

## Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies’ affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

### Section I: Efforts to Reach Regulatory Goals

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

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

- a. Cluster GS-1 to GS-10 (PWD) Answer Yes
- b. Cluster GS-11 to SES (PWD) Answer Yes

Part E3 Section 2 – “Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Standard Occupations,” and Table B4 - “Participation Rates for Administrative Determined (AD) Grades by Disability (Permanent)” (covering AD 13 and 14 levels), reflect the total AD workforce consisted of 26 employees. Within the AD group, 24 employees self-identified as having no disability (92.31 percent) and 1 employee self identified as PWD (3.85 percent). Refer also to the analysis in Part E3, Section 2.1 - “Executive or Senior Level Officials and Managers.” Within the 113 employee Senior Executive Service (SES) group, 103 employees (91.15 percent) self identified as having no disability, 1 employee (0.88 percent) did not self identify, and 9 employees (7.96 percent) self-identified as PWD. In the PWD group, one employee (0.88 percent) self-identified as PWTD. Table B7 - “Senior Grade Levels—Distribution by Disability (Participation Rate),” indicates there were 1,469 total employees in the senior grades. Within the senior grades group, 1,277 employee’s self identified as having no disability (86.93 percent), 68 employees did not self-identify (4.63 percent), and 124 employees self-identified as PWD (8.44 percent). In the PWD group, 18 employee’s self identified as PWTD (1.23 percent). Table B8 - “Management Positions—Distribution by Disability (Participation Rate),” does not include data for the Managers group.

\*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

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

- a. Cluster GS-1 to GS-10 (PWTD) Answer Yes
- b. Cluster GS-11 to SES (PWTD) Answer Yes

The EEO office determined that triggers exist using the goal of 2 percent as the benchmark involving PWTD by grade level cluster in the NRC’s permanent workforce. Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goal of employing 2 percent PWTD within the agency’s permanent workforce. The response to question 1 includes data that relates to this question.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	1	0	0.00	0	0.00

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-11 to SES	138	10	7.25	1	0.72

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

The NRC’s policies, regulations, and procedures regarding employment of PWD are in Management Directive and Handbook 10.13 - “Special Employment Programs,” Part V, “The NRC Program for Employment of Persons with Disabilities.” The numerical goals are communicated to hiring managers and recruiters through the following ongoing communication forums: (1) annual EEO training for managers and supervisors, (2) Lunch and Learn sessions, (3) the NRC's Disability Program Strategic Project Plan (Fiscal Year (FY) 2019–FY 2024), (4) the agency’s Disability Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities, and (5) EEO and human capital briefings. During the 2022 EEO briefing, information was presented to the agency heads, senior officials and management, employees at all levels, stakeholders, and the public at large regarding Section 501 regulatory requirements, the numerical goals, NRC efforts, and related topics. During 2022, the NRC participated in several career events that included conveyance of the NRC’s hiring authority related to PWD and PWTD. Part E3, Section 4 - “Recruitment, (Section 4)” Section 4.4 - “Fiscal Year 2022 Recruitment and Advertisement Activities, Advertisement for FY 2022 Job Vacancies,” contains further information.

## Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

### A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

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

Answer Yes

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act Compliance	1	0	0	Alan De Leon, Sr. Project Manager, Office of Administration
Processing applications from PWD and PWTD	1	0	0	Kimberly.English@nrc.gov
Special Emphasis Program for PWD and PWTD	1	0	0	Dorothea Washington, Special Emphasis Program Manager, Office of Small Business and Civil Rights,

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Kimberly.English@nrc.gov
Processing reasonable accommodation requests from applicants and employees	1	0	0	Anne Silk, Human Resources Specialist (Reasonable Accommodation), Policy, Labor, & Employee Relations Branch, ADHRDP, OCHCO
Section 508 Compliance	1	0	0	John Beatty, Section 508 Coordinator, Office of the Chief Information Officer,

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

Yes

**B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM**

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

Answer Yes

**Section III: Program Deficiencies In The Disability Program**

<b>Brief Description of Program Deficiency</b>	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.		
<b>Objective</b>	To comply with section 501 requirements.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Oct 1, 2021		To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims.
	Oct 1, 2021		Process requests, approvals, and notifications to affected applicants and employees as set forth in the RAP and required by 29 CFR 1614.203(d) (3).
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2022	Accomplishments are provided in Part E.	

<b>Brief Description of Program Deficiency</b>	D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]		
<b>Objective</b>	This deficiency will be provided as an additional agenda item with EEOC one week prior to the TA meeting and discussed during the meeting.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	

<b>Brief Description of Program Deficiency</b>	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)]	
<b>Objective</b>	Assurance that NRC policies, procedures, or practices are not the reason why PWD and PWTD terminate their employment with the agency.	
<b>Target Date</b>	Sep 30, 2023	
<b>Completion Date</b>		
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>	
<b>Accomplishments</b>	<u>Fiscal Year</u> <u>Accomplishment</u>	
<b>Objective</b>	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.	
<b>Target Date</b>	Sep 30, 2023	
<b>Completion Date</b>		
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>	
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>
	2022	NRC staff referred 22 resumes from Schedule A candidates to the HR Specialists for various positions such as International Relations Specialist, Innovation Program Manager, Information Technology Specialist and a resume from the Workforce Recruitment Program for a Library Science Summer Intern. 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. NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, Maryland Workforce Exchange job board, Maryland Department of Rehabilitative Services, and GettingHired.com.
	2022	Additional accomplishments are provided in Part E.
<b>Objective</b>	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.	
<b>Target Date</b>	Sep 30, 2023	
<b>Completion Date</b>		
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>	
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>
	2022	Additional accomplishments are provided in Part E.
	2022	NRC staff referred 22 resumes from Schedule A candidates to the HR Specialists for various positions such as International Relations Specialist, Innovation Program Manager, Information Technology Specialist and a resume from the Workforce Recruitment Program for a Library Science Summer Intern. 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. NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, Maryland Workforce Exchange job board, Maryland Department of Rehabilitative Services, and GettingHired.com.

<b>Objective</b>	Increase representation of PWTD in NRC’s senior grade levels.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
<b>Objective</b>	Achieve the 2 percent disability goals for persons with disabilities (PWTD).		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
<b>Objective</b>	Create awareness, provide training, and disseminate/post the agency’s revised Reasonable Accommodations Procedures Plan (RAP), which was approved by EEOC 09/27/19.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
<b>Objective</b>	Assurance that all hiring managers and supervisors are aware of NRC hiring authority equivalent to Schedule A and other disability hiring authorities.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
<b>Objective</b>	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		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
<b>Objective</b>	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.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
<b>Objective</b>	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.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	

<b>Objective</b>	Achieve the 12 percent disability goals for persons with disabilities (PWD).
<b>Target Date</b>	Sep 30, 2023
<b>Completion Date</b>	
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u> <u>Accomplishment</u>
<b>Objective</b>	Provide 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.
<b>Target Date</b>	Sep 30, 2023
<b>Completion Date</b>	
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u> <u>Accomplishment</u>
<b>Objective</b>	Partner with organizations that specialize in the employment of individuals with disabilities.
<b>Target Date</b>	Sep 30, 2023
<b>Completion Date</b>	
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u> <u>Accomplishment</u>
<b>Objective</b>	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.
<b>Target Date</b>	Sep 30, 2023
<b>Completion Date</b>	
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>
<b>Accomplishments</b>	<u>Fiscal Year</u> <u>Accomplishment</u>

<b>Brief Description of Program Deficiency</b>	E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]		
<b>Objective</b>	To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Oct 1, 2021		Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO/HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions.
	Oct 1, 2021		This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines.
	Oct 1, 2021		To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims.
	Oct 1, 2021		Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions.
	Oct 1, 2021		OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices.
	Oct 1, 2021		OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22.
	Oct 1, 2021		OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data.
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2022	Accomplishments are provided in Part E.	

## Section IV: Plan to Recruit and Hire Individuals with Disabilities

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

### A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

In 2022, the NRC participated in a variety of recruitment outreach events designed to increase the number of qualified PWD and



PWTD within the major occupations. The NRC engaged in extensive recruitment outreach, as identified in Part E3, Section 4.

- Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

The NRC uses all available and appropriate hiring authorities to recruit and hire PWD and PWTD, including special hiring authority that takes disability into account (similar to Schedule A hiring authority) to hire PWTD, and noncompetitive selection of PWD. During FY 2021, the NRC engaged in extensive recruitment outreach, as described in Part E3, Section 4.

- When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

In accordance with the NRC's established special hiring authority (Schedule A equivalent), the agency takes the following steps: (1) the hiring manager alerts the servicing HR specialist of the job opening and explains what competencies the ideal candidate should possess, (2) the HR specialist consults with the Disability Program Manager regarding resources available to the hiring manager with potential special hiring authority applicants, and (3) if available, the hiring manager reviews the resumes of the applicants, conducts interviews, and makes a selection. If no candidates are available or the hiring manager is not satisfied with any of the special hiring authority applicants presented for consideration, the hiring manager retains the option to use other methods to fill the vacancy. If a selection decision is made, the servicing HR specialist extends the offer of employment on behalf of the agency. Once the offer has been accepted, a start date is established to bring the candidate on board.

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

Answer Yes

Information and materials have been made available to hiring managers online. During FY 2022, OCHCO and the Office of the General Counsel, in coordination with the EEO office, provided training to more than 100 hiring managers on the use of hiring authorities that take disability into account and how to access and use resumes of qualifying individuals. This was part of the agency's mandatory annual (and refresher) EEO training for supervisors and managers, which was conducted four times during the year. In addition to the mandatory managers and supervisors training, OCHCO educated and trained other NRC supervisors on the use of hiring authorities, reasonable accommodation plans, and areas of overlap, such as worker's compensation, Family Medical Leave Act, telework, ergonomics, accessibility issues, information technology, and modifications of the physical environment. In addition to the above, the NRC's Advisory Committee for Employees with Disabilities conducted a virtual lunchtime panel event, "Powered by Diversity: Hiring and Advancing Employees with Disabilities." The panel discussion included use of Schedule A authority. During this forum, the EEO office presented on "Hiring and Advancing Employees with Disabilities," which included four learning objectives: (1) Section 501 regulations and requirements, (2) the NRC's Disability Affirmative Action Plan, (3) understanding expectations, and (4) how to manage decisions and actions to achieved desired results. Other activities/initiatives are identified in Part E3.

## **B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS**

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

To increase outreach, the number of applications received from individuals with disabilities, and the hiring of PWD/PWTD, the NRC participated in recruitment events, posted job vacancies, and coordinated a number of events/activities with partnering organizations that assist PWD/PWTD (e.g., Navy Nuclear Power Officer Career Conference, Equal Opportunity Publications, Inc. CAREERS & the disABLED magazine's Virtual Career Fair, the Maryland Department of Rehabilitative Services Maryland Workforce Exchange, the U.S. Department of Defense's Operation Warfighter Program, and the Workforce Recruitment Program),

as discussed in Part E3, Section 4.

**C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)**

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

- a. New Hires for Permanent Workforce (PWD) Answer Yes
- b. New Hires for Permanent Workforce (PWTD) Answer Yes

See the answer provided in Section I of this document. Table B1-2 - “Total Workforce— Distribution by Disability Status (Inclusion Rate),” reveals that in 2022, there were 270 total workforce new hires. Within this group, 204 employees self-identified as having no disability (75.56 percent), 28 employees did not self-identify their status (10.37 percent), and 38 employees self-identified as PWD (14.07 percent). The PWD total included four employees who self identified as PWTD (1.48 percent). There were 194 total permanent workforce new hires. Within this group, 162 employees self-identified as persons without disability (83.51 percent), 144 employees self-identified as having no disability (74.23 percent), 18 employees did not self-identify their status (9.28 percent), and 32 employees self-identified as PWD (16.49 percent). The PWD total included three employees who self identified as PWTD (1.55 percent). Part E3 contains more information on new hires.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	3622	5.25	0.00	2.40	0.00
% of Qualified Applicants	1348	0.00	0.00	0.00	0.00
% of New Hires	62	17.74	0.00	3.23	0.00

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PWTD) Answer Yes

See the answer provided in Section I of this document and Table B6P - “Mission-Critical Occupations—Distribution by Disability (Participation Rate),” and Table B3 - “Occupational Categories—Distribution by Disability (Participation Rate) (Table B3). The NRC made three vacancy announcements for mission-critical occupations. A total of 283 employees were hired. Within the mission-critical occupations new hire group, 23 employees self-identified as having no disability (8.13 percent), 145 employees did not self-identify their status (51.24 percent), and 13 employees self-identified as PWD (4.59 percent). The PWD group included eight employees who self-identified as PWTD (2.83 percent). Part E3, Section 7 - “Applicants and New Hires for NRC Mission-Critical Occupations,” contains further information.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0080 SECURITY ADMINISTRATION	3	66.67	33.33
0201 HUMAN RESOURCES MANAGEMENT	5	40.00	0.00

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0301 MISCELLANEOUS ADMINISTRATION AND PROGRAM SERIES	1	0.00	0.00
0303 MISCELLANEOUS CLERK AND ASSISTANT	2	50.00	50.00
0318 SECRETARY	14	28.57	0.00
0343 MANAGEMENT AND PROGRAM ANALYSIS	4	0.00	0.00
0801 GENERAL ENGINEERING	23	8.70	0.00
0840 NUCLEAR ENGINEERING	2	0.00	0.00
1306 HEALTH PHYSICS	8	0.00	0.00

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. Qualified Applicants for MCO (PWD) Answer Yes
  - b. Qualified Applicants for MCO (PWTD) Answer Yes

See the answer provided in Section I of this document and the data on internal competitive promotions within Table B6P. The data revealed that the NRC made four vacancy announcements, and seven employee applicants responded. No applicant flow or other demographic data were made available. All seven applicants were determined to be qualified and referred to the hiring officials. The data reflect that no interviews were conducted, and four internal selections were made. \*The NRC continues to experience problems with its information/data collections representation in the workforce data tables. For more detailed information on internal competitive promotions, see Part E3, Section 8 - “Internal Competitive Promotions for NRC Mission-Critical Occupations (Section 8),” and Section 9 - “Hiring and Recruitment: Focus—Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Types of Selections.”

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. Promotions for MCO (PWD) Answer Yes
  - b. Promotions for MCO (PWTD) Answer Yes

See the answers provided in Section I and the previous sections; Tables B6P – “Mission-Critical Occupations (Permanent)) and B3; and Part E3, Section 8.

## Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

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

### A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

To better ensure that employees achieve their career goals, and the NRC fulfills its mission, the NRC offers professional mentoring, online technical assistance and automated preparation of individual development plans, and continuing education for technical and professional or leadership courses through virtual and in-person instructor-led training and online self-study. The NRC continues to offer foundational leadership and professional development training through the Leadership Academy. This program offers PWD a variety of instructor-led leadership and interpersonal skills courses. Through courses such as Leadership Orientation, Emotional Intelligence, and Building Your Leadership Potential Through Effective Communication, personnel can assess their leadership potential, improve their interpersonal relationship skills, and begin learning about the Office of Personnel Management leadership competencies that are critical for successful career advancement. In 2022, the agency engaged in several other initiatives designed to ensure PWD and PWTD had sufficient advancement opportunity (see MD-715 Part E3, Section 9 – “Hiring and Recruitment: Focus- Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Selections). In addition to instructor led training, PWD have access to over 23,000 Skillsoft online courses, books, audiotapes, and videos in the NRC’s learning management system. The NRC offers an automated career enhancement curriculum consisting of online courses, videos, and books, which allows PWD and others to listen to an audiobook or watch a 3–5-minute expert insight video to develop their professional skills and enhance their career at a time and place convenient to their schedule. Through the learning resources, PWD serving in administrative and corporate positions can acquire the foundational skills they need to successfully perform at higher levels and be more competitive when seeking new opportunities as they become available. The NRC also offers PWD two self-paced programs to develop leadership skills at different levels. The Aspiring Leaders Certificate Program for employees at grades GG-13 through GG-15 is a noncompetitive NRC leadership development program designed to develop future supervisors. The Leader at All Levels Certificate Program provides employees at grades GG-7 through GG-12 the opportunity to acquire and strengthen the fundamental leadership competencies that support self-awareness and self-management. Both programs support development of the Office of Personnel Management leadership competencies, offering instructor-led and online courses at the employee’s own pace. In FY 2022, the Human Resources Training Division continued to provide three instructor-led courses—Strategies for Managing Your Career, Writing Your Resume, and Winning Interview Strategies—to specifically provide employees tools and strategies for navigating key career development activities such as choosing a career path or preparing for and participating in interviews.

**B. CAREER DEVELOPMENT OPPORTUNITES**

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

The NRC launched two initiatives to help PWD advance their careers and professional development. The Guide to Career Enhancement SharePoint site provides tools and resources to help employees assess their skills, reflect on personal priorities, and prepare for future job opportunities. The Career Mentoring Program is a self-service program for employees who are motivated to develop their careers or specific skills, and mentors who want to share their knowledge and experience. These new initiatives, in combination with other learning and training resources, reflect the NRC’s strategic choice to help PWD develop their skills and grow in their careers. The NRC launched an internal program called NRC Open Opportunities through which employees can apply to participate in projects, workgroups, and other opportunities seeking employees who can contribute their existing skills and develop new ones. The program facilitates collaboration and knowledge sharing across the agency. This program will allow for more opportunities for PWD to work in other areas to demonstrate their skills and abilities, as well as grow their networks. More information is available in Part E3, Section 10 - “Training and Development Opportunities.”

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	0	0	0	0	0	0
Training Programs	0	0	0	0	0	0
Fellowship Programs	0	0	0	0	0	0
Detail Programs	0	0	0	0	0	0
Mentoring Programs	0	0	0	0	0	0

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Other Career Development Programs	0	0	0	0	0	0
Coaching Programs	0	0	0	0	0	0

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer Yes
- b. Selections (PWD) Answer Yes

The EEO office is unable to conduct a full analysis due to a lack of, or only limited, information and data. Table B8 had no data for management positions, and Table B7 had no data for the SES level. The EEO office did analyze upward mobility to senior grade levels. Three career development program slots were available to GG-15 employees. Of the 245 eligible applicants, 225 employees self-identified as having no disability (91.84 percent), 7 employees did not self identify (2.86 percent), and 13 employees self-identified as PWD (5.31 percent). Of the total PWD, two employees self-identified as PWTD (0.82 percent). Three applicants with no disability (100 percent) were determined qualified for the program. The agency selected one employee with no disability for the program. At the GG-14 level, there was no information/data (zero slots for career development). At the GG-13 level, three career development program slots were available. Of the 67 eligible applicants, 58 employees self-identified as having no disability (86.57 percent), 1 employee did not self-identify (1.49 percent), and 8 employees self-identified as PWD (11.94 percent). No one self-identified as PWTD. Three applicants with no disability (100 percent) were determined qualified and selected to participate in the program. The workforce tables did not include career training programs for NRC mission-critical occupations. Part E3, Sections 2.1, 9, and 10 contain more details on career development opportunities. The EEO office continues to collaborate with OCHCO to establish an information/data collections system that tracks employee participation in career development opportunities, such as internship, fellowship, mentoring, coaching, training, detail, and other career development programs. The EEO office will provide the EEOC with a progress update once data are made available.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer Yes
- b. Selections (PWTD) Answer Yes

The EEO office is unable to conduct a full analysis due to a lack of, or only limited, information and data. Table B7 had no data for the SES level, and Table B8 had no data for senior grade levels. The EEO office did analyze upward mobility to senior grade levels. Three career development program slots were available to GG-15 employees. Of the 245 eligible applicants, 225 employees self-identified as having no disability (91.84 percent), 7 employees did not self-identify their status (2.86 percent), and 13 employees self-identified as PWD (5.31 percent). Of the PWD group, two employees self-identified as PWTD (0.82 percent). Three applicants with no disability (100.00 percent) were determined qualified for the program. The agency selected one employee with no disability for the program.

**C. AWARDS**

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

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
- b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

**TIME OFF AWARDS—NO TRIGGERS FOUND:** The EEO office did not identify a trigger related to the PWD and PWTD groups when comparing the time-off awards made to PWD and PWTD with employees who self-identified as not having a disability. The NRC awarded 665 total time-off awards for 1–10 hours. A total of 586 employees (88.12 percent) who self-identified as having no disability received an average time-off award of 8 hours, 29 employees (4.36 percent) who did not self-identify their status received an average time-off award of 8 hours, and 50 employees (7.52 percent) who self-identified as PWD received an average time-off award of 10 hours. Of the PWD group, eight employees (1.20 percent) who self-identified as PWTD received an average time-off award of 13 hours. The NRC awarded 190 total time-off awards for 11–20 hours. A total of 170 employees (89.47 percent) who self-identified as having no disability received an average time-off award of 15 hours, 9 employees (4.74 percent) who did not self-identify their status received an average time-off award of 12 hours, and 11 employees (5.79 percent) who self-identified as PWD received an average time-off award of 14 hours. Of the PWD group, one employee (0.53 percent) who self-identified as PWTD received an average time off award of 16 hours. The NRC awarded three total time-off awards for 11–20 hours. A total of two employees (66.67 percent) who self-identified as having no disability received an average time-off award of 22 hours, zero employees (0.00 percent) who did not self-identify their status received an average time-off award of 0 hours, and one employee (33.33 percent) who self-identified as PWD received an average time-off award of 24 hours. Of the PWD group, zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. The NRC awarded four total time-off awards for 31–40 hours. A total of three employees (75.00 percent) who self-identified as having no disability received an average time-off award of 32 hours, one employee (25.00 percent) who did not self-identify their status received an average time-off award of 36 hours, and zero employees (0.00 percent) who self-identified as PWD received an average time-off award of 0 hours. Zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. The NRC awarded six total time-off awards for 41 or more hours. A total of five employees (83.33 percent) who self-identified as having no disability received an average time-off award of 42 hours, one employee (16.67 percent) who did not self-identify their status received an average time-off award of 42 hours, and zero employees (0.00 percent) who self-identified as PWD received an average time-off award of 0 hours. Zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. Part E3, Section 11 - “Retention Efforts, Including Salary Distribution and Time Off and Cash Awards,” contains more information.

**CASH AWARDS—NO TRIGGERS FOUND:** The EEO office did not identify a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the time-off awards made to PWD and PWTD with those to employees who self-identified as not having a disability. The NRC issued 674 total cash awards of \$500 and under. A total of 578 employees (85.76 percent) who self-identified as having no disability received an average cash award of \$441.51, 36 employees (5.34 percent) who did not self-identify their status received an average cash award of \$425.11, and 60 employees (8.90 percent) who self-identified as PWD received an average cash award of \$449.33. Of the PWD group, 13 employees (1.93 percent) who self-identified as PWTD received an average cash award of \$430.77. The NRC issued 818 total cash awards of \$501–\$999. A total of 726 employees (88.75 percent) who self-identified as having no disability received an average cash award of \$751.00, 31 employees (3.79 percent) who did not self-identify their status received an average cash award of \$749.00, and 61 employees (7.46 percent) who self-identified as PWD received an average cash award of \$748.00. Of the PWD group, 13 employees (1.53 percent) who self-identified as PWTD received an average cash award of \$738.00. The NRC issued 1,341 total cash awards of \$1,000–\$1,999. A total of 1,203 employees (89.71 percent) who self-identified as having no disability received an average cash award of \$1,312.00, 50 employees (3.73 percent) who did not self-identify their status received an average cash award of \$1,222.00, and 88 employees (6.56 percent) who self-identified as PWD received an average cash award of \$1,350.00. Of the PWD group, 14 employees (1.04 percent) who self-identified as PWTD received an average cash award of \$1,268.00. The NRC issued 538 total cash awards of \$2,000–\$2,999. A total of 473 employees (87.92 percent) who self-identified as having no disability received an average cash award of \$2,399.00, 20 employees (3.72 percent) who did not self-identify their status received an average cash award of \$2,404.00, and 45 employees (8.36 percent) who self-identified as PWD received an average cash award of \$2,415.00. Of the PWD group, five employees (0.93 percent) who self-identified as PWTD received an average cash award of \$2,499.00. The NRC issued 951 total cash awards of \$3,000–\$3,999. A total of 850 employees (89.38 percent) who self-identified as having no disability received an average cash award of \$3,508.00, 36 employees (3.79 percent) who did not self-identify their status received an average cash award of \$3,575.00, and 65 employees (6.83 percent) who self-identified as PWD received an average cash award of \$3,489.00. Of the PWD group, 12 employees (1.26 percent) who self-identified as PWTD received an average cash award of \$3,491.00. The NRC issued 536 total cash awards of \$4,000–\$4,999. A total of 487 employees (90.86 percent) who self-identified as having no disability received an average cash award of \$4,397.00, 13 employees (2.43 percent) who did not self-identify their status received an average cash award of \$4,435.00, and 36 employees (6.72 percent) who self-identified as PWD received an average cash award of \$4,392.00. Of the PWD group, six employees (1.12 percent) who self-identified as PWTD received an average cash award of \$4,373.00. The NRC issued 374 total cash awards of \$5,000 or more. A total of 340 employees (90.91 percent) who self-identified as having no disability received an average cash award of \$10,007.00, 7 employees (1.87 percent) who did not self-identify their status received an average cash award of \$7,532.00, and 27 employees (7.22 percent) who self-identified as PWD received an average cash award of \$11,239.00. Of the PWD, six employees (1.60 percent) who self-identified PWTD received an average cash award of \$8,100.00. Part E3, Section 11, contains more information.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	665	21.46	25.31	22.22	21.32
Time-Off Awards 1 - 10 Hours: Total Hours	5500	224.03	204.54	300.00	210.15
Time-Off Awards 1 - 10 Hours: Average Hours	8	4.29	0.35	36.11	-1.52
Time-Off Awards 11 - 20 hours: Awards Given	190	4.72	7.34	2.78	5.08
Time-Off Awards 11 - 20 Hours: Total Hours	2854	68.67	111.71	44.44	73.10
Time-Off Awards 11 - 20 Hours: Average Hours	15	6.01	0.65	44.44	-1.02
Time-Off Awards 21 - 30 hours: Awards Given	3	0.43	0.09	0.00	0.51
Time-Off Awards 21 - 30 Hours: Total Hours	69	10.30	1.94	0.00	12.18
Time-Off Awards 21 - 30 Hours: Average Hours	23	10.30	0.95	0.00	12.18
Time-Off Awards 31 - 40 hours: Awards Given	4	0.00	0.13	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	134	0.00	4.23	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	33	0.00	1.38	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	6	0.00	0.22	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	252	0.00	9.07	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	42	0.00	1.81	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	818	26.18	31.36	36.11	24.37
Cash Awards: \$501 - \$999: Total Amount	614310	19592.70	23560.82	26666.67	18300.00
Cash Awards: \$501 - \$999: Average Amount	750	321.03	32.44	2050.00	5.08
Cash Awards: \$1000 - \$1999: Awards Given	1341	37.77	51.97	38.89	37.56
Cash Awards: \$1000 - \$1999: Total Amount	1758784	51012.02	68198.23	49330.56	51319.29
Cash Awards: \$1000 - \$1999: Average Amount	1311	579.40	56.67	3522.22	41.62
Cash Awards: \$2000 - \$2999: Awards Given	538	19.31	20.43	13.89	20.30
Cash Awards: \$2000 - \$2999: Total Amount	1291778	46644.21	49028.73	34713.89	48824.37
Cash Awards: \$2000 - \$2999: Average Amount	2401	1036.48	103.63	6941.67	-42.64
Cash Awards: \$3000 - \$3999: Awards Given	951	27.90	36.72	33.33	26.90
Cash Awards: \$3000 - \$3999: Total Amount	3337533	97341.63	128812.18	116377.78	93862.94
Cash Awards: \$3000 - \$3999: Average Amount	3509	1497.42	151.53	9697.22	-1.02

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$4000 - \$4999: Awards Given	536	15.45	21.04	16.67	15.23
Cash Awards: \$4000 - \$4999: Total Amount	2357224	67869.53	92502.46	72894.44	66951.27
Cash Awards: \$4000 - \$4999: Average Amount	4397	1884.98	189.94	12147.22	9.64
Cash Awards: \$5000 or more: Awards Given	374	11.59	14.69	16.67	10.66
Cash Awards: \$5000 or more: Total Amount	3758595	130247.21	146971.66	135000.00	129378.68
Cash Awards: \$5000 or more: Average Amount	10049	4823.61	432.27	22500.00	1593.40

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

- a. Pay Increases (PWD) Answer Yes
- b. Pay Increases (PWTD) Answer Yes

The EEO office identified a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the quality step increase (QSI) awards made to PWD and PWTD with those to employees who self identified as not having a disability. The NRC issued a total of 55 QSIs to 55 employees (100 percent) who self-identified as having no disability. The EEO office determined that a trigger exists when comparing QSIs given to persons without a disability and QSIs to PWD and PWTD. Part E3, Section 11, and Section 11.17, “Quality Step Increases Awarded,” contains more information.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

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

- a. Other Types of Recognition (PWD) Answer Yes
- b. Other Types of Recognition (PWTD) Answer Yes

The EEO office made a request to OCHCO for information and data, including demographics, related to the following incentive programs: Student Loan Repayment Program, Relocation Benefits, Recruitment/Signing Bonuses, and Retention Bonuses. In FY 2022, the NRC provided a total of 35 employees with incentive bonuses (i.e., recruitment, retention, relocation, and student loan repayment). The summaries below do not include the amounts, but those are available upon request. Recruitment Incentive. An incentive bonus was given to one employee (100 percent) who self identified as having no disability. Retention Incentive. A total of six retention incentive bonuses were given to six employees (100 percent) who self identified as having no disability. Student Loan Reimbursement. A student loan reimbursement was given to one employee (100.00 percent) who self identified as having no disability. Relocation Incentive. Of the 27 relocation incentive bonuses given, 23 bonuses were given to employees (85 percent) who self-identified as having no disability and 1 bonus was given to an employee (3.70 percent) who self-identified as PWD. Of the PWD group, one bonus was given to an employee (3.70 percent) who self-identified as PWTD. The EEO office determined that triggers exist based on a comparison of the incentive awards given to persons without a disability with those given to PWD and PWTD. Part E3, Section 11.17, contains more information.

**D. PROMOTIONS**

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and



the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

- i. Qualified Internal Applicants (PWD) Answer Yes
- ii. Internal Selections (PWD) Answer Yes

b. Grade GS-15

- i. Qualified Internal Applicants (PWD) Answer Yes
- ii. Internal Selections (PWD) Answer Yes

c. Grade GS-14

- i. Qualified Internal Applicants (PWD) Answer Yes
- ii. Internal Selections (PWD) Answer Yes

d. Grade GS-13

- i. Qualified Internal Applicants (PWD) Answer Yes
- ii. Internal Selections (PWD) Answer Yes

The EEO office is unable to provide a complete workforce analysis (see Table B8) on promotions to the SES due to the unavailability of applicant flow demographics, and other information/data listed reveal 0 under each category (e.g., internal applications) and 0.00 percent. Data are missing, inaccurate, or incomplete for the managers, supervisors, GG-15, GG-14, and GG-13 promotional positions. Triggers exist related to PWD and PWTD. The data on the internal competitive promotion of managers reveal there were two vacancy announcements. Of the total applicant pool, 88.61 percent were employees who self-identified as having no disability, 3.8 percent were employees who did not self-identify their disability status, and 7.59 percent were employees who self-identified as PWD. The PWD group included 1.27 percent who self-identified as PWTD. The NRC received applications from 26 employees, of whom 1 employee (3.85 percent) self-identified as having no disability, 23 employees (88.46 percent) did not self identify their disability status, and 2 employees (7.69 percent) self-identified as PWD. The NRC determined that 19 employees were qualified, 40 applicants were referred to hiring officials, and no applicants were interviewed for manager positions, although Table B8 did not provide demographic information for any of these groups. The NRC selected two employees without a disability to fill manager positions. The data on the internal competitive promotion of supervisors reveal there were 12 vacancy announcements. Of the total applicant pool, 89.43 percent were employees who self-identified as having no disability, 3.74 percent were employees who did not self-identify their disability status, and 6.83 percent were employees who self-identified as PWD. Of the PWD group, 0.99 percent self-identified as PWTD. The NRC received applications from 111 employees, of whom 3 employees (2.70 percent) self-identified as having no disability, 104 employees (92.69 percent) did not self identify their disability status, and 4 employees (3.60 percent) self-identified as PWD. The PWD group included one employee (0.90 percent) who self-identified as PWTD. The NRC determined that 109 employees were qualified, 132 applicants were referred to the hiring officials, and no applicants were interviewed for supervisor positions, although no demographic information was provided for any of these groups. The NRC selected 12 employees without a disability to fill supervisor positions. The data on GG-15 internal competitive promotion reveal there were 38 vacancy announcements. Of the total applicant pool, 89.43 percent were employees who self-identified as having no disability, 3.74 percent were employees who did not self-identify their disability status, and 6.83 percent were employees who self-identified as PWD. The PWD group included 0.99 percent employees who self-identified as PWTD. The NRC received applications from 414 employees, of whom 9 employees (2.17 percent) self-identified as having no disability, 389 employees (93.96 percent) did not self-identify their disability status, and 16 employees (3.86 percent) self identified as PWD. The PWD group included eight employees (1.93 percent) who self-identified as PWTD. The NRC determined that 358 employees were qualified, 476 applicants were referred to the hiring officials, and no applicants were interviewed for GG-15 positions, but no demographic information was provided on any of these groups. The NRC selected 44 employees to fill GG-15 positions, of whom 41 employees (93.18 percent) self identified as having no disability, 1 employee (2.27 percent) did not self-identify their disability status, and 2 employees (4.56 percent) self-identified as PWD. The data on GG-14 internal competitive promotion reveal there were 38 vacancy announcements. Of the total applicant pool, 83.19 percent were employees who self-identified as having no disability,

5.78 percent were employees who did not self-identify their disability status, and 11.03 percent were employees who self-identified as PWD. The PWD group included 1.58 percent employees who self-identified as PWTD. The NRC received applications from 549 employees, of whom 17 employees (3.10 percent) self-identified as having no disability, 467 employees (85.06 percent) did not self-identify their disability status, and 17 employees (3.10 percent) self identified as PWD. The PWD group included 11 employees (2.00 percent) who self-identified as PWTD. The NRC determined that 370 employees were qualified, 449 applicants were referred to the hiring officials, and no applicants were interviewed for GG-14 positions, but no demographic information was provided for any of these groups. The NRC selected 48 employees to fill GG-14 positions, of whom 44 employees (91.67 percent) self identified as having no disability, 3 employees (6.25 percent) did not self-identify their disability status, and 1 employee (2.08 percent) self-identified as PWD. The data on GG-13 internal competitive promotion reveal there were two vacancy announcements. Of the total applicant pool, 82.35 percent were employees who self-identified as having no disability, 2.94 percent were employees who did not self-identify their disability status, and 14.71 percent were employees who self-identified as PWD. The PWD group included 1.47 percent employees who self-identified as PWTD. The NRC received applications from 86 employees, of whom 2 employees (2.33 percent) self-identified as having no disability, 52 employees (60.47 percent) did not self-identify their disability status, and 3 employees (3.49 percent) self identified as PWD. The NRC determined that 48 employees were qualified, 33 applicants were referred to the hiring officials, and no applicants were interviewed for GG-13 positions, but no demographic information was provided for any of these groups. The NRC selected two employees without a disability to fill GG-13 positions. Part E3, Section 8.2 – “GG-15 or Equivalent”, Section 8.3 – “GG-14 or Equivalent”, and Section 8.4 – “GG-13 or Equivalent,” contains more information.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
  - a. SES
    - i. Qualified Internal Applicants (PWTD) Answer Yes
    - ii. Internal Selections (PWTD) Answer Yes
  - b. Grade GS-15
    - i. Qualified Internal Applicants (PWTD) Answer Yes
    - ii. Internal Selections (PWTD) Answer Yes
  - c. Grade GS-14
    - i. Qualified Internal Applicants (PWTD) Answer Yes
    - ii. Internal Selections (PWTD) Answer Yes
  - d. Grade GS-13
    - i. Qualified Internal Applicants (PWTD) Answer Yes
    - ii. Internal Selections (PWTD) Answer Yes

The response to item 1 in this section containing information about internal competitive promotions related to PWTD is adopted and incorporated in this section by reference. Part E3, Section 8 – “Internal Competitive Promotions for NRC Mission-Critical Occupations,” contains more information.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWD) Answer Yes
- b. New Hires to GS-15 (PWD) Answer Yes
- c. New Hires to GS-14 (PWD) Answer Yes
- d. New Hires to GS-13 (PWD) Answer Yes

The EEO office is unable to provide a complete workforce analysis (see Table B8) on new hires to the SES, due to the unavailability of applicant flow demographics. The information/data listed reveal 0 under each category (e.g., internal applications) and 0 percent. Data is also missing, inaccurate, or incomplete for managers, supervisors, GG-15, GG-14, and GG-13 new hire positions. Triggers exist related to PWD and PWTD, which are described in the following paragraphs. The data on managers reveal there were no vacancy announcements. The data on supervisor new hires reveal there were three vacancy announcements. The NRC received applications from 88 employees, of whom 8 employees (9.09 percent) self-identified as having no disability, 72 employees (81.82 percent) did not self-identify their disability status, and 8 employees (9.09 percent) self-identified as PWD. The PWD group included three employees (3.41 percent) who self-identified as PWTD. The NRC determined that 60 employees were qualified, 93 applicants were referred to the hiring officials, and no applicants were interviewed for supervisor positions, but no demographic information was provided for any of these groups. The NRC selected three employees without a disability to fill supervisor positions. The data on GG-15 new hires reveal there were three vacancy announcements. The NRC received applications from 157 employees, of whom 25 employees (15.92 percent) self-identified as having no disability, 124 employees (78.98 percent) did not self-identify their disability status, and 8 employees (5.10 percent) self-identified as PWD. The PWD group included four employees (2.55 percent) who self-identified as PWTD. The NRC determined that 125 employees were qualified, 167 applicants were referred to the hiring officials, and no applicants were interviewed for GG-15 positions, but no demographic information was provided for any of these groups. The NRC selected three employees to fill GG-15 positions, of whom two employees (66.67 percent) self-identified as having no disability and one employee (33.33 percent) did not self-identify their disability. The data on GG-14 new hires reveal there were 10 vacancy announcements. The NRC received applications from 411 employees, of whom 25 employees (6.08 percent) self-identified as having no disability, 297 employees (72.26 percent) did not self-identify their disability status, and 21 employees (5.11 percent) self-identified as PWD. The PWD group included 12 employees (2.92 percent) who self-identified as PWTD. The NRC determined that 212 employees were qualified, 352 applicants were referred to the hiring officials, and no applicants were interviewed for GG-14 positions, but no demographic information was provided for any of these groups. The NRC selected 10 employees to fill GG-14 positions, of whom 8 employees (80.00 percent) self-identified as having no disability, 0 employees (0.00 percent) did not self-identify their disability status, and 2 employees (20.00 percent) self-identified as PWD. The data on GG-13 new hires reveal there were 24 vacancy announcements. The NRC received applications from 2,256 employees, of whom 101 employees (4.48 percent) self-identified as having no disability, 1,218 employees (53.99 percent) did not self-identify their disability status, and 91 employees (4.03 percent) self-identified as PWD. The PWD group included 44 employees (1.95 percent) who self-identified as PWTD. The NRC determined that 749 employees were qualified, 942 applicants were referred to the hiring officials, and no applicants were interviewed for GG-13 positions, but no demographic information was provided for any of these groups. The NRC selected 36 employees to fill GG-13 positions, of whom 27 employees (75.00 percent) self-identified as having no disability, 5 employees (13.89 percent) did not self-identify their disability status, and 4 employees (11.11 percent) self-identified as PWD. The PWG group included one employee (2.78 percent) who self-identified as PWTD.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWTD) Answer Yes
- b. New Hires to GS-15 (PWTD) Answer Yes
- c. New Hires to GS-14 (PWTD) Answer Yes
- d. New Hires to GS-13 (PWTD) Answer Yes

The response to item 3 in this section containing information about new hires related to PWTD is adopted and incorporated in this section by reference.

5.

Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
  - i. Qualified Internal Applicants (PWD) Answer Yes
  - ii. Internal Selections (PWD) Answer Yes
- b. Managers
  - i. Qualified Internal Applicants (PWD) Answer Yes
  - ii. Internal Selections (PWD) Answer Yes
- c. Supervisors
  - i. Qualified Internal Applicants (PWD) Answer Yes
  - ii. Internal Selections (PWD) Answer Yes

The responses to other items in this section related to PWD are adopted and incorporated herein by reference.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
  - i. Qualified Internal Applicants (PWTD) Answer Yes
  - ii. Internal Selections (PWTD) Answer Yes
- b. Managers
  - i. Qualified Internal Applicants (PWTD) Answer Yes
  - ii. Internal Selections (PWTD) Answer Yes
- c. Supervisors
  - i. Qualified Internal Applicants (PWTD) Answer Yes
  - ii. Internal Selections (PWTD) Answer Yes

The responses to other items in this section on promotions related to PWTD are adopted and incorporated herein by reference.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer Yes
- b. New Hires for Managers (PWD) Answer Yes
- c. New Hires for Supervisors (PWD) Answer Yes

The responses to other items in this section on new hires related to PWTD are adopted and incorporated herein by reference.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD) Answer Yes
- b. New Hires for Managers (PWTD) Answer Yes
- c. New Hires for Supervisors (PWTD) Answer Yes

The responses to other items in this section on new hires related to PWTD are adopted and incorporated herein by reference.

## Section VI: Plan to Improve Retention of Persons with Disabilities

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

### A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

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

Answer N/A

N/A. No employees fell under the identified category.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWD) Answer No
- b. Involuntary Separations (PWD) Answer No

There were 305 total workforce employee separations. Table B2 showed that these separations included 285 employees without disability (11.21 percent attrition). Of these, 269 employees (11.12 percent attrition) self-identified as having no disability and 16 employees (13.11 percent attrition) did not identify their disability status. The group also included 20 employees (8.10 percent attrition) who self-identified as PWD. Of these, four employees (10.53 percent attrition) self-identified as PWTD. Voluntary Separations (i.e., Resignation, Retirement, Other). Of the total of 86 employees who resigned (3.08 percent attrition), 83 employees (3.27 percent attrition) were persons without disability. Of these, 80 employees (3.31 percent attrition) self-identified as having no disability and 3 employees (2.46 percent attrition) did not identify their disability status. MD-715 Part E3, Section 12, gives more information on separations.

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	2	0.00	0.08
Permanent Workforce: Resignation	48	0.81	1.81
Permanent Workforce: Retirement	153	5.26	5.51
Permanent Workforce: Other Separations	43	1.62	1.53

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Total Separations	246	7.69	8.93

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

- a. Voluntary Separations (PWTD) Answer No
- b. Involuntary Separations (PWTD) Answer No

N/A.

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	2	0.00	0.07
Permanent Workforce: Resignation	48	0.00	1.74
Permanent Workforce: Retirement	153	5.26	5.49
Permanent Workforce: Other Separations	43	5.26	1.49
Permanent Workforce: Total Separations	246	10.53	8.80

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

N/A.

**B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES**

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

- 1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

The NRC site accessibility notice is posted at <https://www.nrc.gov/site-help/access.html> and states the following: The NRC is committed to making every possible effort to ensure that all information on its internal Web site is accessible. Section 508 of the Rehabilitation Act (29 U.S.C. 794d), as amended in 1998, is a federal law that requires agencies to provide individuals with disabilities equal access to electronic information and data comparable to those who do not have disabilities, unless an undue burden would be imposed on the agency. The Section 508 standards are the technical requirements and criteria that are used to measure conformance within this law. More information on Section 508 and the technical standards can be found at [www.section508.gov](http://www.section508.gov). For assistance with any accessibility difficulties with NRC documents on our Web site, please contact the staff of the NRC’s Public Document Room (PDR). PDR staff may be reached at 301-415-4737, 1-800-397-4209 (voice), or by e-mail at [PDR.Resource@nrc.gov](mailto:PDR.Resource@nrc.gov). If you have any comments, concerns, or questions regarding the accessibility of our Web site, please Contact the Web Site Staff. In your message, please include the Web site address or URL and the specific problems you have encountered. Comments and/or feedback regarding the NRC’s Section 508 program can be directed to [Section508@nrc.gov](mailto:Section508@nrc.gov). Complaints regarding noncompliance with Section 508 of the Rehabilitation Act should be filed with NRC’s Office of Small Business and Civil Rights (SBCR). Click on How to File a Complaint for information about the complaint process. For additional information, please contact Tuwanda M. Smith, Program Manager for the Affirmative Employment and Diversity Management Program (301) 415-7384 or [Tuwanda.Smith@nrc.gov](mailto:Tuwanda.Smith@nrc.gov).

- 2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the

Architectural Barriers Act, including a description of how to file a complaint.

The EEO office conducts the NRC's Internal Disability Compliance Program, which implements the provisions of 10 CFR Part 4, "Nondiscrimination in Federally Assisted Programs or Activities Receiving Federal Financial Assistance from the Commission," Subpart E, "Enforcement of Nondiscrimination on the Basis of Disability in Programs or Activities Conducted by the U.S. Nuclear Regulatory Commission," which includes compliance with the Architectural Barriers Act and describes how to file a complaint. The regulation is available at <https://www.nrc.gov/reading-rm/doc-collections/cfr/part004/>.

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

The EEO office reviewed the NRC's 2022 Building Accessibility Report. All renovations were designed to meet current Americans with Disabilities Act Accessibility Guidelines and Architectural Barriers Act Accessibility (ABAAS) standards. The following renovations have been completed or are planned renovations: • New NRC offices on the sixth floor (September 2021–January 2022) have office spaces, workstations, conference rooms, kitchens, a wellness room, and private phone rooms that meet ABAAS standards. • Construction of the five new conference rooms and a coffee shop on the first floor is in progress and will be completed by summer 2023. • Construction of the 12th floor started in summer 2022 and was completed in January 2023. This floor has new offices, workstations, conference rooms, a kitchen, and a wellness room. • The NRC initiated the design process for the 11th and 13th floors in November 2021 and anticipates completion by summer 2024. • The NRC installed new touchless "wave" disability door opener devices on all suite entrances and hallway doors for the 6th and 12th floors at One White Flint North and Two White Flint North. The NRC intends to install "wave" devices for all current and future projects. • The NRC Section 508 Program refreshed the design and content of the internal Section 508 / Information and communication technology (ICT) Accessibility Guidance website that is used to provide guidance to NRC employees to help them address Section 508 requirements for NRC ICT in support of fellow NRC employees and members of the public who have disabilities. Highlights of added content included: a curated, role-based list of accessibility training courses and other learning resources; guidance on how to perform product market research, evaluate product accessibility conformance reports, and request new and updated hardware and software; and tips for addressing Section 508 in procurement solicitations. The program also implemented mandatory Section 508 awareness training for employees in the Office of the Chief Information Officer (OCIO) who have responsibility for reviewing requests for new or upgraded ICT products or are purchase card holders.

## C. REASONABLE ACCOMMODATION PROGRAM

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

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

Within 5 business days of receipt of the request, the Reasonable Accommodation Coordinator or designee will begin reviewing the request and will keep the requestor and requestor's supervisor apprised of the status or the need for any additional information or other delay as the nature of the request demands. The NRC will process requests for reasonable accommodations and provide accommodations, where appropriate, in as short a time frame as reasonably possible. Interim accommodations may be approved as a temporary provisional measure for cases that present extenuating circumstances. The NRC's Reasonable Accommodation Procedures contains a section entitled "Reasonable Accommodation Timeline," which identifies specific actions and the associated timelines.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

In FY 2022, the EEO office, Office of the General Counsel, and OCHCO conducted three mandatory annual/refresher EEO and diversity management training sessions for managers, supervisors, and team leaders. During the training, OCHCO presented a session on the NRC's Reasonable Accommodation Program (RAP) and personal assistance services (PAS) procedures. OCHCO also undertook the following efforts to address deficiencies under MD 715 Part H, "Agency EEO Plan to Attain the Essential

Elements of a Model EEO Program,” and to ensure NRC employees and applicants can fully participate in the workplace: • Reached out to the Office of the Chief Information Officer (OCIO) to support automation of the RAP and submitted an intake request in June 2022. The system is currently under review by OCIO for processing and approval. • Continues to operate without the benefit of a Reasonable Accommodation Tracking System, which is required by Section 501 and MD-715 to effectively and accurately run reports to verify processing time frames and calculate a percentage of untimely requests. • Continues to post the RAP and PAS procedures on the agency’s internal and public websites, pursuant to the Rehabilitation Act and MD-715 requirements. • Hired an additional Reasonable Accommodation Coordinator to address an increase in volume of reasonable accommodation requests due to work reentry after the Coronavirus Disease 2019 (COVID-19) pandemic in order to ensure timely processing moving forward.

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

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

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

The NRC included its PAS procedures in the EEOC-approved RAP procedures. Requests for PAS are made in the same manner as all other requests for reasonable accommodations outlined in Section I of the RAP. The agency determined that it would pay for PAS using an agency bank card. All procurements will comply with established EEOC guidance.

**Section VII: EEO Complaint and Findings Data**

**A. EEO COMPLAINT DATA INVOLVING HARASSMENT**

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

Answer No
2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?  

Answer No
3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

**B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

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

Answer No
2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?  

Answer No



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

N/A

## Section VIII: Identification and Removal of Barriers

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

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

Answer Yes

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

Answer Yes

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

<b>Source of the Trigger:</b>	Other				
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B1				
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	See MD-715, Executive Summary, Part E2, “Essential Elements A–F”; Part E3, “Workforce Analyses”; Part E4, “Accomplishments”; and Part E5, “Planned Activities.”				
<b>STATEMENT OF BARRIER GROUPS:</b>	<i>Barrier Group</i>				
<b>Barrier Analysis Process Completed?:</b>	N				
<b>Barrier(s) Identified?:</b>	N				
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>		
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
<b>Responsible Official(s)</b>					
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>	
<b>Planned Activities Toward Completion of Objective</b>					
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>
<b>Completion Date</b>					
<b>Report of Accomplishments</b>					
<b>Fiscal Year</b>	<b>Accomplishment</b>				

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

The NRC has a Disability Program Strategic Project Plan for FY 2019–FY 2024. The plan identifies five target areas: recruitment, hiring, retention, development and career progression, and cultural change. All target areas include a goal along with corresponding action items. The NRC had planned to conduct a focus group in FY 2020 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 and new opportunities. However, due to COVID-19 restrictions, the portion of this effort involving NRC employees has been delayed until later during FY 2023 or FY 2024. In addition, OCHCO determined that the plan to interview people who are not employed by the NRC requires the agency to obtain Office of Management and Budget clearance for any type of survey or questions. Therefore, this part of the activity is not being pursued. The NRC Advisory Committee for Employees with Disabilities conducted a lunch-time forum on May 24, 2022, entitled, "Powered By Diversity—Hiring and Advancing Employees With Disabilities." In addition to co sponsoring this event, the EEO office's AEDM Program Manager discussed the NRC's Disability Affirmative Action Plan and how the EEO office is assisting in agencywide efforts to achieve cultural diversity and inclusion within the workplace to advance affirmative action and EEO for employees and applicants with disabilities. The Program Manager emphasized to participants how the MD-715 report and associated plans provide assessments of the NRC's organizational performance, enabling environment at the office level, capacity, and organizational motivation. The Program Manager conveyed that this EEOC driven information/data collection is then used to build on the NRC's strengths and address its weaknesses to improve agencywide performance outcomes. The EEO office plans to conduct similar presentations to influence decision-making at the office level to promote diversity recruitment outreach, hiring, employee engagement, upward mobility, advancement, and retention of individuals with disabilities.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

The EEOC advised the NRC, in a letter dated September 30, 2019, that the agency's reasonable accommodations procedures are in compliance with EEOC regulations implementing Section 501. After receiving the EEOC's notification, the NRC posted the RAP on the agency's internal and external websites. During 2022, the NRC posted and implemented the updated procedures and ensured manager and supervisor awareness to promote compliance with regulations and requirements. Additionally, the NRC has revised its Anti-Harassment Policy and Procedures for Preventing and Eliminating Harassing Conduct in the Workplace, which included such conduct based on disability, in accordance with EEOC guidance. Based on EEOC guidance, the NRC has also increased partnerships with organizations that assist and support PWD and PWTD. The NRC is making meaningful progress towards achieving the employment benchmark goals (12 percent for PWD and 2 percent PWTD) for employment of individuals with disabilities. The EEO office continues to monitor and assist NRC offices in their efforts to increase recruitment outreach, hiring, training and development, career advancement, incentives, and retention of individuals with disabilities as described in the Disability Affirmative Action Plan and MD-715 Part E3.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The NRC believes that the agency has identified a good path forward and will continue implementing the activities and initiatives identified in the FY 2022 MD 715 Report.