:			
<b>A.2.b.1</b>	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	YES		New
<b>A.2.b.2</b>	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	YES		A.2.c
<b>A.2.b.3</b>	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	NO	See Part H Plan	A.3.c
<b>A.2.c</b>	Does the agency inform its employees about the following topics:			
<b>A.2.c.1</b>	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	YES	Annually	A.2.a
<b>A.2.c.2</b>	ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	YES	Annually	New



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>A.2.c.3</b>	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	YES	Annually	New
<b>A.2.c.4</b>	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	YES	Annually	New
<b>A.2.c.5</b>	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	YES	Annually	A.3.b
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.3 – The agency assesses and ensures EEO principles are part of its culture.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Compliance Indicator</b>
<b>A.3.a</b>	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	YES	OICR Challenge Coin NOAA Administrator's Award	New
<b>A.3.b</b>	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	YES		New
<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b>				
<b>This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.1.a</b>	Is the agency head the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	NO	See Part H Plan	B.1.a





**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>B.1.a.1</b>	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	YES	Deputy Under Secretary for Operations (DUSO)	New
<b>B.1.a.2</b>	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	NO	See Part H Plan	B.1.d
<b>B.1.b</b>	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	YES		B.2.a
<b>B.1.c</b>	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	YES	5/12/2020	B.2.b
<b>B.1.d</b>	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	YES		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.2 – The EEO Director controls all aspects of the EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Compliance Indicator</b>
<b>B.2.a</b>	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	YES		B.3.a
<b>B.2.b</b>	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	YES		New
<b>B.2.c</b>	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	This is managed by the DOC Office of Civil Rights.	New

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>B.2.d</b>	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	This is managed by the DOC Office of Civil Rights.	New
<b>B.2.e</b>	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	YES		F.3.b
<b>B.2.f</b>	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	YES		New
<b>B.2.g</b>	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	YES		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.3.a</b>	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	YES		B.2.c & B.2.d
<b>B.3.b</b>	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	YES	Increase numbers of underrepresented groups in the NOAA workforce.	New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.4.a</b>	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:			





**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>B.4.a.1</b>	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	YES		B.3.b
<b>B.4.a.2</b>	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	YES		B.4.a
<b>B.4.a.3</b>	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	YES		E.5.b
<b>B.4.a.4</b>	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	YES		B.4.f & B.4.g
<b>B.4.a.5</b>	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	YES		E.1.c
<b>B.4.a.6</b>	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	YES		B.4.c
<b>B.4.a.7</b>	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	YES		New
<b>B.4.a.8</b>	to effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	YES		B.3.c, B.3.c.1, B.3.c.2, & B.3.c.3
<b>B.4.a.9</b>	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	YES		New
<b>B.4.a.10</b>	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	YES		B.4.d
<b>B.4.a.11</b>	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	YES		New
<b>B.4.b</b>	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	YES		New





**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>B.4.c</b>	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	YES		B.1.b
<b>B.4.d</b>	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	YES		E.2.d
<b>B.4.e</b>	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	YES		E.2.e
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>B.5.a</b>	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:			
<b>B.5.a.1</b>	EEO Complaint Process? [see MD-715(II)(B)]	YES		New
<b>B.5.a.2</b>	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	YES		A.3.d
<b>B.5.a.3</b>	Anti-Harassment Policy? [see MD-715(II)(B)]	YES		New
<b>B.5.a.4</b>	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	YES		New
<b>B.5.a.5</b>	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	YES		E.4.b
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.6 – The agency involves managers in the implementation of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>B.6.a</b>	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	YES		New
<b>B.6.b</b>	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	YES		D.1.a
<b>B.6.c</b>	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	YES		D.1.b
<b>B.6.d</b>	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	YES		D.1.c
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
<b>This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.1 – The agency conducts regular internal audits of its component and field offices.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.1.a</b>	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	YES	Annually	New
<b>C.1.b</b>	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	YES	Annually	New
<b>C.1.c</b>	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	YES		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.2 – The agency has established procedures to prevent all forms of EEO discrimination.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> New Indicator	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**



**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>C.2.a</b>	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	N/A	This is managed by the DOC-Office of Civil Rights.	New
<b>C.2.a.1</b>	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	N/A	This is managed by the DOC-Office of Civil Rights.	New
<b>C.2.a.2</b>	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	YES		New
<b>C.2.a.3</b>	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	YES		New
<b>C.2.a.4</b>	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	YES		New
<b>C.2.a.5</b>	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	YES		New
<b>C.2.a.6</b>	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	NO	See Part H Plan	New
<b>C.2.b</b>	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	N/A	This is managed by the DOC-Office of Civil Rights.	New
<b>C.2.b.1</b>	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	YES		E.1.d



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>C.2.b.2</b>	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	YES		New
<b>C.2.b.3</b>	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	YES		New
<b>C.2.b.4</b>	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	YES		New
<b>C.2.b.5</b>	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	NO	93.5% Timely (not including pending)  See Part H Plan	E.1.e
<b>C.2.c</b>	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	YES		New
<b>C.2.c.1</b>	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	YES	<a href="https://sites.google.com/noaa.gov/ohcs/employee-resources/work-life-resources/workplace-programs/reasonable-accommodations">https://sites.google.com/noaa.gov/ohcs/employee-resources/work-life-resources/workplace-programs/reasonable-accommodations</a>	New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.3.a</b>	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	YES	<b>New Indicator</b>	New



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>C.3.b</b>	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:			
<b>C.3.b.1</b>	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	YES		A.3.a.1
<b>C.3.b.2</b>	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	YES		A.3.a.4
<b>C.3.b.3</b>	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	YES		A.3.a.5
<b>C.3.b.4</b>	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	YES		A.3.a.6
<b>C.3.b.5</b>	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	YES		A.3.a.7
<b>C.3.b.6</b>	Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]	YES		A.3.a.8
<b>C.3.b.7</b>	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	YES		New
<b>C.3.b.8</b>	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	YES		A.3.a.2
<b>C.3.b.9</b>	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	YES		New
<b>C.3.c</b>	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	YES	OICR Director is on the Disciplinary Review Panel for EEO-related issues.	New
<b>C.3.d</b>	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	YES		New



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

 <b>Compliance Indicator</b>  <b>Measures</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
	<b>C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</b>			
<b>C.4.a</b>	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	YES		New
<b>C.4.b</b>	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	YES		C.2.a, C.2.b, & C.2.c
<b>C.4.c</b>	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	NO	See Part H Plan	New
<b>C.4.d</b>	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	YES		New
<b>C.4.e</b>	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
<b>C.4.e.1</b>	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	YES		New
<b>C.4.e.2</b>	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	YES		New
<b>C.4.e.3</b>	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	YES		New
<b>C.4.e.4</b>	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	YES		New
<b>C.4.e.5</b>	Assist in preparing the MD-715 report? [see MD-715, II(C)]	YES		New





**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

 <b>Compliance Indicator</b>  <b>Measures</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
	<b>C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.</b>			
<b>C.5.a</b>	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	YES		C.3.a.
<b>C.5.b</b>	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	N/A		C.3.c
<b>C.5.c</b>	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	YES		New
	<b>C.6 – The EEO office advises managers/supervisors on EEO matters.</b>			
<b>C.6.a</b>	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	YES	Annually/Quarterly	C.1.a
<b>C.6.b</b>	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	YES		New





**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Essential Element D: PROACTIVE PREVENTION</b>				
<b>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</b>				
 <b>Compliance Indicator</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>D.1.a</b>	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	YES		New
<b>D.1.b</b>	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	YES		New
<b>D.1.c</b>	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	YES		New
 <b>Compliance Indicator</b>	<b>D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>			<b>New Indicator</b>	
<b>D.2.a</b>	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	YES		New
<b>D.2.b</b>	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	YES		B.2.c.2
<b>D.2.c</b>	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource	YES		B.2.c.1



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

	decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]			
<b>D.2.d</b>	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	YES	Complaints data, climate surveys, affinity groups, program evaluations.	New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.3 – The agency establishes appropriate action plans to remove identified barriers.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	YES		New
<b>D.3.b</b>	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	YES		New
<b>D.3.c</b>	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	YES		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>D.4.a</b>	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	NO	See Part H Plan	New
<b>D.4.b</b>	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	YES		New



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>D.4.c</b>	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	YES		New
<b>D.4.d</b>	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	NO	See Part H Plan	New
<b>Essential Element E: EFFICIENCY</b>				
<b>This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.</b>				
 <b>Compliance Indicator</b>	<b>E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>E.1.a</b>	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	YES	96% Timely	E.3.a.1
<b>E.1.b</b>	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	YES		E.3.a.2
<b>E.1.c</b>	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	N/A	This is managed by the DOC Office of Civil Rights.	New
<b>E.1.d</b>	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	N/A	This is managed by the DOC Office of Civil Rights.	New
<b>E.1.e</b>	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	YES		New
<b>E.1.f</b>	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	N/A	This is managed by the DOC Office of Civil Rights.	E.3.a.3

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**



**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>E.1.g</b>	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	N/A	This is managed by the DOC Office of Civil Rights.	New
<b>E.1.h</b>	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	N/A	This is managed by the DOC Office of Civil Rights.	E.3.a.4
<b>E.1.i</b>	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	N/A	This is managed by the DOC Office of Civil Rights.	E.3.a.7
<b>E.1.j</b>	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	N/A	This is managed by the DOC Office of Civil Rights.	E.2.c
<b>E.1.k</b>	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	YES		New
<b>E.1.l</b>	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	N/A	This is managed by the DOC Office of Civil Rights.	New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.2 – The agency has a neutral EEO process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments Revised Indicator</b>	
<b>E.2.a</b>	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	YES		New
<b>E.2.b</b>	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	N/A	This is managed by the DOC Office of Civil Rights.	E.6.a







**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>E.2.c</b>	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	N/A	This is managed by the DOC Office of Civil Rights.	New
<b>E.2.d</b>	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	YES		E.6.b
<b>E.2.e</b>	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	N/A	This is managed by the DOC Office of Civil Rights.	E.6.c
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.3.a</b>	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	YES		E.4.a
<b>E.3.b</b>	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	YES		E.4.c
<b>E.3.c</b>	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	NO	See Part H Plan - ADR Participation was 30.56%	D.2.a
<b>E.3.d</b>	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	YES		New
<b>E.3.e</b>	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	YES		E.4.d
<b>E.3.f</b>	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	YES		New





**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

 <b>Compliance Indicator</b>  <b>Measures</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
	<b>E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.</b>			
<b>E.4.a</b>	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	YES		
<b>E.4.a.1</b>	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	YES		E.5.a
<b>E.4.a.2</b>	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	YES		E.5.c
<b>E.4.a.3</b>	Recruitment activities? [see MD-715, II(E)]	NO	Part H Plan	E.5.f
<b>E.4.a.4</b>	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	NO	Part H Plan C.4.c	New
<b>E.4.a.5</b>	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	YES		New
<b>E.4.a.6</b>	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	YES		New
<b>E.4.b</b>	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	YES		New
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.5.a</b>	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	YES		E.5.e
<b>E.5.b</b>	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	YES	Created D&I Best Practices List	E.5.g



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>E.5.c</b>	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	YES		E.3.a
<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
<b>This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.1.a</b>	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	YES		F.1.a
<b>F.1.b</b>	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	YES		E.3.a.6
<b>F.1.c</b>	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	YES		F.2.a.1
<b>F.1.d</b>	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	YES		F.2.a.2
<b>F.1.e</b>	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	YES		F.3.a.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.2.a</b>	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	YES	<b>Indicator moved from E-III Revised</b>	C.3.d

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>F.2.a.1</b>	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	N/A	This is managed by the DOC Office of Civil Rights.	E.3.a.5
<b>F.2.a.2</b>	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	YES		E.3.a.7
<b>F.2.a.3</b>	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	N/A	This is managed by the DOC Office of Civil Rights.	New
<b>F.2.a.4</b>	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	N/A	This is managed by the DOC Office of Civil Rights.	F.3.d (1 to 9)
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.3 - The agency reports to EEOC its program efforts and accomplishments.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.3.a</b>	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	N/A	This is managed by the DOC Office of Civil Rights.	New
<b>F.3.b</b>	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	YES		New

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
A.1.a/A.1.b	The annual EEO Policy Statement was not in compliance with EEOC guidelines and was not updated and distributed to all employees.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
2/1/2020	Annually update the EEO Policy Statement, in compliance with EEOC guidelines, that clearly communicates the agency's commitment to EEO.	4/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Kenneth M. Bailey	Yes
Deputy Under Secretary for Operations (DUSO)	Benjamin Friedman	Yes

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
1/31/2021	OICR will develop a draft EEO Policy Statement for the DUSO review.	Yes		
3/30/2021	Finalize and distribute the policy to all employees and post on NOAA's website.	Yes		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
A.2.b.3	The current reasonable accommodations procedures are not on the public website.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
2/28/2021	Prominently post the reasonable accommodations policy on the public website.	4/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Division Director, Workforce Relations Division, OHCS	Renee Desrosiers	Yes
Reasonable Accommodation Coordinators	Debbie Ferrara/Carol Martin	Yes

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
3/4/2021	Create content for public website and identify partner pages (OICR, Work/Life Balance) to apply links.	Yes		
4/30/2021	Finalize content for the public website and activate links to partner pages.	Yes		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
B.1.a	The OICR Director is not supervised by the agency head, as mandated by the amended Notification and Federal Employee Antidiscrimination and Retaliation (NoFEAR) Act.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
3/1/2021	A reporting structure that meets the requirements of the NoFEAR Act, and provides the OICR Director with appropriate authority and resources to effectively carry out a successful EEO program.	9/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Kenneth M. Bailey	Yes
Deputy Under Secretary for Operations (DUSO)	Benjamin Friedman	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
4/1/2021	OICR will initiate discussions with NOAA leadership to determine steps required to meet EEOC guidelines.	Yes		

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Report of Accomplishments**

Fiscal Year	Accomplishments

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
B.1.a.2	The agency's organizational chart does not clearly define the reporting structure for the OICR.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
4/1/2021	An organizational chart that clearly defines OICR's reporting structure.	6/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Kenneth M. Bailey	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
3/1/2021	Identify the point of contact to communicate necessary changes to the current organizational chart.	Yes		
6/30/2021	Update the agency's organizational chart to clearly define the reporting structure for the OICR, and post on the agency's public website.	Yes		

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Report of Accomplishments**

Fiscal Year	Accomplishments

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
C.1.a C.1.b C.1.c	<ul style="list-style-type: none"> <li>• The agency does not regularly assess its component and field offices for possible EEO program deficiencies.</li> <li>• The agency does not regularly assess its component and field offices on their efforts to remove barriers from the workplace.</li> <li>• Efforts have not been made to conduct assessments and comply with recommendations.</li> </ul>

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
3/30/2019	Regularly assess Line/Staff Offices for possible EEO deficiencies, efforts to remove barriers and to comply with OICR recommendations.	8/2019	8/1/2020	8/31/2020

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Kenneth M. Bailey	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
3/30/2019	Coordinate with Line/Staff Offices to develop an annual assessment schedule.	Yes	3/1/2020	3/31/2020
5/30/2019	Begin assessing component and field offices.	Yes	5/1/2020	5/29/2020
8/30/2019	Develop actions plans and monitor efforts to address known deficiencies.	Yes	8/1/2020	8/31/2020

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2020	<p>Annual assessments were scheduled in conjunction with each Line/Staff Office's annual Model Workplace Briefings.</p> <p>OICR worked with Line/Staff Office EEO and D&amp;I practitioners to conduct an analysis of EEO deficiencies, root causes, and potential courses of action to address challenges. Progress towards Action Plan goals and objectives will be monitored during annual Model Workplace Briefings.</p>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
C.2.a.6	All anti-harassment training materials do not include examples of disability-based harassment.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
3/30/2019	Review and update all anti-harassment training materials to include examples of disability-based harassment.	6/30/2019	6/30/2021	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Inclusion and Civil Rights (OICR)	Kenneth Bailey	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
4/30/2019	Inform all training partners that Anti-harassment training materials must include examples of disability-based harassment.	Yes	4/30/2020	4/30/2020

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
6/30/2019	Review and update Line/Staff Office Anti-harassment training materials to ensure inclusion of examples of disability-based harassment.	Yes	6/30/2021	

**Report of Accomplishments**

Fiscal Year	Accomplishments
2020	NOAA training partners were informed of this requirement. In FY 2020, mandatory Sexual Assault and Sexual Harassment Prevention training included examples of disability-based harassment.



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
C.2.b.5	All accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
1/30/2019	Process all accommodation requests within the timeframe set forth in the reasonable accommodation procedures.	9/30/2019	9/30/2021	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, OHCS	Sean Clayton	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/30/2019	Disseminate a broadcast message to supervisors and managers requesting that they take the online training on reasonable accommodation and the interactive process.	Yes	9/1/2020	7/30/2020

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
3/30/2020	Highlight reasonable accommodation training on a quarterly basis in the Learning Opportunities for Supervisors e-blasts.	Yes		7/30/2020
4/30/2020	Implement a RA Program tracking system to monitor request and provide accurate data.	Yes		4/30/2020
9/30/2019	Reasonable Accommodation Coordinators (RACs) will continue conducting reasonable accommodation webinars for supervisor and track participation.	Yes	9/1/2020	9/1/2020
9/30/2020	RACs will develop and conduct webinars for employees to inform them of the interactive process.	Yes	9/30/2021	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2020	<p>The timely processing of all reasonable accommodation requests increased from 48% to 94%.</p> <p>A broadcast message reminding all supervisors to take the "Reasonable Accommodation: The Interactive Process" was disseminated to all NOAA supervisors.</p> <p>The link to reasonable accommodation training was highlighted in the quarterly Learning Opportunities for Supervisors e-blast, found under the supervisor training link in the Commerce Learning Center, and the link to the training was included in the COVID-19 Reintegration Guidance for Supervisors.</p> <p>In the interim of DOC's new tracking system, NOAA is using the internal tracking system to track accurate RA data.</p> <p>Reasonable accommodation webinars continue to be provided to supervisors by request and recorded webinars are loaded on the CLC for supervisors to take at their leisure.</p>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
C.4.c E.4.a.4	The EEO Office does not have timely access to accurate and complete <u>internal</u> applicant flow data to prepare all MD-715 workforce data tables and complete the barrier analysis process.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
3/30/2019	Regularly review data systems to verify the availability of accurate/complete data for all MD-715 data tables and the barrier analysis process.	7/30/2019	4/30/2021	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, OHCS	Sean Clayton	Yes
OICR Director	Kenneth M .Bailey	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
4/30/2019	Discuss solutions to ongoing issues with accurate/complete internal & external applicant flow data with OHCS.	Yes		4/1/2019

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
7/30/2019	Initiate a quarterly review of data to ensure system feasibility of complete workforce data tables and progress with barrier analysis.	Yes	4/30/2021	
1/31/2020	Identify OHCS personnel for the production and delivery of data to OICR.	Yes		1/31/2020

**Report of Accomplishments**

Fiscal Year	Accomplishments
2020	Identified OHCS contact to assist with the production and delivery of data.  OICR & OHCS participated in a virtual system update briefing with Monsters on the roll-out of new data spreadsheets. Discussions to address additional questions/issues will be initiated in November 2020.

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
D.4.a	The affirmative action plan for Persons with Disabilities (PWD) and Persons with Targeted Disabilities (PWTD) is not posted on the agency's public website.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
2/1/2021	The Affirmative Action Plan for PWD/PWTDs is posted on the agency's internal and public website.	3/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OICR	Kenneth M. Bailey	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
3/30/2021	Post the affirmative action plan for PWD/PWTD on the internal and public website.	Yes		

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Report of Accomplishments**

Fiscal Year	Accomplishments

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
D.4.d	The agency's Affirmative Action Plan for PWD/PWTD does not include a specific plan to ensure sufficient opportunities for advancement.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
3/1/2021	Develop a plan that identifies specific steps to increase the number of PWD/PWTD and opportunities for advancement.	9/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OICR	Kenneth M. Bailey	Yes
Acting Director, OHCS	Sean Clayton	

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
8/30/2021	Create a NOAA specific plan for Recruiting, Hiring, and Retaining People with Disabilities/Targeted Disabilities.	Yes		
7/30/2021	Develop & present briefings on Individual Development Plans, Leadership	Yes		

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
	Competencies Development Program (LCDP) & other career development programs.			
6/30/2021	Explore Cabinet Level Agencies to determine best practices for implementation at NOAA.	Yes		
7/30/2021	Collaborate with PWD/PWTD Employee Resource Group to discuss challenges in opportunities for advancement.	Yes		
9/30/2021	Present Lunch and Learn with employees to discuss application procedures for Schedule A opportunities.	Yes		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
E.3.c	The ADR participation rate of 30.56%, during the pre-complaint stage, was below the EEOC goal of 50%.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
4/1/2021	A reputable and fair EEO/ADR Program that is commonly used as a means for improved communication and the resolution of EEO-related complaints/issues.	9/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Kenneth M. Bailey	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
5/30/2021	Update the NOAA EEO ADR Mandatory Policy.	No		
5/30/2021	Develop broadcast on the EEO/ADR Program, highlighting the services and benefits of the process and post on the agency website.	Yes		

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
7/30/2021	Develop survey for participants to determine areas of improvement and increase customer satisfaction.	Yes		
9/30/2021	Create training modules for managers and employees on the EEO/ADR process.	Yes		
9/30/2021	Provide the EEO/ADR Program Manager/Alternate recommended training certifications.	Yes		

**Report of Accomplishments**

Fiscal Year	Accomplishments

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
E.4.a.3	The agency does not have a streamlined process to track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
11/30/2016	Regularly collect and analyze recruitment efforts to identify and address potential barriers.	6/30/2018	6/30/2021	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Kenneth M. Bailey	Yes
Acting Director, OHCS	Sean Clayton	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
1/2017	Develop a schedule to collect recruitment data.	Yes		1/2017
2/2017	Assign personnel to conduct analysis and address identified barriers.	Yes		2/2017

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
3/2018	Identify ongoing/new recruitment efforts for Line/Staff Offices.	Yes		3/2018
6/2018	Incorporate findings in EEO Program updates to senior leaders.	Yes	6/2021	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2020	Although a survey was created in 2019, efforts to capture data at outreach and recruitment events were significantly hindered due to the COVID-19 global pandemic.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part I**  
**Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Table	A4	The participation rate of permanent women at the GS-13 and above is 34.18%, 0.51% below their permanent workforce participation rate of 34.69%.

**EEO Group(s) Affected by Trigger**

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	Yes
Hispanic or Latino Males	No
Hispanic or Latino Females	No
White Males	No
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Males	No
Two or More Races Females	No

**Barrier Analysis Process**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<p><b>Table A4-Participation for GS/Equivalence</b></p> <p>The overall participation rate of permanent females at the GS-13 &amp; above increased by 2.87%, from 31.31% to 34.18%.</p> <p><u>GS-13</u>: Females were 27.38%; 7.31% below their permanent workforce representation.  <u>GS-14</u>: Females were 37.21%; 2.52% above their permanent workforce representation.  <u>GS-15</u>: Females were 42.79%; 8.1% above their permanent workforce representation.  <u>SES</u>: Females were 20.91%; 13.78% below their permanent workforce representation.</p> <p><b>Table A6-1-Major Occupations (GS-13 &amp; Above)</b></p> <p><u>Series 0343 – Management/Program Analyst</u> Female participation was 65.05%, which is 23.45% above the OCLF of 41.60%.</p> <p><u>Series 0482 – Fishery Biologist</u> Female participation was 40.00%; 8.00% below the OCLF of 48.00%.</p> <p><u>Series 1301-General Physical Scientist</u> Female participation was 27.84%; 11.25% below the OCLF of 39.10%.</p> <p><u>Series 1340- Meteorology</u> Female participation was 12.51%; 6.79% below the OCLF of 19.30%.</p> <p><u>Series 2210-Information Technology Management</u> Female participation was 16.15%; 13.45% below the OCLF of 29.60%.</p>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p><b>Table A7-Applicants &amp; Hires</b></p> <p><u>Series 0343-Management/Program Analyst</u> Females were hired at 73.08%; 17.70% above their qualified rate of 55.38%.</p> <p><u>Series 0482-Fishery Biologist</u> Females were hired at 65.96%; 12.75% above their qualified rate of 53.21%.</p> <p><u>Series 1301-General Physical Scientist</u> Females were hired at 40.91%; 5.71% above their qualified rate of 35.20%.</p> <p><u>Series 1340-Meteorology</u> Females were hired at 27.71%; 7.92% above their qualified rate of 19.79%</p> <p><u>Series 2210-Information Technology Management</u> Females were hired at 11.29%; 4.74% below their qualified rate of 16.03%.</p> <p><b>Table A14-Separations (Permanent)</b></p> <p>Females separated at 35.97%; 1.28% above their representation of 34.69%. Females represented 51.22% of <b>Transfers</b> and 31.44% of <b>Retirements</b>.</p>
Complaint Data (Trends)	Yes	A review of FY20 EEO pre-complaint and formal cases revealed, out of 58 cases, 26 (44.82%) were initiated by women. The most prevalent basis report by women were: sex, reprisal, and disability. Most prevalent issues reported by women were: harassment (non-sexual), time and attendance, and assignment of duties.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	Index ratings with the lowest ratings by women were: Fair index, Leaders Lead index, and Cooperative index.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Career Development Program Data)	Yes	<u>Leadership Competencies Development Program (LCDP)</u> A review of the last 4 cohorts revealed, of the 115 selected, females represented 52.2%, 25.4% above their eligibility rate.

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	To Be Determined.

**Statement of Identified Barrier(s)**

Description of Policy, Procedure, or Practice
The Barrier Analysis process was initiated, but not completed.

**Objective(s) and Dates for EEO Plan**

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Enhance efforts to increase the pool of female applicants to GS-13-SES level, through focused outreach.	3/30/2012	8/2018	Yes	8/30/2021	
Regularly review recruitment, career development,	1/30/2020	8/2020	Yes	8/30/2021	



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Objective</b>	<b>Date Initiated (mm/dd/yyyy)</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
promotion, and retention efforts.					

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>
OICR Director	Kenneth Bailey	Yes
SEPM for Women	Marie Herndon	No

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
2/28/2017	Brief NOAA leadership on the barrier and alternative agency policies, procedures, and practices.		2/28/2017
3/30/2017	Establishing Diversity and Inclusion within OICR.		3/30/2017
2/28/2018	Continue Barrier Analysis efforts to determine the cause of low participation rate.	9/30/2021	
2/28/2018	SEPMs to develop action plans to address identified triggers/barriers.	6/30/2021	
8/30/2018	Develop a survey for separating employees, to identify possible barriers to retention efforts.	8/30/2019	7/30/2019
6/30/2019	Review applicant/participant data for Mentoring Program	6/30/2021	
6/30/2020	Effectively engage with established Employee Resource Groups (ERG) to assist with affirmative employment and D&I efforts.		9/30/2020

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2020	<p>The Women's ERG developed story maps, featuring the voices--past, present, and future--of fifty dynamic women offering inspiration and hope to all of NOAA today.</p> <p>NOAA was a premiere sponsor of the FY20 Women of Color STEM conference and provided a NOAA corporate seminar as well as hosted a virtual booth staffed by NOAA OHCS's recruiters.</p>

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part I**  
**Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	A1	The representation of women in the <u>total</u> workforce is 34.80%; 13.34% below the CLF of 48.14%.

**EEO Group(s) Affected by Trigger**

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	Yes
Hispanic or Latino Males	No
Hispanic or Latino Females	No
White Males	No
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Males	No
Two or More Races Females	No

**Barrier Analysis Process**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<p><b>Table A1- Total Workforce</b> The ratio of women increased by 0.85%, from a participation rate of 33.95% to 34.80%, which is 13.34% below the CLF of 48.14%.</p> <p><b>Table A6-Participation in Major Occupations</b> <u>Series 0343 – Management/Program Analyst</u> Female participation was 64.93%, which is 23.33% above the OCLF of 41.60%.</p> <p><u>Series 0482 – Fishery Biologist</u> Female participation was 41.26%; 6.74% below the OCLF of 48.00%.</p> <p><u>Series 1301-General Physical Scientist</u> Female participation was 28.50%; 10.60% below the OCLF of 39.10%.</p> <p><u>Series 1340- Meteorology</u> Female participation was 17.61%; 1.69% below the OCLF of 19.30%.</p> <p><u>Series 2210-Information Technology Management</u> Female participation was 16.87%; 12.73% below the OCLF of 29.60%.</p> <p><b>Table A8-New Hires:</b> Total female hires were 46.16%, 1.98% below the CLF of 48.14%.</p>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<b>Table A14-Separations:</b> Females separated at a rate of 35.97%; 1.28% above their permanent representation of 34.69%. Transfer actions were the highest at 51.22% and Retirements 31.44%.
Complaint Data (Trends)	Yes	A review of FY20 EEO pre-complaint and formal cases revealed, out of 58 cases, 26 (44.82%) were initiated by women. The most prevalent basis reported by women were: sex, reprisal, and disability. Most prevalent issues reported by women were: harassment (non-sexual), time and attendance, and assignment of duties.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	Index ratings with the lowest ratings by women were: Fair index, Leaders Lead index, and Cooperative index.
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	To Be Determined

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Statement of Identified Barrier(s)**

Description of Policy, Procedure, or Practice
The Barrier Analysis process was initiated, but not completed.

**Objective(s) and Dates for EEO Plan**

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
NOAA will focus recruitment for mission occupations 0482, 1301, 1340, 2210, and retention efforts for women.	1/2015	9/2018	Yes	9/30/2021	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Kenneth Bailey	Yes
Acting Director, OHCS	Sean Clayton	No
SEPM for Women	Marie Herndon	No

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
1/30/2017	Provide NOAA Leadership with briefings and periodic updates.		1/30/2017
3/30/2017	OICR will brief Line Offices on low participation of women in major occupations.		3/30/2017
2/28/2018	Special Emphasis Program Managers (SEPM) will continue to review NOAA recruitment efforts.	9/30/2021	
5/30/2018	OICR will continue focus on new hires and retention efforts throughout NOAA.	9/30/2021	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
9/30/2018	Increase use of Pathways Program for hiring.		9/30/2018
6/30/2018	SEPM will conduct on-going analysis of mission occupations and brief OICR leadership.	6/30/2021	
6/30/2020	Effectively engage with established Employee Resource Groups (ERG) to assist with affirmative employment and D&I efforts.		3/1/2020
09/30/2021	OICR will continue analyzing data sources such as Exit Surveys and FEVS to complete the barrier analysis process.		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2020	<p>The Women's ERG developed story maps, featuring the voices--past, present, and future--of fifty dynamic women offering inspiration and hope to all of NOAA today.</p> <p>NOAA was a premiere sponsor of the FY20 Women of Color STEM conference and provided a NOAA corporate seminar as well as hosted a virtual booth staffed by NOAA OHCS's recruiters.</p>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

MD-715 – Part I  
**Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
HR Connect Workforce Analytics System	Table A1: Total Workforce	<p>A review of total workforce data revealed that the representation of Hispanics/Latinos is 4.11%; this rate is 5.85% lower than the expected CLF participation rate of 9.96%.</p> <p>The representation of Hispanic/Latino Males is 2.49%; this rate is 2.68% lower than the expected CLF participation rate of 5.17%.</p> <p>The representation of Hispanic/Latino Females is 1.62%; this rate is 3.17% lower than the expected CLF participation rate of 4.79%.</p>

**EEO Group(s) Affected by Trigger**

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	No
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

EEO Group	Affected by Trigger? (Yes or No)
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	No

**Barrier Analysis Process**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<p><b><u>Table A1</u></b></p> <p>A review of total workforce data revealed that the ratio of Hispanics/Latinos increased by 0.38%, from a participation rate of 3.73% to 4.11%. This is 5.85% lower than the expected CLF rate of 9.96%.</p> <p><b><u>Table A6</u></b></p> <p>A review of Table A6 revealed that the representation of Hispanics/Latinos in the 0482 (Fishery Biologist) and 2210 (Information Technology Management) job series continue to be below the expected representation rate when compared to the OCLF.</p> <p>Hispanics/Latinos in job series 0482 were at 2.77% which is 1.73% below the OCLF of 4.50%. 2.01% were Hispanic Males and 0.76% Hispanic Females.</p> <p>Hispanics/Latinos in job series 2210 were at 4.39% which is 3.21% below the OCLF of 7.60%. 3.29% were Hispanic Males and 1.10% Hispanic Females.</p>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p><b><u>Table A7</u></b></p> <p>A review of Table A7 revealed that only 6.83% (34 of 498) of the total selections for major occupations 0343, 0482, 1301, 1340 and 2210 made in FY20 were Hispanics/Latinos. Only 9.00% (153 of 1700) of the total Hispanics/Latinos who applied were qualified and only 2.00% (34 of 1700) were selected.</p> <p><u>Series 0482 (Fishery Biologist):</u> 7.72% (119 of 1541) of total Hispanics/Latinos qualified and 2.13% (1 of 47) were selected.</p> <p><u>Series 2210 (Information Technology Management):</u> 10.99% (342 of 3112) of total Hispanics/Latinos qualified and 11.29% (7 of 62) were selected.</p> <p><b><u>Table A8 and A14</u></b></p> <p>A review of Table A8 and A14 revealed that Hispanics or Latinos separation rate was 2.89%, 4.58% below their hiring rate of 7.47% and 1.22% below their total workforce representation. 78.95% of total Hispanic or Latino separations (15 of 19) were voluntary and 21.05% (4 of 19) involuntary.</p>
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Other (Leadership Career Development Program (LCDP))	Yes	<p><u>Leadership Career Development Program (LCDP):</u></p> <p>Cohort 8 (FY12) – Based on grade/pay band eligibility 5,669 employees were eligible to apply to the program and of those 2.10% (119) were Hispanics. Of the total applications, Hispanics application/participation rate was 1.41% (1 of 71), a rate below their eligibility. No Hispanics were interviewed or selected for the program.</p> <p>Cohort 9 (FY14) – Based on grade/pay band eligibility 5,376 employees were eligible to apply to the program and of those 2.38% (128) were Hispanics, 0.3% more than FY12. Of the total applications, Hispanics application/participation rate was 0.95% (1 of 105), same rate as FY12, a rate below their eligibility. 2.0% (1 of 50) of Hispanics were interviewed and 4.0% (1 of 25) were selected for the program.</p> <p>Cohort 10 (FY16) – Based on grade/pay band eligibility 5,425 employees were eligible to apply to the program and of those 2.35% (128) were Hispanics, same rate as FY14. Of the total applications, Hispanics application/participation rate was 4.42% (5 of 113), a rate above their eligibility and 3.47% above FY14. 2.0% (1 of 50) of Hispanics were interviewed and 3.12% (1 of 32) were selected for the program.</p> <p>Cohort 11 (FY19) – Based on grade/pay band eligibility 5,511 employees were eligible to apply to the program and of those 2.83% (156) were Hispanics, 0.48% above FY16. Of the total applications, Hispanics application/participation rate was 2.10% (2 of 95), a rate below their eligibility and 2.32% below FY16. No Hispanics were interviewed or selected for the program.</p> <p>During all 4 cohorts, Hispanic applicants are applying are rates lower than their eligibility rate.</p> <p>Further analysis will be conducted to identify possible barriers preventing Hispanics/Latinos from applying for the program and advancing to Senior Leadership positions.</p>

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
	No	
	No	
	No	
	No	
	No	

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	To Be Determined

**Statement of Identified Barrier(s)**

Description of Policy, Procedure, or Practice
Possible Glass Ceiling, Pipeline, or even a potential institutional barrier in the Recruitment/Selection Process for NOAA Senior Leadership Positions, which affects the overall representation of Hispanics/Latinos particularly in major occupations 0482 (Fishery Biologist) and 2210 (IT Management) job series.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Initiated (mm/dd/yyyy)</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
Increase participation rate for Hispanics or Latinos at NOAA.	11/1/2015	9/30/2022	No		
OICR and OHCS will develop a survey for separating employees to identify possible barriers to retention.	10/1/2018	7/31/2018	No	7/2019	7/2019
Review hiring procedures, and the diversity of panel members and selecting officials to identify any possible barriers for Hispanic Senior Leadership positions in Major Occupations job series 0482 (Fishery Biologist) and 2210 (IT Management).	10/1/2018	8/31/2018	Yes	8/31/2021	

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>
Acting Director, OHCS	Sean Clayton	Yes
Director, OICR	Kenneth M. Bailey	Yes
SEPM for Hispanics	Amneris Caba	Yes

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
6/28/2019	Review Applicant Flow Data for job series 0482 & 2210.	6/30/2021	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
8/30/2019	Develop a survey and disseminate to Latinos@NOAA members to identify possible barriers preventing Hispanics/Latinos from applying for the LCDP.	8/30/2021	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
FY20	<p>During FY20, Hispanic or Latino total workforce increased 0.38% in comparison with FY19 (FY20: 4.11% vs FY19: 3.73%).</p> <p>NOAA’s Hispanic Special Emphasis Program Manager developed and hosted monthly leadership remote training series with over 3,250 total participants as an attempt to make the Hispanic Program a career development resource for employees and also provide training that helps to retain and promote Hispanics/Latinos at NOAA.</p> <p>NOAA participated in the 2020 LULAC Young Professionals and Collegiate Symposium with over 400 students focusing on the hiring of Hispanics/Latinos to improve the representation and inclusion of Hispanics/Latinos at NOAA.</p> <p>The NOAA 2020 National Hispanic Heritage Month Program was conducted and broadcasted NOAA-Wide. Dr. José M. Hernández, Former NASA astronaut and engineer was invited as a guest speaker and over 110 employees participated.</p> <p>NOAA continues its partnership with Latinos@NOAA conducting year round Career Development/Mentoring sessions focusing on the Hispanic population.</p> <p>NOAA continues its partnerships with different organizations and Diversity Councils such as LULAC, the LULAC Federal Training Institute Partnership (FTIP), and the National Council of Hispanic Employment Program Managers (NCHEPM) focusing on networking, outreach, sharing resources and sharing best practices to help increase Hispanic/Latino representation within the Agency. NOAA also continues its partnership with the Hispanic Association of Colleges and Universities (HACU) and is looking to implement a Memorandum of Understanding to bring on more students under internship programs.</p> <p>As part of this partnership, NOAA hosted the first virtual sessions of FTIP with over 1k participants.</p>

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

	<p>In an attempt to continue promoting the agency at different forums and to increase the representation of Hispanics/Latinos within the agency, the NOAA Hispanic Special Emphasis Program Manager continues to participate as an Executive Board Member of the NCHEPM. Also, they continue to participate as a member of the NOAA Outreach Committee for Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS).</p>
--	--

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part J**

**Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of  
Persons with Disabilities**

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 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. All agencies, regardless of size, must complete this Part of the MD-715 report.

**Section I: Efforts to Reach Regulatory Goals**

EEOC regulations (29 C.F.R. § 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.

**1. 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 0	<u>No 0</u>
b. Cluster GS-11 to SES (PWD)	<u>Yes 0</u>	No 0

- |   |
|---|
| a. No. PWD in GS-1 to GS-10 is 23.66%.<br>b. Yes. PWD in GS-11 to SES is 10.64%; 1.36% below the benchmark. |
|---|

**2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD 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 (PWTD)	Yes 0	<u>No 0</u>
b. Cluster GS-11 to SES (PWTD)	Yes 0	<u>No 0</u>

- |   |
|---|
| a. No. PWTD in GS-1 to GS-10 is 5.68%.<br>b. No. PWTD in GS-11 to SES is 2.52%. |
|---|

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

The agency holds bimonthly training sessions for first line supervisors and their designees. The training sessions include agency goals, current statistics, historical legislation, and a portion to advocate for program usage.
---



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Section II: Model Disability Program**

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons 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 0                      No 0

Yes. The agency currently employs a Disability Program Manager. The Disability Program Manager provides oversight and advocacy for the program. The agency also employees 35+ human resources specialists who serve as points of contact to hiring managers for questions regarding program use.

- 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		35	Kiana Campbell Disability Program Manager, Human Resources Kiana. D.Campbell@noaa.gov
Answering questions from the public about hiring authorities that take disability into account	1		35	Kiana Campbell Disability Program Manager, Human Resources Kiana. D.Campbell@noaa.gov
Processing reasonable accommodation requests from applicants and employees	2			Debbie Ferrera, Reasonable Accommodations Coordinator, OHCS, Debbie.a.ferrera@noaa.gov Carol Martin, HR Specialist, OHCS, carol.martin@noaa.gov
Section 508 Compliance	1			Jennifer Coletta, IT Specialist, OCIO, Jennifer.coletta@noaa.gov

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Architectural Barriers Act Compliance	1			Deirdre Jones, Chief Administrative Officer, OCAO, <a href="mailto:Deirdre.jones@noaa.gov">Deirdre.jones@noaa.gov</a>
Special Emphasis Program for PWD and PWTB	2		35	Carol Summers, SEPM for PWD/PWTD, Office of Inclusion & Civil Rights, <a href="mailto:carol.l.summers@noaa.gov">carol.l.summers@noaa.gov</a> Kiana Campbell Disability Program Manager, Human Resources <a href="mailto:Kiana.D.Campbell@noaa.gov">Kiana.D.Campbell@noaa.gov</a>

**3. Has 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 0      No 0

The Disability Program Manager has received training from several outlets including USDA Graduate School, ASKEARN Training Center, and the Disability Management Employer Coalition, Conducting an Effective Needs Assessment conducted by DOD CAPTEC (for Bureau RACs), and History of Federal Disability Policies and Laws (ADA 30th Anniversary) conducted by a professor from Gallaudet University.

**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 0      No 0

Yes. To ensure the program’s success, funding has been designated for outreach and recruitment.

**Section III: Plan to Recruit and Hire Individuals with Disabilities**

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTB.

**A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES**

**1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.**

Currently the agency uses outreach to vocational rehabilitation centers, veteran organizations and the resume mining feature from USAJOBS to search for applicants with disabilities. We

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

have also encouraged managers to use the Workforce Recruitment Program database to identify applicants to fill positions. Several of the line and staff offices have incorporated diversity and plans to hire individuals with disabilities in management performance plans. In addition, the agency holds an annual Hiring Event for Veterans and PWDs.

**2. Pursuant to 29 C.F.R. § 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.**

The agency encourages managers to use Schedule A to fill vacant positions whenever possible. We have also used 30% or more disabled veterans to fill positions. Our outreach to vocational rehabilitation centers and disabled veterans organizations encourages eligible applicants to make resumes searchable in USAJOBS and to submit resumes to NOAA via a specific email address.

**3. 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.**

If an applicant applies for a position outside of the competitive process, the human resources specialist will review qualifications and eligibility for appointments. Once an applicant meets both criteria, the specialist will use a secure file to forward the applicant's resume to the hiring manager for review.

**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 0      No 0      N/A 0

Yes. The agency offers bimonthly in person or webinar training to hiring managers. The agency also provides an online training to managers. Also, all hiring managers are required to take the following online trainings as part of OPM's mandated annual training: 1) A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities, and 2) Veteran Employment Training.

**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.**

The agency has a representative that connects with vocational rehabilitation centers near cities where NOAA has a large presence and offers assistance to PWD and PWTD including training on how to understand and apply for federal positions.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**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 and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)	Yes 0	<u>No 0</u>
b. New Hires for Permanent Workforce (PWTD)	<u>Yes 0</u>	No 0

a. No. New hires for PWDs was 15.99%.
b. Yes. New hires for PWTDs was 1.87%; 0.13% below the benchmark.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. New Hires for MCO (PWD)	<u>Yes 0</u>	No 0
b. New Hires for MCO (PWTD)	<u>Yes 0</u>	No 0

PWD - <b>0343</b> : 12.82% of 16.41%; <b>0482</b> : 2.44% of 6.92%; <b>1301</b> : 1.49% of 5.14%; <b>1340</b> : 7.04% of 12.07%; <b>2210</b> : 9.52% of 15.06%.
PWTD – <b>0343</b> : 5.13% of 7.28%; <b>0482</b> : 0.00% of 2.79%; <b>1301</b> : 0.00% of 2.57%; <b>1340</b> : 2.01% of 5.47%; <b>2210</b> : 4.76% of 8.13%.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Qualified Applicants for MCO (PWD)	Yes 0	No 0
b. Qualified Applicants for MCO (PWTD)	Yes 0	No 0

The data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others. NOAA OICR is working with relevant stakeholders to address these issues.
--

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Promotions for MCO (PWD)	Yes 0	No 0
b. Promotions for MCO (PWTD)	Yes 0	No 0

The data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others. NOAA OICR is working with relevant stakeholders to address these issues.
--

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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

Pursuant to 29 C.F.R §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, including PWTD, have sufficient opportunities for advancement.**

- Explore Cabinet Level Agencies to determine best practices for implementation at NOAA. **6/30/2021**
- Develop & present briefings on Individual Development Plans, Leadership Competencies Development Program (LCDP) & other career development programs. **7/30/2021**
- Collaborate with PWD/PWTD Employee Resource Group to discuss challenges in opportunities for advancement. **7/30/2021**
- Create a NOAA specific plan for Recruiting, Hiring, and Retaining People with Disabilities/Targeted Disabilities. **8/30/2021**
- Present Lunch and Learn with employees to discuss application procedures for Schedule A opportunities. **9/30/2021**

**B. CAREER DEVELOPMENT OPPORTUNITIES**

**1. Please describe the career development opportunities that the agency provides to its employees.**

- **Leadership Competencies Development Program (LCDP)** - a competitive, 18-month program that provides a series of training and developmental experiences for a cadre of NOAA individuals, GS-13-15, who have high potential for assuming leadership responsibilities.
- **The NOAA Leadership Seminar (NLS)** is a 4+ day residential training program for employees from all NOAA Line and Staff Offices, all occupations, from both the field and headquarters.
- **The NOAA Leveraging Abilities, Needs, Talents, Energies & Resources Network (LANTERN)** provides developmental assignments for employees at all grade levels to broaden their skills, gain knowledge, and enhance their personal and professional growth.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs						
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs (LCDP) 4 Cohorts	384	115	6.25	6.08	0	0

3. Do triggers exist for **PWD** among the applicants and/or selectees for any of the career development programs? (The appropriate 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 0 No 0
- b. Selections (PWD) Yes 0 No 0

**Leadership Competencies Development Program (LCDP):** Of the 384 applicants, 24 (6.25%) were PWD, and 7 (6.08%) were selected.

4. Do triggers exist for **PWTD** among the applicants and/or selectees for any of the career development programs identified? (The appropriate 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 (PWTD) Yes 0 No 0
- b. Selections (PWTD) Yes 0 No 0

**Leadership Competencies Development Program (LCDP):** Of the 384 applicants, none were persons with targeted disabilities.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**C. Awards**

**1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.**

- |   |              |      |
|---|--------------|------|
| a. Awards, Bonuses, & Incentives (PWD)  | <u>Yes 0</u> | No 0 |
| b. Awards, Bonuses, & Incentives (PWTD) | <u>Yes 0</u> | No 0 |

a. Yes. **Cash Awards \$501-\$999** for PWD was 19.45% as compared to the Inclusion Rate of 21.41%; **\$1000-\$1999** was 50.91% vs. 62.35%; **\$2000-\$2999** was 21.44% vs. 31.64%; **\$3000-3999** was 7.45% vs. 12.52%; **\$4000-\$4999** was 1.82% vs. 3.45%; **\$5000+** was 0.41% vs. 2.17% **Time-off Awards (11-20 hours)** was 3.06% vs. 4.02%.

b. Yes. **Cash Awards \$2000-\$2999** for PWTD was 19.08% as compared to the inclusion rate of 31.64%; **\$3000-3999** was 9.54% vs. 12.52%; **Cash Awards \$4000-\$4999** was 1.77% vs. 3.45%; **Cash Awards \$5000+** was 0.71% vs. 2.17%. **Time-off Awards: (1-10 hours)** was 6.71% vs. 8.16 %; **(11-20 hours)** was 3.18% vs. 4.02%; **(21-30 hours)** was 1.41% vs. 1.60%; **(31-40 hours)** was 2.12% vs. 2.76%. **QSI** was 1.41% vs. 2.61%.

**2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases (QSI) or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.**

- |                         |              |      |
|-------------------------|--------------|------|
| a. Pay Increases (PWD)  | <u>Yes 0</u> | No 0 |
| b. Pay Increases (PWTD) | <u>Yes 0</u> | No 0 |

a. Yes. QSI for PWD was 1.90% vs. 2.61%.

b. Yes QSIs for PWTD was 1.41 vs. 2.61%.

**3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.**

- |                                      |       |      |              |
|--------------------------------------|-------|------|--------------|
| a. Other Types of Recognition (PWD)  | Yes 0 | No 0 | <u>N/A 0</u> |
| b. Other Types of Recognition (PWTD) | Yes 0 | No 0 | <u>N/A 0</u> |

N/A

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**D. Promotions**

**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 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) in the text box.**

a. SES

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

c. Grade GS-14

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

d. Grade GS-13

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

The data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others. NOAA OICR is working with relevant stakeholders to address these issues.



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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) in the text box.

a. SES			
i. Qualified Internal Applicants (PWTD)	Yes	0	No 0
ii. Internal Selections (PWTD)	Yes	0	No 0
b. Grade GS-15			
i. Qualified Internal Applicants (PWTD)	Yes	0	No 0
ii. Internal Selections (PWTD)	Yes	0	No 0
c. Grade GS-14			
i. Qualified Internal Applicants (PWTD)	Yes	0	No 0
ii. Internal Selections (PWTD)	Yes	0	No 0
d. Grade GS-13			
i. Qualified Internal Applicants (PWTD)	Yes	0	No 0
ii. Internal Selections (PWTD)	Yes	0	No 0

The data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others. NOAA OICR is working with relevant stakeholders to address these issues.

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)	<u>Yes</u>	0	No 0
b. New Hires to GS-15 (PWD)	<u>Yes</u>	0	No 0
c. New Hires to GS-14 (PWD)	<u>Yes</u>	0	No 0
d. New Hires to GS-13 (PWD)	<u>Yes</u>	0	No 0

Yes. **SES** hires were 0% as compared to the qualified applicant pool of 7.25%; **GS-15**: 0.00% of 8.86%; **GS-14**: 4.88% of 12.03%; **GS-13**: 7.14% of 12.40%.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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)   | <u>Yes</u> 0 | No 0 |
| b. New Hires to GS-15 (PWTD) | <u>Yes</u> 0 | No 0 |
| c. New Hires to GS-14 (PWTD) | <u>Yes</u> 0 | No 0 |
| d. New Hires to GS-13 (PWTD) | <u>Yes</u> 0 | No 0 |

Yes. **SES** hires were 0% as compared to the qualified applicant pool of 2.90%; **GS-15**: 0.00% of 3.38%; **GS-14**: 2.44% of 5.33%; **GS-13**: 4.29% of 5.87%.

5. 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 0 | No 0 |
| ii. Internal Selections (PWD)          | Yes 0 | No 0 |
| b. Managers                            |       |      |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No 0 |
| ii. Internal Selections (PWD)          | Yes 0 | No 0 |
| c. Supervisors                         |       |      |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No 0 |
| ii. Internal Selections (PWD)          | Yes 0 | No 0 |

The data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others. NOAA OICR is working with relevant stakeholders to address these issues.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

6. 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 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

b. Managers

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

The data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others. NOAA OICR is working with relevant stakeholders to address these issues.

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

a. New Hires for Executives (PWD)	Yes 0	No 0
b. New Hires for Managers (PWD)	Yes 0	No 0
c. New Hires for Supervisors (PWD)	Yes 0	No 0

Yes. **Executives** were selected at 0.00% as compared to the qualified applicant pool of 8.39%; **Managers**: 7.14% of 13.89%. There was no data for **Supervisors**.

8. 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) in the text box.

a. New Hires for Executives (PWTD)	Yes 0	No 0
b. New Hires for Managers (PWTD)	Yes 0	No 0
c. New Hires for Supervisors (PWTD)	Yes 0	No 0

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Yes. **Executives** were selected at 0.00% as compared to the qualified applicant pool of 2.92%; **Managers:** 0.00% of 6.25%. There was no data for **Supervisors**.

**E. Section V: Plan to Improve Retention of Persons with Disabilities**

To be a model employer for persons 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 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.**

**Yes 0                      No 0                      N/A 0**

Yes; the agency has converted or will convert all eligible employees with two years of satisfactory service.

- 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 the trigger below.**

<b>a. Voluntary Separations (PWD)</b>	<b><u>Yes 0</u></b>	<b>No 0</b>
<b>b. Involuntary Separations (PWD)</b>	<b><u>Yes 0</u></b>	<b>No 0</b>

- a. Yes. PWDs inclusion rate for Voluntary Separations was 5.96% as compared to 5.03%.  
b. Yes. PWDs inclusion rate for Involuntary Separations was 0.41%; as compared to 0.25%.

- 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 the trigger below.**

<b>a. Voluntary Separations (PWTD)</b>	<b><u>Yes 0</u></b>	<b>No 0</b>
<b>b. Involuntary Separations (PWTD)</b>	<b><u>Yes 0</u></b>	<b>No 0</b>

- a. Yes. PWTD inclusion rate for Voluntary Separations was 5.65% as compared to 5.03%  
b. Yes. PWTD inclusion rate for Involuntary Separations were 0.71%, as compared to 0.25%.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

- 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*.**

Exit Interview Results related to the recruitment, hiring, inclusion, retention and advancement of PWDs were insignificant. Efforts to increase individual feedback will continue in FY 2021.

**B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES (OCIO)**

Pursuant to 29 C.F.R. § 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 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 website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<http://www.noaa.gov/accessibility>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

<http://www.noaa.gov/accessibility>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The NOAA Web Committee frequently provides advice and training for individuals across NOAA in the proper development and presentation of accessible electronic information. The Committee has a Section 508 working group that meets monthly with open membership to address specific regulatory requirements and implementation concerns and maintains an internal website which provides training materials, tools and other resource for developers and managers.

**C. REASONABLE ACCOMMODATION PROGRAM**

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

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average time frame for processing is 8.6 days.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some 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.

NOAA follows the DAO-215-10, which outlines the policies and procedures for providing RA to disabled employees. Periodic monitoring, from both the manager and the employee is recommended to ensure the accommodation continues to be effective.

Broadcast message reminding all supervisors to take the "Reasonable Accommodation: The Interactive Process" was disseminated to all NOAA.

NOAA utilizes an internal tracking system to keep accurate RA data.

Reasonable accommodation webinars continue to be provided to supervisors by request and recorded webinars are loaded on the CLC for supervisors to take at their leisure.

A reasonable accommodation webinar for employees has been developed and tested and will be piloted to the NOAA PWD- Employee Resource Group (ERG) in FY 2021.

**D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE**

Pursuant to 29 C.F.R. § 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 the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The PAS policy was developed by the Department of Commerce in FY 2018. There are no current requests for PAS.

**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 0      No 0      N/A 0

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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 0      No 0      N/A 0

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.

N/A

**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 a reasonable accommodation, as compared to the government-wide average?

Yes 0      No 0      N/A 0

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

Yes 0      No 0      N/A 0

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

N/A

**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 0      No 0

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

Yes 0      No 0      N/A 0

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

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Trigger 1</b>	There is a low number of PWDs applying to the Leadership Competencies Development Program (LCDP). There were no PWTD participants in the LCDP.	
<b>Barrier(s)</b>	To Be Determined.	
<b>Objective(s)</b>	An effective operational/strategic plan to ensure advancement opportunities for PWD/PWTD.	
<b>Responsible Official(s)</b>		<b>Performance Standards Address the Plan? (Yes or No)</b>
Kenneth M. Bailey, Director, OICR Sean Clayton, Acting Director, OHCS		Yes
<b>Barrier Analysis Process Completed? (Yes or No)</b>		<b>Barrier(s) Identified? (Yes or No)</b>
No		No
<b>Sources of Data</b>	<b>Sources Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
Workforce Data Tables	No	
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Career Development Program Data)	Yes	<b>Leadership Competencies Development Program (LCDP)-All Cohorts/Sessions</b>  Of the 384 applicants, 24 (6.25%) were PWD, and 7 (6.08%) were selected. There were no PWTD participants in the LCDP.



**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding (Yes or No)</b>	<b>Modified Date (mm/dd/yy yy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
3/30/2018	Initiate Employee Resource Groups meetings	Yes	4/30/2019	4/30/2019
6/30/2018	Develop & present briefings on LCDP/IDPs & other career development programs.	Yes	7/30/2021	
9/30/2018	Track applicants/participants by RSNO/D	Yes		7/30/2018
9/30/2021	Draft an Operational Plan for Recruiting Hiring, and Retaining PWDs	Yes		
9/30/2021	Identify a mechanism to survey PWD/PWTDs to determine the low participation of LCDP applicants.	Yes		
<b>Fiscal Year</b>	<b>Accomplishments</b>			
2019	Initiated Employee Resource Group for PWDs to assist with Affirmative Employment and D&I efforts.			

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Trigger 2</b>	Low inclusion rate of awards, bonuses, or other incentives involving PWDs.	
<b>Barrier(s)</b>	To Be Determined	
<b>Objective(s)</b>	Increase manager awareness and use of award programs to incentivize high performance.	
<b>Responsible Official(s)</b>		<b>Performance Standards Address the Plan?</b> (Yes or No)
Sean Clayton, Acting Director, OHCS		Yes
<b>Barrier Analysis Process Completed?</b> (Yes or No)		<b>Barrier(s) Identified?</b> (Yes or No)
No		No
<b>Sources of Data</b>	<b>Sources Reviewed?</b> (Yes or No)	<b>Identify Information Collected</b>
Workforce Data Tables	Yes	<p><b>Table B9:</b></p> <p><b>Cash Awards \$501-\$999</b> for PWD was 19.45% as compared to the Inclusion Rate of 21.41%; <b>\$1000-\$1999</b> was 50.91% vs. 62.35%; <b>\$2000-\$2999</b> was 21.44% vs. 31.64; <b>\$3000-3999</b> was 7.45% vs. 12.52; <b>\$4000-\$4999</b> was 1.82% vs. 3.45%; <b>\$5000+</b> was 0.41% vs. 2.17%;</p> <p><b>Time-off Awards (11-20 hours)</b> was 3.06% vs. 4.02%.</p> <p><b>QSI</b> for PWD was 1.90% vs. 2.61%.</p>
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
4/30/2018	Coordinate with Disability Program Manager to create briefings on Incentive Award Programs	Yes	4/30/2021	
8/30/2018	Hold Lunch & Learn on Incentive Award Program for managers/supervisors.	Yes	8/30/2021	
<b>Fiscal Year</b>	<b>Accomplishments</b>			

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Trigger 3</b>	Low inclusion rate of awards, bonuses, or other incentives involving PWTDS.	
<b>Barrier(s)</b>	To Be Determined.	
<b>Objective(s)</b>	Increase manager awareness and use of award programs to incentivize high performance.	
<b>Responsible Official(s)</b>		<b>Performance Standards Address the Plan?</b> (Yes or No)
OHCS		Yes
<b>Barrier Analysis Process Completed?</b> (Yes or No)		<b>Barrier(s) Identified?</b> (Yes or No)
Yes		No
<b>Sources of Data</b>	<b>Sources Reviewed?</b> (Yes or No)	<b>Identify Information Collected</b>
Workforce Data Tables	Yes	<p><b>Table B9:</b>  <b>Cash Awards \$2000-\$2999</b> for PWTD was 19.08% as compared to the inclusion rate of 31.64%; <b>\$3000-3999</b> was 9.54% vs. 12.52%; <b>Cash Awards \$4000-\$4999</b> was 1.77% vs. 3.45%; <b>Cash Awards \$5000+</b> was 0.71% vs. 2.17%.</p> <p><b>Time-off Awards: (1-10 hours)</b> was 6.71% vs. 8.16 %; <b>(11-20 hours)</b> was 3.18% vs. 4.02%; <b>(21-30 hours)</b> was 1.41% vs. 1.60%; <b>(31-40 hours)</b> was 2.12% vs. 2.76%.</p> <p><b>QSI</b> was 1.41% vs. 2.61%.</p>
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other	No	

**EEOC FORM**  
***U.S. Equal Employment Opportunity Commission***

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
4/30/2018	Coordinate with Disability Program Manager to create briefings on Incentive Award Programs	Yes	4/30/2021	
8/30/2018	Hold Lunch & Learn on Incentive Award Program for managers/supervisors.	Yes	8/30/2021	
<b>Fiscal Year</b>	<b>Accomplishments</b>			

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Trigger 4</b>	The data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others.			
<b>Barrier(s)</b>	To Be Determined.			
<b>Objective(s)</b>	Work with relevant stakeholders (Data Analytics, Monster, and NFC) to address these issues.			
<b>Responsible Official(s)</b>		<b>Performance Standards Address the Plan?</b> (Yes or No)		
Sean Clayton, Acting Director, OHCS Kenneth M. Bailey, Director, OICR		Yes		
<b>Barrier Analysis Process Completed?</b> (Yes or No)		<b>Barrier(s) Identified?</b> (Yes or No)		
No		No		
<b>Sources of Data</b>	<b>Sources Reviewed?</b> (Yes or No)	<b>Identify Information Collected</b>		
Workforce Data Tables	Yes	Data tables contain multiple inconsistencies when analyzing internal selections, interviewed applicants, internal applications, and others.		
Complaint Data (Trends)	No			
Grievance Data (Trends)	No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No			
Climate Assessment Survey (e.g., FEVS)	No			
Exit Interview Data	No			
Focus Groups	No			
Interviews	No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No			
Other	No			
<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>		<b>Sufficient Staffing &amp; Funding</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)
5/30/2018	Conduct meeting with OHCS and OICR to discuss data needs, identify sources, and develop delivery schedule.		Yes	3/30/2021
7/30/2018	Conduct barrier analysis on identified triggers		Yes	7/30/2021
<b>Fiscal Year</b>	<b>Accomplishments</b>			

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Trigger 5</b>	The percentage of PWD and PWTD among voluntary and involuntary separations exceeded that of persons without disabilities and targeted disabilities.	
<b>Barrier(s)</b>	To Be Determined.	
<b>Objective(s)</b>	Improve efforts to encourage use of available exit survey by separating employees.	
<b>Responsible Official(s)</b>		<b>Performance Standards Address the Plan?</b> (Yes or No)
OHCS/OICR		Yes
<b>Barrier Analysis Process Completed?</b> (Yes or No)		<b>Barrier(s) Identified?</b> (Yes or No)
No		No
<b>Sources of Data</b>	<b>Sources Reviewed?</b> (Yes or No)	<b>Identify Information Collected</b>
Workforce Data Tables	Yes	<u><b>Table B14</b></u>  PWDs inclusion rate for Voluntary Separations was 5.96% as compared to 5.03%. PWDs inclusion rate for Involuntary Separations was 0.41%; as compared to 0.25%.  PWTD inclusion rate for Voluntary Separations was 5.65% as compared to 5.03%. PWTD inclusion rate for Involuntary Separations were 0.71%, as compared to 0.25%.
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	Yes	Low response rate in exit interviews/surveys prevents the identification & removal of barriers to the retention of PWD & PWTD.
Focus Groups	No	
Interviews	No	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		No			
Other		No			
<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)	
6/30/2019	Continue barrier analysis process using various data sources, including Complaint Activity and the Federal Employee Viewpoint Survey.	Yes	6/30/2021		
9/30/2019	Develop exit interview survey.	Yes		7/30/2019	
2/28/2020	Review out-boarding process to determine opportunities to solicit feedback.	Yes	2/28/2021		
4/30/2020	Discuss benefits of survey and encourage Line/Staff Office use.	Yes	4/30/2021		
<b>Fiscal Year</b>	<b>Accomplishments</b>				