

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
MD-715 Part G, "Agency Assessment"	<p>C.4.a. "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).--</p> <p>On June 5, 2018 Catanya Chandler, EEOC representative contacted the EEO Director via email and requested a detailed progress status on deficiencies noted in the FY 2017 MD-715, which included, among other things, the following (which are applicable to both C.4.a and C.4.b):</p> <ul style="list-style-type: none">• Timetables or schedules have not been established for review of Merit Promotion Program, Employee Recognition Awards Program or Employee Development Training program; and• Management/personnel policies, procedures, and practices are not examined at regular intervals in accordance with C.4.a <p>In following up on the above compliance items, the EEO office affirms attendance at the Human Capital Council Meetings, which are held quarterly, and the Agency Quarterly Performance Review Meetings.</p> <p>However, there was no relevant information, data and/or documentation made available to support that the EEO office (including the Affirmative Employment Program) and OCHCO have engaged in the level of ongoing participation and review efforts set forth in MD 715 and 29 CFR 1614.</p>

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Type of Program Deficiency	Brief Description of Program Deficiency
	<p>The OCHCO and EEO office meet monthly to discuss personnel programs, policies, and procedures to identify barriers/triggers/issues and initiate necessary updates to agency practices ensure conformance to EEOC laws, instructions, and management directives. The Director and Deputy Director of OCHCO and the Director and Deputy EEO Office currently participate in these Human Capital Council monthly meetings.</p>
MD-715 Part G, "Agency Assessment"	<p>C.4.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].</p> <p>Accordingly, MD-715 Instructions, Sec. I, Subsection 3. Overall Accountability and EEO Programmatic Management states, "... the EEO office is required to ensure that personnel policies and procedures, rules of conduct, promotion, evaluation and training systems are routinely reviewed to ensure that they are clearly defined, well-communicated, consistently applied and fairly implemented."</p> <p>Section 29 CFR §1614.101(a) states, "It is the policy of the Government of the United States to provide equal opportunity in employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, age or [disability] and to promote the full realization of equal employment opportunity through a continuing affirmative program in each agency."</p> <p>Section 29 CFR §1614.102(a) states, "Each agency shall maintain a continuing affirmative program to promote equal</p>

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	<p>opportunity and to identify and eliminate discriminatory practices and policies. In support of this program, the agency shall under subsection (3) "Conduct a continuing campaign to eradicate every form of prejudice or discrimination from the agency's personnel policies, practices and working conditions."</p> <p>Currently, no relevant information, data and/or documentation has been provided, which supports that the EEO office (including the Affirmative Employment Program) and OCHCO have engaged in the level of ongoing participation and review efforts set forth in MD 715 and 29 CFR 1614.</p> <p>The OCHCO and EEO office meet monthly to discuss potential systemic barriers, review management/personnel policies, procedures, and practices that may be impeding full participation in the program by all EEO groups, and initiate changes as necessary. This includes agency merit promotion programs, employee recognition awards programs, employee development/training programs.</p> <p>The EEO office is an active participant on the agency's Strategic Workforce Oversight Utilization Panel (SWOUP) a subcommittee of the HCC. The SWOUP meets quarterly to provide direct guidance and recommendations on the agency's talent acquisition activities including recruitment, hiring and strategic direction. EEO Office representation on the HCC and SWOUP ensures that discussions and decisions are informed to ensure equal opportunity in employment for all persons, including prohibiting discrimination in employment because of race, color, religion, sex, national origin, age or [disability] and to promote the full realization of equal employment opportunity at the agency.</p>

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	<p>B.3.a: “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)].”</p> <p>This subsection is being cited as deficient in FY 2020. The EEO office (Affirmative Employment Program) will review relevant information, data, and support documentation to affirm that the level of ongoing review and participation by the EEO office and OCHCO is occurring consistent with the provisions set forth in MD 715 and 29 CFR 1614.</p>
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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)
01/30/2018	The EEO office and OCHCO Directors meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives	09/30/21		Ongoing Report annually MD-715 Report
	The EEO office/AEDM Program Manager jointly brief the EEO and OCHCO Directors on policies, practices, and procedures that adversely impact women, minorities, and individuals with disabilities.	09/30/21		Ongoing Report annually MD-715 Report
	The EEO office/AEDM Program Manager receives information/document to support corrective strategies for moving forward and to track progress, and report outcomes internally and externally (e.g., EEOC).	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)

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Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager, SBCR	Tuwanda Smith	Yes
AEDM Specialist	Stephanie Garland	Yes
Program Manager, Special Emphasis Program, SBCR	Dorothea Washington	Yes
Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)(Acting)	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	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)
06/12/2018	Draft timetables/schedules for conducting reviews of the Merit Promotion Program, Employee Recognition Awards Program, Employee Development/Training Program; and management/personnel policies, procedures, and practices.	Yes	Ongoing	Drafted 2018. Agreed to by EEO office/OCHCO 1/20/2020 EEOC Approval 2020 Report annually via MD-715 Report
10/01/2018	Implement timetable/schedule and track reviews conducted, findings, actions, and outcomes over the fiscal year.	Yes	Ongoing	Report annually via MD-715

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Report of Accomplishments

Fiscal Year	Accomplishments
2020	NRC issued a separate Diversity and Inclusion Policy (on 5/18), which was distributed to all NRC employees through an agency yellow announcement.
2020	Continued to elicit support and promote the NRC's Inclusive Diversity Strategic Plan (IDSP), and Comprehensive Diversity Management Plan Reports.
2020	Implemented an Initiative on Civility, Awareness, Respect and Engagement known as "iCARE" to assist with Agency efforts in facilitating deeper understandings and appreciation of cultural and diversity and inclusion related issues amongst employees and promote individual personal and professional growth and effectiveness through the processes of listening, introspection, and building acceptance for differing perspectives.
2020	Continued implementation of DIALOGUE—Diversity Inclusion Awareness Leading Organizational Growth, Understanding, and Engagement—in which small groups of managers and employees participate in facilitated forums to discuss diversity topics in an open environment.
2020	Continued to facilitate the "Speed of Trust" initiative, consisting of workshops to provide opportunities for strengthening mutual trust among Agency leaders, supervisors, and employees.
2020	See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>MD-715 Model Agency Title VII and Rehabilitation Act Programs</p>	<p>The EEO office has been requesting required data from OCHCO as part of EEOC's MD-715 Reporting. In the MD-715, Part G Agency Self-Assessment, the EEO office has responded to the compliance indicator related to OCHCO providing timely accurate data by checking "yes" with comments referencing challenges improvements. Additionally, OCHCO has indicated in the agency's annual FEORP Report submitted to OPM that the agency tracks career development demographics and MD-715 Part H and I are being put in place to help track, make available and produce the required affirmative employment information/data.</p> <p>The data being requested should comply with the regulatory requirements set forth in the MD-715 Part G – Agency Self-Assessment, which are described in the following paragraphs:</p> <p>B.4.a.7 - 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.</p> <p>C.4.c - 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)]</p> <p>D.1.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]</p> <p>E.4.a - Does the agency have systems in place to accurately collect, monitor, and analyze the following data:</p> <p>E.4.a.2 - The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]</p> <p>E.4.a.3 - Recruitment activities? [see MD-715, II(E)]</p> <p>E.4.a.4 - External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]</p>

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Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
04/01/2021	To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year.	09/30/2021		Ongoing

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer, OCHCO	Ashley Roberts	Yes
Chief, Human Capital Analysis Branch	Terry Mintz	Yes
Human Capital Analysis Branch	Brendan Cain	Yes
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, SBCR Affirmative Employment and Diversity Management (AEDM) Program	Tuwanda Smith	Yes
AEDM Specialist	Stephanie Garland	Yes
SBCR-Special Emphasis Program	Dorothea Washington	Yes

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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)
09/30/21	Continue to generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year.	Yes	Ongoing	Ongoing

Report of Accomplishments

Fiscal Year	Accomplishments
2020	See recruitment efforts and agencywide performance results captured in MD-715 Report, Part E3, "Workforce Analysis."

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.1.b.	Does the agency regularly use the following sources of information for trigger identification: workforce data; complain/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715].

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)
10/01/17 09/30/19	The OCHCO provides quarterly exit survey data to the EEO office/Affirmative Employment and Diversity Management (AEDM) to: 1) conduct routine reviews and assessments of Exit Survey data; 2) coordinate efforts with OCHCO and other NRC offices around results; 3) improve, reduce, or eliminate unwarranted employee separations; 4) identify triggers and root causes of problems; and 5) implement plans to identify and eliminate any barriers to equality of opportunity for all NRC employees.	04/06/20	09/30/21 On-going	Report Annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer, OCHCO	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	Yes

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Branch Chief, Workforce Management and Benefits Branch	Tamla Ransford	Yes
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR	Tuwanda M. Smith	Yes
Program Manager, Special Emphasis Programs, SBCR	Dorothea Washington	Yes
AEDM Specialist, SBCR	Stephanie Garland	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)
09/30/18 04/20/20	The AEDM Program Manager will meet with the EEO office and OCHCO Directors/Deputies to discuss AEDM's review and examination of Exit Survey results for fiscal years 2018-2021. The EEO office and OCHCO will collaboratively devise a strategy plan for moving forward and working with NRC offices identified in the Exit Interview Survey as having unwarranted reasons for employee separations.	Yes	03/30/21 Ongoing Activities	Report Annually via EEOC MD-715 Report
03/30/21	The AEDM will report suspected wrongdoing (e.g., incidences of abuse, misconduct, mismanagement of agency programs) cited by former and current NRC employees in Exit Surveys to the EEO Director, who is required to report these allegations in writing directly to the Office of the Inspector General consistent with the provisions set-forth in 28 U.S.C. 535 and NRC's Management Directive (MD) 7.4 " <i>Reporting Suspected Wrongdoing and Processing OIG Referrals.</i> " The Program Manager of AEDM also recognizes that MD 7.4 imposes a duty on NRC employees to report to the OIG suspect wrongdoing, as well.	Yes	03/30/21	Report Annually via EEOC MD-715 Report
03/30/21	The AEDM Program will coordinate efforts with the agency's Culture Improvement Initiative (CII) staff to include sharing exit survey results for the 2018-2021 periods and determine how the two groups can partner and work collaboratively with affected NRC offices identified as having unwarranted reasons for employee separations.	Yes		Ongoing Partnering

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/18	The EEO office will elicit assistance from the DMIC to conduct a barrier analysis and focus groups to identify issues/challenges confronting employees in the NRC workforce; determine underlying problems and root causes related to employment conditions and potential unwarranted employee separations; and present findings and recommendations to the EEO office and OCHCO.	Yes	04/20/20 04/30/21 Ongoing	Report Annually via EEOC MD-715-Report
09/30/18	SBCR/AEDM will continue to coordinate efforts with OCHCO and others to incorporate within the EEO and Diversity Management Training for managers and supervisors, 5 CFR Part 412, Federal supervisors and managers required triennial refresher training on performance management; and emergent training. Topics/focus include information on employee separations and causes, identifying and eliminating barriers, utilizing effective communication skills, recognizing and addressing bias, NRC culture and values, roles, responsibilities, and manager and supervisor accountability, drafting corrective action plans, etc.	Yes	10/15/20 Ongoing	Report Annually via EEOC MD-715 Report
04/20/20	The EEO office will elicit support from the EEO Advisory Committees to host lunch and learns, and other forums for employees around usage of ADR to resolve workplace disputes, the EEO complaints process, and other methods of communication that allows employees to bring attention on workplace environments and conditions.	Yes	04/20/20 09/30/21 Ongoing	Report Annually via EEOC MD-715 Report
07/01/20	The EEO Director/Deputy will continue to hold periodic meetings with NRC office Directors/Designees. The periodic meetings will continue to include individualized Assessments conducted by the EEO office Affirmative Employment and Diversity Management (AEDM) program and provide office specific information related to the following areas: Recruitment Outreach; Training/Development; Diversity and Inclusion (e.g., Employee Engagement Index, Employees Perception of diversity & inclusion specific to ranking for each office); and findings from Employee Exit Interviews (e.g., identify concerns raised regarding separations); and identifying supportive behaviors and recommendations.	Yes	Ongoing	Report Annually via EEOC MD-715 Report
09/30/18	The AEDM staff work directly with affected NRC offices to identify office level strategies, interventions, and remedies specific to each affected office.	Yes	04/20/20 09/30/21 Ongoing	Report Annually via EEOC MD-715 Report

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Report of Accomplishments

Fiscal Year	Accomplishments
2020	See MD -715, Part E3, "Workforce Analysis."
2020	The EEO office Director/Deputy held individualized periodic briefing meetings with the following NRC offices (<i>which included AEDM office specific Assessments related to affirmative employment and diversity management topics including employee separations and findings from Exit Interview Surveys</i>): Office of Investigations and Region I (7/17); Office of Nuclear Material Safety and Safeguards, and Office of Nuclear Reactor Regulation (7/28); Office of the Chief Human Capital Officer, and Office of Enforcement (7/29); Office of the Chief Financial Officer (8/3); Office of Nuclear Security and Incident Response, and Office of Public Affairs (8/17); Office of International Programs (8/20); Office of Administration (8/24); Region II (8/31); Office of the Advisory Committee on Reactor Safeguards (9/2); Region IV (9/3); Office of the Inspector General (9/29); and Office of the Chief Information Officer (9/30).
2020	See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4.d.	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)].

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)
10/01/19	The OCHCO will make available to the EEO office/AEDM program quarterly statistical tables, demographics, and applicant flow data required to prepare the agency's annual MD-715 Report and needed to conduct periodic assessments during the fiscal year.	04/06/20	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/19	Increase the agency's use of hiring authorities that take disability into account with respect to hiring; promotion, and assignments to the extent permitted by law.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/19	Increase representation of PWTD in NRC's senior grade levels.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/19	Achieve the 12 percent disability goals for persons with disabilities (PWD).	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/19	Achieve the 2 percent disability goals for persons with disabilities (PWTD).	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/19	Create awareness, provide training, and disseminate/post the agency's revised Reasonable Accommodations Procedures Plan (RAP), which was approved by EEOC 09/27/19.	Ongoing	Ongoing	Report Annually via EEOC MD-715 Report

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10/01/19	Provide (PAS) NRC has determined that requests for Personal Assistance Services PAS procured using an independent PAS provider once needs are identified. Payment would be made with OCHCO purchase card.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/18	Partner with organizations that specialize in the employment of individuals with disabilities.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/18	Assurance that all hiring managers and supervisors are aware of NRC hiring authority equivalent to Schedule A and other disability hiring authorities.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/18	Remove barriers PWD and PWTD may encounter in recruitment and/or selection processes related to new hires, promotions, training and career development, and advancement; or distribution of awards.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/19	Assurance that NRC policies, procedures, or practices are not the reason why PWD and PWTD terminate their employment with the agency.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/18	Assurance that the disability program staff possess sufficient knowledge and skills to answer program and disability related questions; and provide employees and job applicants with necessary reasonable accommodations.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report
10/01/18	Assurance that managers and supervisors demonstrate their commitment to equal employment opportunity and diversity management principles, which includes among other things recruiting, retaining, and developing a diverse workforce.	Ongoing	Ongoing	Report Outcomes Annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer (Acting), OCHCO	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	Yes

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Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief, Workforce Management and Benefits Branch	Tamla Ransford	Yes
Recruitment Program Manager, Special Placement Program Coordinator (Individuals with Disabilities)	Kimberly English	Yes
Reasonable Accommodations Coordinator, Disability Program Manager	Anne Silk	N/A
Chief, Human Capital Analysis Branch	Terry Mintz	Yes
Human Capital Analysis Branch	Brendan Cain	Yes
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR	Tuwanda M. Smith	Yes
Program Manager, Special Emphasis Programs, SBCR	Dorothea Washington	Yes
AEDM Specialist, SBCR	Stephanie Garland	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)
10/01/18	Address inconsistencies and provide MD-715 related workforce tables, demographics, and applicant flow information/data.	Yes	Ongoing	Report Annually via EEOC MD-715 Report
10/01/18	Include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers; and encourage and support fiscal year hiring efforts that take disability into account (i.e., new hires; promotions, solicitations of interest, rotations, and assignments).	Yes	Ongoing	Report Annually via EEOC MD-715 Report
09/30/19	Conduct outreach and recruitment efforts for PWTB in the senior grade levels.	Yes	Ongoing	Report Annually via

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10/01/18	Increase the number of PWD hired, promoted, and reassigned (i.e., rotations, details, reassignments).	Yes	Ongoing	Report Annually via EEOC MD-715 Report
10/01/18	Increase the number of PWTD hired, promoted, and reassigned (i.e., rotations, details, reassignments).	Yes	Ongoing	Report Annually via EEOC MD-715 Report
09/30/19	Published the Disability Program Strategic Project Plan for FY 2019 – FY 2024 and posted on the agency's public Web site. Plan implementation ongoing.	Yes	Ongoing Activities	Plan completed/ posted 04/14/2020 Status on implementation efforts - Report Annually via EEOC MD-715 Report
09/30/20	Conduct a focus group in FY 2020, with NRC employees, to identify challenges and barriers for people with disabilities when applying and interviewing for jobs at the NRC, receiving training and developmental opportunities, and applying for and being selected for promotions/new opportunities.	Yes	09/30/21	Report Annually via EEOC MD-715 Report
09/30/19	Post RAP on agency's public Web site.	Yes	09/27/19	10/01/19
02/27/18	Provide RAP training to managers, supervisors, and employees.	Yes	09/27/19	10/01/19
09/30/19	Use a service provider to administer PAS to disability status applicants and employees.	Yes	Ongoing	Report Annually via EEOC MD-715 Report
9/30/19	Establish and maintain contacts with organizations that specialize in the employment of individuals with disabilities and use program resources that identify applicants eligible to be appointed under NRC hiring authorities that take disabilities into account.	Yes	Ongoing	Report Annually via EEOC MD-715 Report

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09/30/19	Conduct a barrier analysis to determine whether PWD and PWTB have barriers in the recruitment and/or selection processes for new hires, promotions, training and career development, advancement, distribution of awards and retention.	Yes	09/30/2021	Report via EEOC MD-715 Report
10/01/18	Conduct a barrier analysis to determine whether any policies, procedures, or practices are causing PWD and PWTB to leave the agency.	Yes	09/30/2021	Report via EEOC MD-715 Report
10/01/18	Conduct a focus group in FY 2020, with NRC employees, to identify whether policies, procedures, or practices for the reason PWD and PWTB terminate their employment with the agency.	Yes	09/30/2021	Report via EEOC MD-715 Report
10/01/18	Provide training to all hiring managers and supervisors on the use of NRC hiring authority equivalent to Schedule A and other disability hiring authorities. One method will be to include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers.	Yes	Ongoing	Report Annually via EEOC MD-715 Report
10/01/18	Provide training to the disability program staff sufficient to increase their knowledge and skills regarding disability hiring programs; answer disability related questions; provide job applicants with necessary reasonable accommodations; accept, validate, and forward applications for appointment under hiring authorities that take disability into account to the relevant hiring official and; oversee any other disability related hiring program.	Yes	Ongoing	Report Annually via EEOC MD-715 Report
10/01/18	Evaluate hiring managers on their support of EEO and Diversity efforts including helping to meet disability goals in their annual performance appraisal.	Yes	Ongoing	Report Annually via EEOC MD-715 Report

Report of Accomplishments

Fiscal Year	Accomplishments
2020	NRC's Disability Program Strategic Project Plan was published in FY 2020 and posted on NRC's internal and external Web sites on April 14, 2020. For more information click on Disability Program Strategic Project Plan 2019-2024 .
2020	NRC's OCHCO is continuing to work on developing a Career Development Tracking System. Efforts were initiated on January 23-28, 2020 to identify long-term requirements to track application and participation rates. OCHCO staff were able to generate an initial dataset of FY 2019 information and worked to produce summary reports. On January 31, 2020 staff started to get the training data connected with the PWD and PWTB data. On a high level, OCHCO begin exploring ways they could organize the data in TMS, connect to related HR data, and generate this type of reporting quicker in the future. To comply with MD-715

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	requirements that agencies track their career development opportunities to permit analyses of potential barriers to equality of opportunity for women, minorities, and individuals with disabilities, OCHCO created a Microsoft Excel spreadsheet of training for FY 2019 by Disability category. The spreadsheet tracks employees who applied for internal and external training and those selected (including PWD and PWTDD), by numbers and percentages for the FY 2019 MD-715 Report. The same processes are being used to generate for FY 2020 information.
2020	In 2020, the EEO office/ADEM, OCHCO, and OGC conducted four EEO and Diversity & Inclusion training courses for managers and supervisors, which covered disability regulations and requirements including the NRC procedures and processes, and manager/supervisor responsibilities related to reasonable accommodations.
2020	NRC Disability program staff continued to implement the Disability Affirmative Action Plan. Promoted the use of our Schedule A equivalent hiring authority by providing training for supervisors on special hiring authorities and forwarding resumes of eligible applicants to hiring managers.
2020	NRC hired 13 persons with disabilities, of which one person had a targeted disability, compared to eight hires and one hire with a targeted disability in FY 2019.
2020	NRC staff referred 14 resumes from the Workforce Recruitment Program (WRP) data base for consideration in the Temporary Summer Student Program and seven offers extended. Of the seven offers extended, four were accepted, two declined, and one withdrew from consideration. One student from the WRP accepted an offer to return for a second internship over winter break. Referred and subsequently hired a Wounded Warrior as an Intelligence Analyst.
2020	All NRC vacancy announcements include information on how to request a reasonable accommodation when applying to a vacancy posting; however, there were no requests for reasonable accommodations from job applicants in FY 2020. There was one request for reasonable accommodations made during the new hire process for a deaf summer intern. There was also one request for reasonable accommodations during the promotional process for a GG-14 staffer who was promoted to a GG-15 Branch Chief position.
2020	NRC processed 115 requests for reasonable accommodations in FY20. Approximately 68 of those requests were processed since mid-March 2020, when the agency began teleworking due to COVID-19. This is about a 17% increase in requests from the previous year.
2020	To improve career advancement opportunities for PWD and PWTDD, the NRC offered training, internship, and mentoring programs.
2020	NRC's Advisory Committee for Employees with Disabilities (ACED) sponsored the Disability Employment Awareness Month Luncheon and a lunch and learn on Aphasia Awareness.
2020	As of 09/30/20, the NRC had partnered with the Department of Defense Operation Warfighter (OWF) Program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC also partnered with the Department of Labor's Workforce Recruitment Program (WRP) by accessing their resume database to search for candidates for Administrative Assistant, Information Technology, and Temporary Summer Student positions. The NRC strengthened its relationship with the Wounded Warrior Project (WWP), and in June 2020 NRC staff conducted an informational session with WWP constituents on special hiring authorities. And, NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, MD Workforce Exchange job board, MD DORS, and GettingHired.com.

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2020	In 2020, the OCHCO Disability program staff participated in training sessions such as: Building Understanding of Employment of People with Disabilities in Federal Agencies (FEED); Federal Equal Employment Opportunity Laws and the COVID-19 Pandemic (EEOC); Federal Agency Telework Considerations for Employees with Disabilities (FEED); 5 Tips for Disability Hiring(Disability Solutions); Connecting Agency Practices to Federal Disability Discrimination Complaints (FEED); Resolving Complex Reasonable Accommodation Issues in the Federal Workplace (Federal Webinars-LRP Publications)
2020	In 2020, NRC posted notices explaining employees' and applicants' rights under applicable regulations, including how to file a complaint.
2020	See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."
2020	See additional accomplishments captured in MD-715 Part J, "Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities."

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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
MD-715 Part G, "Agency Assessment"	<p>E.1.d. Does the agency issue acceptance letters/dismissal decisions with a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.</p> <p>In 2020, the answer was, no and a MD-715 Part H plan was put into place.</p> <p>PRIOR YEAR FINDINGS In FY 2018, the answer was, no. In FY 2019, the answer was yes. Mitigating and corrective strategies were put in-place, which included more efficient utilization of the iComplaint tracking system; and establishing 60 days as a reasonable time metric for issuing acceptance letters and dismissal decisions consist with MD-110 provisions. In FY 2020, the answer is no. A review of the 462 Report for the reporting period (10/01/2019-09/30/2020) reflects there were six complaints pending decision to accept/dismiss. The Summary of Pending Complaints by Category reflect that the number of days these cases were in pending status was 1,015, with the average number of days identified as 169, and pending time for the oldest case was 552 days.</p>

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)
10/01/20	In accordance with 29 CFR 1614 and EEOC Management Directive (MD) 715, make a conscious effort to issue acceptance letters/dismissal decisions within a thirty (30) day timeframe.	9/30/21		Report on the Annual MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Vonna Ordaz	Yes

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Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy EEO Director	Jeanne Dempsey	Yes
Program Manager	Stephen Smith	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)
12/01/19	Hire additional staff to manage and oversee the EEO complaint processing activities			01/31/21
10/01/20	Continue to assess and implement process improvement measures to increase program efficiency and effectiveness			09/30/21
10/01/20	Continue to optimize the use of the iComplaints Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations)			09/30/21

Report of Accomplishments

Fiscal Year	Accomplishments
June 2020	A senior civil rights specialist was hired in June 2020
On-going	Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments
October 2020	CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle
October 2020	Developed templates for standardizing all correspondence supporting the EEO complaint process
December 2020	Reestablished clear internal complaint processing procedures by revising the acceptance/dismissal analysis stage to be completed within twenty (20) days and provide legal sufficiency with the required ten (10) days for review and approval.
January 2021	A senior EEO specialist was hired in January 2021
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."

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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
	<p>E.1.f - Does the agency timely complete investigations, pursuant to 29 CFR § 1614.108? No. This determination was made based on a review of the agency's EEOC SF462 Report for 2020.</p> <p>Pursuant to 29 CFR § 1614.108 the agency is required to investigate a discrimination complaint in a timely manner. The investigation must be appropriate, impartial, and completed within 180 days of filing the complaint, or within the time period contained in an order from the Office of Federal Operations on an appeal from a dismissal pursuant to 29 CFR § 1614.107(a). The EEO Director or designee and the complainant may agree in writing, consistent with 29 CFR § 1614.108(e), to an extension of not more than ninety (90) days; or within the period of time set forth in 29 CFR §§ 1614.108(e) or 1614.606 if there are multiple complainants with similar allegations of discrimination or complainant has filed multiple complaints which the agency has consolidated. If the agency fails to complete the investigation in 180 days, it shall issue written notice to complainant informing the complainant that it was unable to complete the investigation, the estimated date of completion, and complainant's right to file a civil action or request a hearing. See 29 CFR § 1614.108(g). Agencies are required to complete investigations within the earlier of 180 days after the filing of the last complaint or 360 days after the filing of the original complaint. Regardless of amendment or consolidation of complaints, the investigation shall be completed in not more than 360 days.</p> <p>A review was conducted of NRC's EEOC SF 462 Report. In FY 2020, a total of 25 complaints were filed alleging discrimination. In FY 2020, contractors completed 11 EEO investigations. One investigation was completed in less than 180 days. Nine investigations were completed in 181-360 days (<i>*3 were identified as timely, but reflect an average of 222.33 days, 6 were identified as untimely reflecting an average of 276.17 days</i>) and 1 investigation was completed in 361 or more days. In 2020, the EEO office offered ADR to 37 counselees during the informal process, of whom 26 declined (70.27 percent). Eleven complaints were accepted into the ADR program (29.73 percent), of which there were no attempts to conduct ADR in six cases. Four mediations were conducted, which resulted in 3 ADR settlements. A total of 10 single complaints covering multiple statutes were closed during the reporting period, of which there were 10 final agency decisions (9 dismissals and 1 finding of no discrimination); and 1 final Agency merit decision. At the end of the fiscal year, there were 30 complaints pending. There were 2 Complaints pending written notification (Acknowledgement Letter), 6 complaints pending a decision to accept or dismiss, 11 complaints pending investigation, 9 complaints awaiting a hearing, and 2 complaints pending a final agency decision.</p>

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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)
10/01/20	In accordance with 29 CFR § 1614.108 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days.	09/30/21	Ongoing	Report annually via MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Civil Rights Program	Stephen Smith	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)
12/1/19	Hire additional staff to manage and oversee the EEO complaint processing activities.	Yes		1/31/21
10/1/20	Continue to assess and implement process improvement measures to increase program efficiency and effectiveness.	Yes	Ongoing	Report annually via MD-715 Report
10/1/20	Continue to optimize the use of the iComplaints Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations).	Yes	Ongoing	Report annually via MD-715 Report

Report of Accomplishments

Fiscal Year	Accomplishments
June 2020	A senior civil rights specialist was hired in June 2020
Ongoing	Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments

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October 2020	Developed templates for standardizing all correspondence supporting the EEO complaint process
October 2020	CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle
October 2020	Reestablished clear internal complaint processing procedures, on-going team trainings, revised processing timeframes for our contractors with established penalties for untimely products, and certainly the hard work, passion, and commitment of the CR team
January 2021	A senior EEO specialist was hired in January 2021
2020	NRC issued its annual EEO Policy Statement reminder, which was distributed to all NRC employees through an agency Yellow Announcement.
2020	In 2020, the EEO office, OCHCO, and OGC conducted four mandatory EEO and Diversity & Inclusion Training courses, which included a segment on EEO, legal updates, ADR, Harassment and a number of other topics.
2020	Briefed the Commission biannually on the accomplishments and plans of the Agency's EEO affirmative employment and diversity management program at the Mid-Year Human Capital Briefing and end-of-the year EEO Briefing.
2020	Timely submitted the "No Fear Act" Report to EEOC and posted information on NRC's public and internal Web sites.
2020	NRC sent annual notification to all employees of their whistleblower protection rights, as required by the Office of Special Counsel, for Agency certification under 5 U.S.C. Section 2302(c); In addition, NRC reviewed and updated its internal and external web pages to publicize these rights as well.
2020	See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."

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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
MD-715 Part G, "Agency Assessment"	E.3.f. "Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch.3(II)(D)]?" Low participation rate of employees in the ADR during the pre-complaint process.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2020	To increase employee participation for ADR to reflect 50 percent or more of the aggregate amount of pre-complaints being processed for completion.	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, SBCR Civil Rights Program	Stephen Smith	Yes
ADR Manager/Program Coordinator	Rhonda Dorsey	Yes

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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)
10/01/2020	Heavily promote and market ADR (i.e., brochures, desk aids, FAQs, etc.)			
10/01/2020	Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness			
10/01/2020	Continue to optimize the use of the iComplaints Case Management System to monitor the complaint events/activities to ensure that all events/activities are accurately reflected as required (i.e., ADR)			
10/01/2020	Produce an outreach video on the benefits of the ADR program and post it on the SBCR's webpage to meet the outreach and training objective for the ADR program.			

Report of Accomplishments

Fiscal Year	Accomplishments
October 2019	The Agency issued the Alternative Dispute Resolution (ADR) Program Manual for the purpose of making all NRC employees and stakeholders aware of the Agency's ADR program and procedural processes and to assist individuals in better understanding how to resolve EEO complaints fast, confidentially, and effectively.
May 2020	<p>On April 26, 2017, the EEOC conducted a teleconference with NRC to review the status of its compliance and noted through its feedback that the Agency identified a program deficiency that involves a low ADR participation rate in the pre-complaint stage of the EEO process. After reviewing the Agency's 462 Reports, it was determined that the participation rate in the ADR program during the pre-complaint stage decreased from 44 percent in FY 2014 to 17 percent in FY 2016, which was below EEOC's goal of 50 percent.</p> <p>Although it was noted that the Agency did not establish a plan to address this deficiency in Part H of its FY 2016 MD-715 Report, the Agency has since established a Part H plan to address this deficiency in its FY 2017 MD-715 Report and in satisfying this compliance indicator, closed-out this program deficiency in Part H of its FY 2019 MD-715 Report by exceeding the 50 percent participation goal of employees in the ADR program during pre-complaint processing.</p>

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	<p>Moreover, and for its FY 2020 MD-715 Report, the Agency determined that its ADR participation rate in the pre-complaint stage of the EEO process dropped slightly to 39 percent. After reviewing the Agency's 462 Report, it was reported that there were 39 pre-complaints initiated during this reporting period and 8 pre-complaints on hand at the beginning of the reporting period for a total of 41 pre-complaints. Of the 41 pre-complaints, all participants were offered ADR (100 percent) and 39 pre-complaints were completed (95 percent) during this reporting period. Of the 39 pre-complaints that were completed, 11 were withdrawn (28 percent) now resulting in a total of 28 pre-complaints. Of the 28 pre-complaints, 11 were counseled where the employee participated in ADR resulting in 39 percent.</p> <p>Therefore, the Agency has decided to establish a Part H plan to address this triggered deficiency of its FY 2020 MD-715 Report on the "low participation rate of employees in the ADR during the pre-complaint process".</p>
May 2020	First time ever, the Agency issued the Chairman's Alternative Dispute Resolution Program for Equal Employment Opportunity Complaints and Related Issues (Policy Statement).
Ongoing	Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve ADR processing activities and eliminate any impediments.
September 2020	Annually conducts four (4) mandatory EEO and Diversity & Inclusion trainings for managers/supervisors which includes modules on EEO, legal case law updates, ADR, harassment, reasonable accommodation, and a number of other topics. These training sessions were attended by 108 mid and senior level managers and supervisors.
October 2020	CR has implemented a virtual platform to coordinate and administer the ADR process supporting the pre-complaint and formal complaint process
October 2020	CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a complaints life cycle.

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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
<p>MD-715 Model Agency Title VII and Rehabilitation Act Programs</p>	<p>The overriding objective of MD-715 is to ensure that all employees and applicants for employment enjoy equality of opportunity in the Federal workplace regardless of race/ethnicity, sex, disability, other protected groups, or reprisal for engaging in prior protected activity. Federal agencies must position themselves to attract, develop and retain a top-quality workforce that can deliver results and ensure our nation's continued growth and prosperity.</p> <p>FY 2020 FINDINGS In 2020, the EEO office determined that there was some increase noted in representation of women, minorities and individuals with disabilities. However, this determination is not conclusive due to the limited information, data, and number of positions provided for review and analysis. The EEO office determined continued underrepresentation of women, minorities, and individuals with disabilities, based on a review of the workforce tables related to NRC's total workforce composition, permanent workforce complement, temporary workforce complement, executive and senior level grades, and participation rates of NRC mission critical and standard occupations. This determination is made based on review and analysis of the following information and data: Total Workforce Composition – Workforce Tables a.1, a.2, b.1-1, b.1-2; Permanent Workforce Complement – Workforce Tables a.1, a.2, b.2; Temporary Workforce Complement – Workforce Tables a.1, b.1-1, b.1-2; Executives, Managers, Supervisors, SES, AD13/14, GG-15, and GG-13 – Workforce Tables a.3, a.4p, a.6 a.7, a.8, b.3 b.4 b.6, b.7, b.8 and other information contained in MD-715 Part E.3 Workforce Analysis.</p> <p>FY 2019 PRIOR YEAR FINDINGS The NRC's policy is to have a workforce that reflects diversity in gender, ethnicity, education, occupation, age, and thought related to the working environment and safety culture. However, NRC's employment representation for women, minorities, and individuals with disabilities is below the civilian labor force (CLF) percentages and governmentwide statistics.</p> <p>Based on a comparative review of NRC's demographic data and the FEORP published by OPM in October 2019 Federal Workforce and Civilian Labor Force (CLF) tables, the EEO office determined that triggers exist with regard to the representation of minority males (Hispanic, Black, Native Hawaiian or Pacific Islander; and individuals two or more races) and females (White, Hispanic, Native Hawaiian or Pacific Islander; American Indian or Alaska Native; and individuals two or more races) in NRC's permanent workforce. [see MD-715, Part E3, "Workforce Analysis"].</p> <p>Based on a comparative review of the demographic data and the CLF, the EEO office determined that triggers exist with regard to the current representation of females, minorities, and PWD and PWTD in the following classifications: Senior Level Services (SLS) classification; mid-level officials and managers; team leaders; and Tech Managers and Supervisors. The EEO office was unable to make assessments at this time for GG-04 through GG-15, due to unavailability of workforce tables.</p>

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	Based on a comparative review of NRC's demographic data and the Federal government statistics published by OPM in October 2019, the EEO office determined that triggers continue to exist with regard to the current representation of Senior Executive Services (SES) females (White; Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Pacific Islander; and individuals two or more races) and minority (Hispanic; American Indian or Alaska Native; and individuals two or more races) at the NRC.
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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)
10/01/17	Increase representation of women, minorities, and individuals with disabilities and targeted disabilities working at NRC in the above classifications.	Ongoing	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer, OCHCO	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	Yes
Branch Chief, Workforce Management and Benefits Branch	Tamla Ransford	Yes
Special Placement Program Coordinator (Individuals with Disabilities), OCHCO	Kimberly English	Yes
Reasonable Accommodation Specialist, OCHCO	Anne Silk	N/A

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Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, SBCR Affirmative Employment and Diversity Management (AEDM) Program	Tuwanda Smith	Yes
AEDM Specialist	Stephanie Garland	Yes
SBCR-Special Emphasis Program	Dorothea Washington	Yes
Managers and Supervisors	All	Yes
Hiring & Selecting Officials	All	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)
08/01/19	The EEO office and OCHCO will coordinate efforts, and meet regularly to address concerns, review processes and procedures, hiring selections, incorporated awareness training as part of the EEO and Diversity Management training for managers and supervisors, and monitor progress. The EEO office will continue to coordinate efforts with OCHCO to target Minority Serving Institution grant recipients for entry level hiring.	Yes	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.
10/01/17	Identify current and future employment gaps, establish strategic plans to fill those gaps, and offer opportunities to attract diverse skilled individuals from all segments of society.	Yes	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.

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10/01/17	Increase participation of women and minorities in SES CDPs.	Yes	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.
10/01/17	Continue to provide outreach and recruitment efforts that include all segments of the population.	Yes	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.

Report of Accomplishments

Fiscal Year	Accomplishments
2020	See recruitment efforts and agencywide performance results captured in MD-715 Report, Part E3, "Workforce Analysis."

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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
		<p>The EEO office submitted to the EEOC a schedule of meetings with OCHCO to discuss EEO and HR related topics. Actions need to be in place to ensure measurable performance results and compliance with the following provisions:</p> <p>B.3.a: “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)].”</p> <p>C.4.a. “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).</p> <p>C.4.b. “Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition award 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].</p>

EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
MD-715 Part G – Self-Assessment	Yes	Regulatory Requirements

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Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Although the timetable was established and approved by EEOC in accordance with C.4.b. provisions, performance factors have not been accomplished. This is also true of B.3.a and C.4.a provisions.

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)
The EEO office and OCHCO Directors meet regularly regarding to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives	01/30/2018	09/30/2021	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report
The EEO office/AEDM Program Manager jointly brief the EEO and OCHCO Directors on policies, practices, and procedures that adversely impact women, minorities, and individuals with disabilities		09/30/21	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report
The EEO office/AEDM Program Manager receives information/document to support corrective strategies for moving forward and to track progress, and report outcomes internally and externally (e.g., EEOC).	10/1/2019	Ongoing	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes

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Title	Name	Performance Standards Address the Plan? (Yes or No)
Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR	Tuwanda M. Smith	Yes
Program Manager, Special Emphasis Programs, SBCR	Dorothea Washington	Yes
AEDM Specialist, SBCR	Stephanie Garland	Yes
Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer (Acting), OCHCO	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/12/2018	Draft time-tables/schedules for conducting reviews of the Merit Promotion Program, Employee Recognition Awards Program, Employee Development/Training Program; and management/personnel policies, procedures, and practices.	Ongoing	Drafted 2018. Agreed to by EEO office/OCHCO 1/20/2020. EEOC approval 2020. Report annually via MD-715 report.
10/01/2018	Implement timetable/schedule and track reviews conducted, findings, actions, and outcomes over the fiscal year.	Ongoing	Report annually via MD-715 report.

Report of Accomplishments

Fiscal Year	Accomplishments
2020	NRC issued a separate Diversity and Inclusion Policy (on 5/18), which was distributed to all NRC employees through an agency yellow announcement.
2020	Continued to elicit support and promote the NRC's Inclusive Diversity Strategic Plan (IDSP), and Comprehensive Diversity Management Plan Reports.
2020	Implemented an Initiative on Civility, Awareness, Respect and Engagement known as "iCARE" to assist with Agency efforts in facilitating deeper understandings and appreciation of cultural and diversity and inclusion related issues amongst

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	employees and promote individual personal and professional growth and effectiveness through the processes of listening, introspection, and building acceptance for differing perspectives.
2020	Continued implementation of DIALOGUE—Diversity Inclusion Awareness Leading Organizational Growth, Understanding, and Engagement—in which small groups of managers and employees participate in facilitated forums to discuss diversity topics in an open environment.
2020	Continued to facilitate the “Speed of Trust” initiative, consisting of workshops to provide opportunities for strengthening mutual trust among Agency leaders, supervisors, and employees.
2020	See additional agencywide accomplishments captured in MD-715 Part E3, “Workforce Analysis.”
2020	See additional agency accomplishments captured in MD-715 Part E2, “Executive Summary: Essential Element A-F.”

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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
		<p>The EEO office has been requesting required data from OCHCO as part of EEOC's MD-715 Reporting. In the MD-715, Part G Agency Self-Assessment, the EEO office has responded to the compliance indicator related to OCHCO providing timely accurate data by checking "yes" with comments referencing challenges/improvements. Additionally, OCHCO has indicated in the agency's annual FEORP Report submitted to OPM that the agency tracks career development demographics and MD-715 Part H and I are being put in place to help track, make available and produce the required affirmative employment information/data.</p> <p>The data being requested should comply with the regulatory requirements set forth in the MD-715 Part G – Agency Self-Assessment, which are described in the following paragraphs:</p> <p>D.1.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]</p> <p>B.4.a.7 - 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.</p> <p>C.4.c - 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)]</p> <p>E.4.a - Does the agency have systems in place to accurately collect, monitor, and analyze the following data: E.4.a2 - The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)] E.4.a.3 - Recruitment activities? [see MD-715, II(E)] E.4.a.4 - External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]</p> <p>C.4.c - 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)]</p>

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EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Regulations and Workforce Tables	Yes	Data required to be made available in accordance with regulatory requirements has not been provided timely and/or the information is inaccurate.

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	We can't make assessments of information with regard to representation or compliance with EEO policies and practices.

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c

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)
To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year.	04/01/2021	09/30/2021	Yes		Ongoing

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer (Acting), OCHCO	Ashley Roberts	Yes

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Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief, Human Capital Analysis Branch	Terry Mintz	Yes
Human Capital Analysis Branch	Brendan Cain	Yes
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR	Tuwanda M. Smith	Yes
Program Manager, Special Emphasis Programs, SBCR	Dorothea Washington	Yes
AEDM Specialist, SBCR	Stephanie Garland	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/21	Continue to generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year.	Ongoing	Ongoing

Report of Accomplishments

Fiscal Year	Accomplishments
2020	See recruitment efforts and agencywide performance results captured in MD-715 Report, Part E3, "Workforce Analysis."

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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
		<p>In FY 2018, the EEO office determined, based on a review of NRC 2017–2018 Exit Interview Survey responses, that some separating employees’ provided reasons for leaving the agency which gave rise to “triggers”. The EEO office’s review the NRC’s 2019 and 2020 Exit Interview Survey responses also contain reasons that raise concerns, which are being addressed. Accordingly, the EEO office has initiated MD-715 Part H and Part I plans to take a closer look at issues such as underlying reasons for voluntary employee separations from NRC employment, as well as implementing the necessary corrective measures, where warranted. See MD-715 Part E.3 Workforce Analysis – Separations.</p> <p>D.1.b - Does the agency regularly use the following sources of information for trigger identification: workforce data: complain/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715]?</p>

EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables A.1, B.1-1, B.1-2		
MD-715 Part G-Agency Self-Assessment		<p>Collected informational reasons for employee separations. See the following provision: D.1.b - Does the agency regularly use the following sources of information for trigger identification: workforce data: complain/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715]?</p>

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Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
MD-715 Part E.3 Workforce Analysis - Separations	Yes	Collected information and data on different types of separations, separation actions, and reasons given for separations.

Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Separating employees (including EEO groups) are providing negative comments that contributed to their reason for leaving.

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)
The OCHCO provides quarterly exit survey data to the EEO office/Affirmative Employment and Diversity Management (AEDM) to 1) conduct routine reviews and assessments of Exit Survey data; 2) coordinate efforts with OCHCO and other NRC offices around results; 3) improve, reduce, or eliminate unwarranted employee separations 4) identify triggers and root causes of problems; and 5) implement plans to identify and eliminate any barriers to equality of opportunity for all NRC employees.	10/01/2017 09/30/2019	04/06/2020	Yes	09/30/2021 Ongoing	Report outcomes annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes

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Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Chief Human Capital Officer (Acting), OCHCO	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	Yes
Branch Chief, Workforce Management and Benefits Branch	Tamla Ransford	Yes
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR	Tuwanda M. Smith	Yes
Program Manager, Special Emphasis Programs, SBCR	Dorothea Washington	Yes
AEDM Specialist, SBCR	Stephanie Garland	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/18 04/20/20	The AEDM Program Manager will meet with the EEO office and OCHCO Directors/Deputies to discuss AEDM's review and examination of Exit Survey results for fiscal years 2018-2021. The EEO office and OCHCO will collaboratively devise a strategy plan for moving forward and working with NRC offices identified in the Exit Interview Survey as having unwarranted reasons for employee separations.	03/30/21 Ongoing	Report annually via MD-715 Report
03/30/21	The AEDM will report suspected wrongdoing (e.g., incidences of abuse, misconduct, mismanagement of agency programs) cited by former and current NRC employees in Exit Surveys to the EEO Director, who is required to report these allegations in writing directly to the Office of the Inspector General consistent with the provisions set-forth in 28 U.S.C. 535 and NRC's Management Directive (MD) 7.4 " <i>Reporting Suspected Wrongdoing and Processing OIG Referrals.</i> " The Program Manager of AEDM also recognizes that MD 7.4 imposes a duty on NRC employees to report to the OIG suspect wrongdoing, as well.	03/30/21	Report annually via MD-715 Report
03/30/21	The AEDM Program will coordinate efforts with the agency's Culture Improvement Initiative (CII) staff to	Meeting to be held with CII by	Initial Meeting XX/XX/21.

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Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	include sharing exit survey results for the 2018-2021 periods and determine how the two groups can partner and work collaboratively with affected NRC offices identified as having unwarranted reasons for employee separations.	04/15/21	Ongoing Partnering
09/30/18	The EEO office will elicit assistance from the DMIC to conduct a barrier analysis and focus groups to identify issues/challenges confronting employees in the NRC workforce; determine underlying problems and root causes related to employment conditions and potential unwarranted employee separations; and present findings and recommendations to the EEO office and OCHCO.	04/20/20 04/30/21 Ongoing	Report annually via MD-715 Report
09/30/18	SBCR/AEDM will continue to coordinate efforts with OCHCO and others to incorporate within the EEO and Diversity Management Training for managers and supervisors, 5 CFR Part 412, Federal supervisors and managers required triennial refresher training on performance management; and emergent training. Topics/focus include information on employee separations and causes, identifying and eliminating barriers, utilizing effective communication skills, recognizing and addressing bias, NRC culture and values, roles, responsibilities, and manager and supervisor accountability, drafting corrective action plans, etc.		Report Annually via EEOC MD- 715 Report
04/20/20	The EEO office will elicit support from the EEO Advisory Committees to host lunch and learns, and other forums for employees around usage of ADR to resolve workplace disputes, the EEO complaints process, and other methods of communication that allows employees to bring attention on workplace environments and conditions.	04/20/20 09/30/21 Ongoing	Report annually via MD-715 Report
07/01/20	The EEO Director/Deputy will continue to hold periodic meetings with NRC office Directors/Designees. The periodic meetings will continue to include individualized Assessments conducted by the EEO office Affirmative Employment and Diversity Management (AEDM) program and provide office specific information related to the following areas: Recruitment Outreach; Training/Development; Diversity and Inclusion (e.g., Employee Engagement Index, Employees Perception of diversity & inclusion specific to ranking for each office); and findings from Employee Exit Interviews (e.g., identify concerns raised regarding separations); and identifying supportive behaviors and recommendations.	Ongoing	Report annually via MD-715 Report

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Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/18	The AEDM staff work directly with affected NRC offices to identify office level strategies, interventions, and remedies specific to each affected office.	04/20/20 09/30/21 Ongoing	Report annually via MD-715 Report

Report of Accomplishments

Fiscal Year	Accomplishments
2020	See MD -715, Part E3, "Workforce Analysis."
2020	The EEO office Director/Deputy held individualized periodic briefing meetings with the following NRC offices (which included AEDM office specific Assessments related to affirmative employment and diversity management topics including employee separations and findings from Exit Interview Surveys): Office of Investigations and Region I (7/17); Office of Nuclear Material Safety and Safeguards, and Office of Nuclear Reactor Regulation (7/28); Office of the Chief Human Capital Officer, and Office of Enforcement (7/29); Office of the Chief Financial Officer (8/3); Office of Nuclear Security and Incident Response, and Office of Public Affairs (8/17); Office of International Programs (8/20); Office of Administration (8/24); Region II (8/31); Office of the Advisory Committee on Reactor Safeguards (9/2); Region IV (9/3); Office of the Inspector General (9/29); and Office of the Chief Information Officer (9/30).
2020	See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."
2020	See MD -715, Part E3, "Workforce Analysis."
2020	See MD -715, Part E3, "Workforce Analysis."
2020	The EEO office Director/Deputy held individualized periodic briefing meetings with the following NRC offices (which included AEDM office specific Assessments related to affirmative employment and diversity management topics including employee separations and findings from Exit Interview Surveys): Office of Investigations and Region I (7/17); Office of Nuclear Material Safety and Safeguards, and Office of Nuclear Reactor Regulation (7/28); Office of the Chief Human Capital Officer, and Office of Enforcement (7/29); Office of the Chief Financial Officer (8/3); Office of Nuclear Security and Incident Response, and Office of Public Affairs (8/17); Office of International Programs (8/20); Office of Administration (8/24); Region II (8/31); Office of the Advisory Committee on Reactor Safeguards (9/2); Region IV (9/3); Office of the Inspector General (9/29); and Office of the Chief Information Officer (9/30).

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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
		<p>In 2020, the NRC workforce continued to be beneath the employment benchmark goals of 12 percent for PWD and 2 percent for PWTD. A review of the agency's 2020 workforce data and related information did not include Schedule A hires (or NRC equivalent authority hires), which might be attributed to inaccurate recordkeeping or reporting. Second, NRC hiring (selecting) officials did not hire qualified PWTD or PWD for new hires and internal competitive promotions. It was further revealed that PWD and PWTD had lower than expected participation rates even in instances where selections occurred.</p> <p>The EEO office determined that triggers exist using the goal of 12 percent and 2 percent as the benchmarks involving PWD and PWTD in NRC's permanent workforce. Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goals of employing 12 percent PWD and 2 percent PWTD within the agency's permanent workforce. Although, there have been PWD staff decreases, NRC is making meaningful progress towards reaching the Section 501 goals. The EEO office determined that triggers exist using the goal of 12 percent and 2 percent as the benchmarks involving PWD and PWTD by grade level cluster in the permanent workforce. This determination is supported by the information uncovered and described in the following documents:</p> <p>Workforce Data Table B4.num (AD Permanent), Workforce Table B6P: "Mission-Critical Occupations, Workforce Data Table B7: "Senior Grade Levels-Distribution by Disability (Participation Rate), Workforce Data Table B8: Management Positions (Participation Rate), and MD-715 Part E3. Workforce Analysis, Section 1. Introduction, Subsection 1.4 "Workforce Composition", Subsection 1.4.2 "Permanent Workforce Complement", Pp. 14-16, and Subsection 1.4.4 "Analysis of Participation Rates for Women and Minorities in NRC Mission-Critical Occupations, Pp 16-29; Section 2. Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Standard Occupations, Pp. 29-33; and Section 3. Analysis of Participation Rates for Women and Minorities in AD 13-14 Positions, Pp 33.</p> <p>For more details see MD-715 E3 "Workforce Analysis" and Part J. Also see Part H for other areas of focus under compliance metric D.4.d.</p>

EEO Group(s) Affected by Trigger

EEO Group
All Groups

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Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
D.4.d - 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)].		
Exit Interview Data		
Workforce Tables B.1-1, B.1-2, B.2, B.3, B.4, B.5, B.6, B.7, B.8, B.9		
See MD-715 Part E.3 Workforce Analysis		

Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
The agency remains below the section 501 benchmark goals for 12 percent employment of PWD and 2 percent employment of PWTD. In instances where there have been qualified PWD and PWTD individuals, we have not complied with the agency's Disability Affirmative Action Plan, and Disability Program Strategic Project Plan for FY 2019 – FY 2024.

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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)
The OCHCO will make available to the EEO office/AEDM program quarterly statistical tables, demographics, and applicant flow data required to prepare the agency's annual MD-715 Report and needed to conduct periodic assessments during the fiscal year.	10/1/2019	4/6/2020	Yes	12/31/2021 Ongoing	Report outcomes annually via EEOC MD-715 Report
Increase the agency's use of hiring authorities that take disability into account with respect to hiring; promotion, and assignments to the extent permitted by law.	10/1/2019	Ongoing	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report
Increase representation of PWTB in NRC's senior grade levels.	10/1/2019	Ongoing	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report
Achieve the 12 percent disability goals for persons with disabilities (PWD).	10/1/2019	Ongoing	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report
Achieve the 2 percent disability goals for persons with disabilities (PWTB).	10/1/2019	Ongoing	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report
Create awareness, provide training, and disseminate/post the agency's revised Reasonable Accommodations Procedures Plan (RAP), which was approved by EEOC 09/27/19.	10/1/2019	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report
Provide (PAS) NRC has determined that requests for Personal Assistance Services PAS procured using an independent PAS provider once needs are identified, and not through a formal long-term contract agreement.	10/1/2019	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report
Partner with organizations that specialize in the employment of individuals with disabilities.	10/1/2018	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report

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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)
Assurance that all hiring managers and supervisors are aware of NRC hiring authority equivalent to Schedule A and other disability hiring authorities.	10/1/2018	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report
Remove barriers PWD and PWTD may encounter in recruitment and/or selection processes related to new hires, promotions, training and career development, and advancement; or distribution of awards.	10/1/2018	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report
Assurance that NRC policies, procedures, or practices are not the reason why PWD and PWTD terminate their employment with the agency.	10/1/2019	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report
Assurance that the disability program staff possess sufficient knowledge and skills to answer program and disability related questions; and provide employees and job applicants with necessary reasonable accommodations.	10/1/2018	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report
Assurance that managers and supervisors demonstrate their commitment to equal employment opportunity and diversity management principles, which includes among other things recruiting, retaining, and developing a diverse workforce.	10/1/2018	Ongoing	Yes	N/A	Report outcomes annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer (Acting), OCHCO	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	Yes

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Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief, Workforce Management and Benefits Branch	Tamla Ransford	Yes
Recruitment Program Manager, Special Placement Program Coordinator (Individuals with Disabilities)	Kimberly English	Yes
Reasonable Accommodations Coordinator, Disability Program Manager	Anne Silk	N/A
Chief, Human Capital Analysis Branch	Terry Mintz	Yes
Human Capital Analysis Branch	Brendan Cain	Yes
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR	Tuwanda M. Smith	Yes
Program Manager, Special Emphasis Programs, SBCR	Dorothea Washington	Yes
AEDM Specialist, SBCR	Stephanie Garland	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/01/2018	Address inconsistencies and provide MD-715 related workforce tables, demographics, and applicant flow information/data.	Ongoing	
10/01/2018	Include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers; and encourage and support fiscal year hiring efforts that take disability into account (i.e., new hires; promotions, solicitations of interest, rotations, and assignments).	Ongoing	
09/30/2019	Conduct outreach and recruitment efforts for PWTDD in the senior grade levels.	Ongoing	
10/01/2018	Increase the number of PWD hired, promoted, and reassigned (i.e., rotations, details, reassignments).	Ongoing	
10/01/2018	Increase the number of PWTDD hired, promoted, and reassigned (i.e., rotations, details, reassignments).	Ongoing	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Published the Disability Program Strategic Project Plan for FY 2019 – FY 2024 and posted on the agency’s public Web site. Plan implementation ongoing.	Ongoing	
09/30/2020	Conduct a focus group in FY 2020, with NRC employees, to Identify challenges and barriers for people with disabilities when applying and interviewing for jobs at the NRC, receiving training and developmental opportunities, and applying for and being selected for promotions/new opportunities.	09/30/2021	
09/30/2019	Post RAP on agency’s public Web site.		10/01/2019
02/27/2018	Provide RAP training to managers, supervisors, and employees.	Ongoing	
09/30/2019	Use a service provider to administer PAS to disability status applicants and employees.	Ongoing	
09/30/2019	Establish and maintain contacts with organizations that specialize in the employment of individuals with disabilities and use program resources that identify applicants eligible to be appointed under NRC hiring authorities that take disabilities into account.	Ongoing	
09/30/2019	Conduct a barrier analysis to determine whether PWD and PWTD have barriers in the recruitment and/or selection processes for new hires, promotions, training and career development, advancement, distribution of awards and retention.	09/30/2021	
10/01/2018	Conduct a barrier analysis to determine whether any policies, procedures, or practices are causing PWD and PWTD to leave the agency.	09/30/2021	
10/01/2018	Conduct a focus group in FY 2020, with NRC employees, to Identify whether policies, procedures, or practices for the reason PWD and PWTD terminate their employment with the agency.	09/30/2021	
10/01/2018	Provide training to all hiring managers and supervisors on the use of NRC hiring authority equivalent to Schedule A and other disability hiring authorities. One method will be to include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers.	Ongoing	
10/01/2018	Provide training to the disability program staff sufficient to increase their knowledge and skills regarding disability hiring programs; answer disability related questions; provide job applicants with necessary reasonable accommodations; accept, validate, and forward applications for appointment under hiring authorities that take disability into account to the relevant hiring official	Ongoing	

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Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	and; oversee any other disability related hiring program.		
10/01/2018	Evaluate hiring managers on their support of EEO and Diversity efforts including helping to meet disability goals in their annual performance appraisal.	Ongoing	

Report of Accomplishments

Fiscal Year	Accomplishments
2020	NRC's Disability Program Strategic Project Plan was published in FY 2020 and posted on NRC's internal and external Web sites on April 14, 2020. For more information click on Disability Program Strategic Project Plan 2019-2024 .
2020	NRC's OCHCO is continuing to work on developing a Career Development Tracking System. Efforts were initiated on January 23-28, 2020 to identify long-term requirements to track application and participation rates. OCHCO staff were able to generate an initial dataset of FY 2019 information and worked to produce summary reports. On January 31, 2020 staff started to get the training data connected with the PWD and PWTB data. On a high level, OCHCO begin exploring ways they could organize the data in TMS, connect to related HR data, and generate this type of reporting quicker in the future. To comply with MD-715 requirements that agencies track their career development opportunities to permit analyses of potential barriers to equality of opportunity for women, minorities, and individuals with disabilities, OCHCO created a Microsoft Excel spreadsheet of training for FY 2019 by Disability category. The spreadsheet tracks employees who applied for internal and external training and those selected (including PWD and PWTB), by numbers and percentages for the FY 2019 MD-715 Report. The same processes are being used to generate for FY 2020 information.
2020	In 2020, the EEO office/ADEM, OCHCO, and OGC conducted four EEO and Diversity & Inclusion training courses for managers and supervisors, which covered disability regulations and requirements including the NRC procedures and processes, and manager/supervisor responsibilities related to reasonable accommodations.
2020	NRC Disability program staff continued to implement the Disability Affirmative Action Plan. Promoted the use of our Schedule A equivalent hiring authority by providing training for supervisors on special hiring authorities and forwarding resumes of eligible applicants to hiring managers.
2020	NRC hired 13 persons with disabilities, of which one person had a targeted disability, compared to eight hires and one hire with a targeted disability in FY 2019.
2020	NRC staff referred 14 resumes from the WRP data base for consideration in the Temporary Summer Student Program and seven offers extended. Of the seven offers extended, four were accepted, two declined, and one withdrew from consideration. One student from the WRP accepted an offer to return for a second internship over winter break. Referred and subsequently hired a Wounded Warrior as an Intelligence Analyst.
2020	All NRC vacancy announcements include information on how to request a reasonable accommodation when applying to a vacancy posting; however, there were no requests for reasonable accommodations from job applicants in FY 2020. There was one request for reasonable accommodations made during the new hire process for a deaf summer intern. There was also one request for reasonable accommodations during the promotional process for a GG-14 staffer who was promoted to a GG-15 Branch Chief position.

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2020	NRC processed 115 requests for reasonable accommodations in FY20. Approximately 68 of those requests were processed since mid-March 2020, when the agency began teleworking due to COVID-19. This is about a 17% increase in requests from the previous year.
2020	To improve career advancement opportunities for PWD and PWTD, the NRC offered training, internship, and mentoring programs.
2020	NRC's Advisory Committee for Employees with Disabilities (ACED) sponsored the Disability Employment Awareness Month Luncheon and a lunch and learn on Aphasia Awareness.
2020	As of 09/30/20, the NRC had partnered with the Department of Defense Operation Warfighter (OWF) Program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC also partnered with the Department of Labor's Workforce Recruitment Program (WRP) by accessing their resume database to search for candidates for Administrative Assistant, Information Technology, and Temporary Summer Student positions. The NRC strengthened its relationship with the Wounded Warrior Project (WWP), and in June 2020 NRC staff conducted an informational session with WWP constituents on special hiring authorities. And, NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, MD Workforce Exchange job board, MD DORS, and GettingHired.com.
2020	In 2020, the OCHCO Disability program staff participated in training sessions such as: Building Understanding of Employment of People with Disabilities in Federal Agencies (FEED); Federal Equal Employment Opportunity Laws and the COVID-19 Pandemic (EEOC); Federal Agency Telework Considerations for Employees with Disabilities (FEED); 5 Tips for Disability Hiring(Disability Solutions); Connecting Agency Practices to Federal Disability Discrimination Complaints (FEED); Resolving Complex Reasonable Accommodation Issues in the Federal Workplace (Federal Webinars-LRP Publications)
2020	In 2020, NRC posted notices explaining employees' and applicants' rights under applicable regulations, including how to file a complaint.
2020	See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."
2020	See additional accomplishments captured in MD-715 Part J, "Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities."

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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
		<p>In 2020, the answer was, no and a MD-715 Part H plan was put into place.</p> <p>PRIOR YEAR FINDINGS In FY 2018, the answer was, no. In FY 2019, the answer was yes. Mitigating and corrective strategies were put in-place, which included more efficient utilization of the iComplaint tracking system; and establishing 60 days as a reasonable time metric for issuing acceptance letters and dismissal decisions consist with MD-110 provisions. In FY 2020, the answer is no. A review of the 462 Report for the reporting period (10/01/2019-09/30/2020) reflects there were six complaints pending decision to accept/dismiss. The Summary of Pending Complaints by Category reflect that the number of days these cases were in pending status was 1,015, with the average number of days identified as 169, and pending time for the oldest case was 552 days.</p>

EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
MD-715 Part G - Self-Assessment E.1.d.		<p>Determine whether the agency is in compliance with the following provision:</p> <p>Does the agency issue acceptance letters/dismissal decisions with 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</p>
462 Report		Review the 462 report to determine the date of issuance for accept/dismissal letters.
MD-715 Part E.2 Executive Summary - Essential Elements A-F		Examination of complaint processing activity related to issuance of accept/dismissal letters.

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Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Agency is not in compliance of 29 C.F.R. 1614 regulations.

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)
In accordance with 29 CFR 1614 and EEOC Management Directive (MD) 715, make a conscious effort to issue acceptance letters/dismissal decisions within a thirty (30) day timeframe.	10/01/20	9/30/21	Yes		Report outcomes annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	EEO and D&I in Performance Elements & Standards
Deputy Director, SBCR	Jeanne Dempsey	EEO and D&I in Performance Elements & Standards
Program Manager, SBCR	Stephen Smith	EEO and D&I in Performance Elements & Standards

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/01/19	Hire additional staff to manage and oversee the EEO complaint processing activities		01/31/2021

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Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/01/20	Continue to assess and implement process improvement measures to increase program efficiency and effectiveness		09/30/2021
10/01/20	Continue to optimize the use of the iComplaints Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations)		09/30/2021

Report of Accomplishments

Fiscal Year	Accomplishments
June 2020	A senior civil rights specialist was hired in June 2020
On-going	Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments
October 2020	CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle
October 2020	Developed templates for standardizing all correspondence supporting the EEO complaint process
December 2020	Reestablished clear internal complaint processing procedures by revising the acceptance/dismissal analysis stage to be completed within twenty (20) days and provide legal sufficiency with the required ten (10) days for review and approval.
January 2021	A senior EEO specialist was hired in January 2021
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."

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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
		<p>E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR § 1614.108?</p> <p>No. This determination was made based on a review of the agency's EEOC SF462 Report for 2020. Pursuant to 29 CFR § 1614.108 the agency is required to investigate a discrimination complaint in a timely manner. The investigation must be appropriate, impartial, and completed within 180 days of filing the complaint, or within the time period contained in an order from the Office of Federal Operations on an appeal from a dismissal pursuant to 29 CFR § 1614.107(a). The EEO Director or designee and the complainant may agree in writing, consistent with 29 CFR § 1614.108(e), to an extension of not more than ninety (90) days; or within the period of time set forth in 29 CFR §§ 1614.108(e) or 1614.606 if there are multiple complainants with similar allegations of discrimination or complainant has filed multiple complaints which the agency has consolidated. If the agency fails to complete the investigation</p>

EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
462 Report	Yes	Shows that the investigations conducted were outside of the regulatory timeframes for completion.
MD-715 Part E.2	Yes	

Status of Barrier Analysis Process

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

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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
		<p>E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR § 1614.108?</p> <p>No. This determination was made based on a review of the agency's EEOC SF462 Report for 2020. Pursuant to 29 CFR § 1614.108 the agency is required to investigate a discrimination complaint in a timely manner. The investigation must be appropriate, impartial, and completed within 180 days of filing the complaint, or within the time period contained in an order from the Office of Federal Operations on an appeal from a dismissal pursuant to 29 CFR § 1614.107(a). The EEO Director or designee and the complainant may agree in writing, consistent with 29 CFR § 1614.108(e), to an extension of not more than ninety (90) days; or within the period of time set forth in 29 CFR §§ 1614.108(e) or 1614.606 if there are multiple complainants with similar allegations of discrimination or complainant has filed multiple complaints which the agency has consolidated. If the agency fails to complete the investigation</p>

EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
462 Report	Yes	Shows that the investigations conducted were outside of the regulatory timeframes for completion.
MD-715 Part E.2	Yes	

Status of Barrier Analysis Process

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

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Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
See MD-715 E.2

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)
In accordance with 29 CFR § 1614.108 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days.	10/01/2020	09/30/2021	Yes	Ongoing	Report outcomes annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Civil Rights Program	Stephen Smith	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/1/19	Hire additional staff to manage and oversee the EEO complaint processing activities.		1/31/21
10/1/20	Continue to assess and implement process improvement measures to increase program efficiency and effectiveness.	Ongoing	Report annually via MD-715 Report
10/1/20	Continue to optimize the use of the iComplaints Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations).	Ongoing	Report annually via MD-715 Report

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Report of Accomplishments

Fiscal Year	Accomplishments
June 2020	A senior civil rights specialist was hired in June 2020
Ongoing	Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments
October 2020	Developed templates for standardizing all correspondence supporting the EEO complaint process
October 2020	CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle
October 2020	Reestablished clear internal complaint processing procedures, on-going team trainings, revised processing timeframes for our contractors with established penalties for untimely products, and certainly the hard work, passion, and commitment of the CR team
January 2021	A senior EEO specialist was hired in January 2021
2020	NRC issued its annual EEO Policy Statement reminder, which was distributed to all NRC employees through an agency Yellow Announcement.
2020	In 2020, the EEO office, OCHCO, and OGC conducted four mandatory EEO and Diversity & Inclusion Training courses, which included a segment on EEO, legal updates, ADR, Harassment and a number of other topics.
2020	Briefed the Commission biannually on the accomplishments and plans of the Agency's EEO affirmative employment and diversity management program at the Mid-Year Human Capital Briefing and end-of-the year EEO Briefing.
2020	Timely submitted the "No Fear Act" Report to EEOC and posted information on NRC's public and internal Web sites.
2020	NRC sent annual notification to all employees of their whistleblower protection rights, as required by the Office of Special Counsel, for Agency certification under 5 U.S.C. Section 2302(c); In addition, NRC reviewed and updated its internal and external web pages to publicize these rights as well.
2020	See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."
2020	See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F."

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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
		E.3.f. "Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch.3(II)(D)]?" Low participation rate of employees in the ADR during the pre-complaint process

EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
462 Report	Y	Mediations were below EEOC's ADR goal of 50 percent.

Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
EEOC identified low participation as a deficiency and the agencies are required to meet EEOC's ADR goal of 50 percent.

Objective(s) and Dates for EEO Plan

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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)
To increase employee participation for ADR to reflect 50 percent or more of the aggregate amount of pre-complaints being processed for completion	10/01/2020	09/30/2021	Yes		Report outcomes annually via EEOC MD-715 Report

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, SBCR	Stephen Smith	Yes
ADR Manager/Program Coordinator	Rhonda Dorsey	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/01/2020	Heavily promote and market ADR (i.e., brochures, desk aids, FAQs, etc.)		
10/01/2020	Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness.		
10/01/2020	Continue to optimize the use of the iComplaints Case Management System to monitor the complaint events/activities to ensure that all events/activities are accurately reflected as required (i.e., ADR)		
10/01/2020	Produce an outreach video on the benefits of the ADR program and post it on the SBCR's webpage to meet the outreach and training objective for the ADR program.		

Report of Accomplishments

Fiscal Year	Accomplishments
October 2019	The Agency issued the Alternative Dispute Resolution (ADR) Program Manual for the purpose of making all NRC employees and stakeholders aware of the Agency's ADR program and procedural processes and to assist individuals in better understanding how to resolve EEO complaints fast, confidentially, and effectively.

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<p>May 2020</p>	<p>On April 26, 2017, the EEOC conducted a teleconference with NRC to review the status of its compliance and noted through its feedback that the Agency identified a program deficiency that involves a low ADR participation rate in the pre-complaint stage of the EEO process. After reviewing the Agency's 462 Reports, it was determined that the participation rate in the ADR program during the pre-complaint stage decreased from 44 percent in FY 2014 to 17 percent in FY 2016, which was below EEOC's goal of 50 percent.</p> <p>Although it was noted that the Agency did not establish a plan to address this deficiency in Part H of its FY 2016 MD-715 Report, the Agency has since established a Part H plan to address this deficiency in its FY 2017 MD-715 Report and in satisfying this compliance indicator, closed-out this program deficiency in Part H of its FY 2019 MD-715 Report by exceeding the 50 percent participation goal of employees in the ADR program during pre-complaint processing.</p> <p>Moreover, and for its FY 2020 MD-715 Report, the Agency determined that its ADR participation rate in the pre-complaint stage of the EEO process dropped slightly to 39 percent. After reviewing the Agency's 462 Report, it was reported that there were 39 pre-complaints initiated during this reporting period and 8 pre-complaints on hand at the beginning of the reporting period for a total of 41 pre-complaints. Of the 41 pre-complaints, all participants were offered ADR (100 percent) and 39 pre-complaints were completed (95 percent) during this reporting period. Of the 39 pre-complaints that were completed, 11 were withdrawn (28 percent) now resulting in a total of 28 pre-complaints. Of the 28 pre-complaints, 11 were counseled where the employee participated in ADR resulting in 39 percent.</p> <p>Therefore, the Agency has decided to establish a Part H plan to address this triggered deficiency of its FY 2020 MD-715 Report on the "low participation rate of employees in the ADR during the pre-complaint process".</p>
<p>May 2020</p>	<p>First time ever, the Agency issued the Chairman's Alternative Dispute Resolution Program for Equal Employment Opportunity Complaints and Related Issues (Policy Statement).</p>
<p>Ongoing</p>	<p>Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve ADR processing activities and eliminate any impediments</p>
<p>September 2020</p>	<p>Annually conducts four (4) mandatory EEO and Diversity & Inclusion trainings for managers/supervisors which includes modules on EEO, legal case law updates, ADR, harassment, reasonable accommodation, and a number of other topics. These training sessions were attended by 108 mid and senior level managers and supervisors.</p>
<p>October 2020</p>	<p>CR has implemented a virtual platform to coordinate and administer the ADR process supporting the pre-complaint and formal complaint process</p>
<p>October 2020</p>	<p>CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a complaints life cycle.</p>

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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
		<p>The overriding objective of MD-715 is to ensure that all employees and applicants for employment enjoy equality of opportunity in the Federal workplace regardless of race/ethnicity, sex, disability, other protected groups, or reprisal for engaging in prior protected activity. Federal agencies must position themselves to attract, develop and retain a top-quality workforce that can deliver results and ensure our nation's continued growth and prosperity.</p> <p>FY 2020 FINDINGS In 2020, the EEO office determined that there was some increase noted in representation of women, minorities and individuals with disabilities. However, this determination is not conclusive due to the limited information, data, and number of positions provided for review and analysis. The EEO office determined continued underrepresentation of women, minorities, and individuals with disabilities, based on a review of the workforce tables related to NRC's total workforce composition, permanent workforce complement, temporary workforce complement, executive and senior level grades, and participation rates of NRC mission critical and standard occupations. This determination is made based on review and analysis of the following information and data:</p> <p>Total Workforce Composition – Workforce Tables a.1, a.2, b.1-1, b.1-2; Permanent Workforce Complement – Workforce Tables a.1, a.2, b.2; Temporary Workforce Complement – Workforce Tables a.1, b.1-1, b.1-2; Executives, Managers, Supervisors, SES, AD13/14, GG-15, and GG-13 – Workforce Tables a.3, a.4p, a.6 a.7, a.8, b.3 b.4 b.6, b.7, b.8 and other information contained in MD-715 Part E.3 Workforce Analysis.</p> <p>FY 2019 PRIOR YEAR FINDINGS The NRC's policy is to have a workforce that reflects diversity in gender, ethnicity, education, occupation, age, and thought related to the working environment and safety culture. However, NRC's employment representation for women, minorities, and individuals with disabilities is below the civilian labor force (CLF) percentages and governmentwide statistics.</p> <p>Based on a comparative review of NRC's demographic data and the FEORP published by OPM in October 2019 Federal Workforce and Civilian Labor Force (CLF) tables, the EEO office determined that triggers exist with regard to the representation of minority males (Hispanic, Black, Native Hawaiian or Pacific Islander; and individuals two or more races) and females (White, Hispanic, Native Hawaiian or Pacific Islander; American Indian or Alaska Native; and individuals two or more races) in NRC's permanent workforce. [see MD-715, Part E3, "Workforce Analysis"].</p>

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Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>Based on a comparative review of the demographic data and the CLF, the EEO office determined that triggers exist with regard to the current representation of females, minorities, and PWD and PWTD in the following classifications: Senior Level Services (SLS) classification; mid-level officials and managers; team leaders; and Tech Managers and Supervisors. The EEO office was unable to make assessments at this time for GG-04 through GG-15, due to unavailability of workforce tables.</p> <p>Based on a comparative review of NRC's demographic data and the Federal government statistics published by OPM in October 2019, the EEO office determined that triggers continue to exist with regard to the current representation of Senior Executive Services (SES) females (White; Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Pacific Islander; and individuals two or more races) and minority (Hispanic; American Indian or Alaska Native; and individuals two or more races) at the NRC.</p>

EEO Group(s) Affected by Trigger

EEO Group
All Groups

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Representation of females, minorities, and persons with disabilities within the NRC workforce.

Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Inconsistency and failure to follow HR hiring and promotional policies and practices.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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)
Increase representation of women, minorities, and individuals with disabilities and targeted disabilities working at NRC in the above classifications.	10/01/17	Ongoing	Yes	09/30/2021	This is an ongoing effort that will be reported annually via the MD-715 Report.

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO)	Mary Lamary	Yes
Deputy Chief Human Capital Officer, OCHCO	Ashley Roberts	Yes
Associate Director for HR Operations and Policy	Susan Salter	Yes
Branch Chief, Workforce Management and Benefits Branch	Tamla Ransford	Yes
Special Placement Program Coordinator (Individuals with Disabilities), OCHCO	Kimberly English	Yes
Reasonable Accommodation Specialist, OCHCO	Anne Silk	N/A
Director, Office of Small Business and Civil Rights (SBCR)	Vonna Ordaz	Yes
Deputy Director, SBCR	Jeanne Dempsey	Yes
Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR	Tuwanda M. Smith	Yes
Program Manager, Special Emphasis Programs, SBCR	Dorothea Washington	Yes
AEDM Specialist, SBCR	Stephanie Garland	Yes

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Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/01/19	The EEO office and OCHCO will coordinate efforts, and meet regularly to address concerns, review processes and procedures, hiring selections, incorporated awareness training as part of the EEO and Diversity Management training for managers and supervisors, and monitor progress. The EEO office will continue to coordinate efforts with OCHCO to target Minority Serving Institution grant recipients for entry level hiring.	03/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.
10/01/17	Identify current and future employment gaps, establish strategic plans to fill those gaps, and offer opportunities to attract diverse skilled individuals from all segments of society.	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.
10/01/17	Increase participation of women and minorities in SES CDPs.	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report
10/01/17	Continue to provide outreach and recruitment efforts that include all segments of the population.	09/30/21	This is an ongoing effort that will be reported annually via the MD-715 Report.

Report of Accomplishments

Fiscal Year	Accomplishments
2020	See recruitment efforts and agencywide performance results captured in MD-715 Report, Part E3, "Workforce Analysis."