

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

Nuclear Regulatory Commission - FY 2025

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

A review was conducted of the Office of the Chief Human Capital Officer (OCHCO)-generated Alt Pay-AD Workforce Statistics Table Worksheet B4P, "Participation Rates for NRC Grades by Disability." In FY 2025, the total NRC permanent workforce consisted of 2,935 employees, of whom 2,410 employees (82.11 percent) self-identified as no disability, 160 did not self-identify (5.45 percent), 365 self-identified as PWD (12.44 percent) of whom, 58 self-identified as PWTD (1.98 percent). While the NRC has achieved the Section 501 benchmark goal of employing 12 percent PWD and is close to achieving employment of 2 percent PWTD, triggers exist involving PWD and PWTD by grade level cluster in the permanent workforce. The breakdown of employees by grade is provided in the following bulleted paragraphs.

- GG 01, GG 02, GG 03, and GG 04. There were no listed employees.
- GG 05. There was 1 employee, who was a PWD.
- GG 06. Within this group, there were 21 employees, of whom 17 employees (80.95 percent) self-identified as no disability, 3 did not self-identify (14.29 percent), 1 self-identified as PWD (4.76 percent) of whom, self-identified as PWTD (4.76 percent).
- GG 07. Within this group, there were 49 employees, of whom 31 employees (63.27 percent) self-identified as no disability, 7 did not self-identify (14.29 percent), 11 self-identified as PWD (22.45 percent) of whom, 1 self-identified as PWTD (2.04 percent).
- GG 08. Within this group, there were 35 employees, of whom 27 employees (77.14 percent) self-identified as no disability, 1 did not self-identify (2.86 percent), 7 self-identified as PWD (20.00 percent) of whom, -0-self-identified as PWTD (0.00 percent).
- GG 09. Within this group, there were 76 employees, of whom 61 employees (80.26 percent) self-identified as no disability, 6 did not self-identify (7.89 percent), 9 self-identified as PWD (11.84 percent) of whom, 1 self-identified as PWTD (1.32 percent).
- GG 10. Within this group, there were 24 employees, of whom 17 employees (70.83 percent) self-identified as no disability, 3 did not self-identify (12.50 percent), 4 self-identified as PWD (16.67 percent) of whom, -0-self-identified as PWTD (0.00 percent).
- GG 11. Within this group, there were 94 employees, of whom 69 employees (73.40 percent) self-identified as no disability, 8 did not self-identify (8.51 percent), 17 self-identified as PWD (18.09 percent) of whom, 1 self-identified as PWTD (1.06 percent).
- GG 12. Within this group, there were 104 employees, of whom 70 employees (67.31 percent) self-identified as no disability, 9 did not self-identify (8.65 percent), 25 self-identified as PWD (24.04 percent) of whom, 4 self-identified as PWTD (3.85 percent).
- GG 13. Within this group, there were 599 employees, of whom 463 employees (77.30 percent) self-identified as no disability, 45 did not self-identify (7.51 percent), 91 self-identified as PWD (15.19 percent) of whom, 13 self-identified as PWTD (2.17 percent).
- GG 14. Within this group, there were 1,050 employees, of whom 877 employees (83.52 percent) self-identified as no disability, 57 did not self-identify (5.43 percent), 116 self-identified as PWD (11.05 percent) of whom, 17 self-identified as PWTD (1.62 percent).
- GG 15. Within this group, there were 727 employees, of whom 646 employees (88.86 percent) self-identified as no disability, 19 did not self-identify (2.61 percent), 62 self-identified as PWD (8.53 percent) of whom, 18 self-identified as PWTD (2.48 percent).
- AO. Within this group, there were no employees.
- ES. Within this group, there were 154 employees, of whom 131 employees (85.06 percent) self-identified as no disability, 2 did not self-identify (1.30 percent), 21 self-identified as PWD (13.64 percent) of whom, 1 self-identified as PWTD (0.65 percent).
- EX. Within this group, there was 1 non-disabled employee.

A review of data in the OCHCO-generated Alt Pay-AD Workforce Statistics Table Worksheet B6P, "Mission-Critical Occupations by Disability," revealed triggers involving PWD by grade level cluster in the permanent workforce, which are described in the following bulleted paragraphs.

- Security Administration (0080). Overall, exceeds Section 501 12 percent goals. PWD employed is 12.87 percent. There are -0- PWD employees at the SN-00, and GG 07-09, and GG 12 grades.

- International Relations (0131). Overall, below the 12 percent goal. PWD employed is 5.56 percent. There are -0- PWD employees at the SN-00, GG 07, GG 14, and GG 15 grades.
- Intelligence (0132). Overall, below the 12 percent goal. PWD employed is 9.09 percent. There are -0- PWD employees at the GG-13, and GG 15 grades.
- Human Resources Management (0201). Overall, exceeds 12 percent goal. PWD employed is 34.85 percent.
- Miscellaneous Administration and Program Series (0301). Overall, exceeds 12 percent goal. PWD employed is 13.16 percent. There are -0- PWD employees at the AD-14, ES-00, and GG 09 grades.
- Licensing Assistant (0303). Overall, exceeds 12 percent goal. PWD employed is 19.64 percent. There are -0- PWD employees at the GG 6, GG 7 and GG 12 grades.
- Secretary (0318). Overall, exceeds 12 percent goal. PWD employed is 14.43 percent. There are -0- PWD employees at the GG 9-10 grades.
- Management and Program Analysis (0343). Slightly under 12 percent goal. PWD employed is 11.54 percent. There are -0- PWD employees at the GG 07, GG 09 and GG 15 grades.
- Budget Analysis (0560). Overall, exceeds 12 percent goal. PWD employed is 12.90 percent. There are -0- PWD employees at the GG 07 and GG 11-13 grades.
- General Engineering (0801). Slightly below 12 percent goal. PWD employed is 11.22 percent. There are -0- PWD employees at the AD 13-14 grades.
- Nuclear Engineering (0840). Overall, below 12 percent goal. PWD employed is 8.77 percent. There are -0- PWD/PWTD at the GG 12, SN-00, and AD 13 and AD 15 grades.
- Electrical Engineering (0850).). Overall, exceeds 12 percent goal. PWD employed is 13.64 percent. There are -0- PWD employees at the GG 15 grade.
- General Attorney (0905). Overall, below 12 percent goal. PWD employed is 9.09 percent. There are -0- PWD at the ES-00, GG 13, and IG-00 grades.
- Contracting (1102). Overall, exceeds 12 percent goal. PWD employed is 13.64 percent. There are -0- PWD employees at the GG 07, and GG 15 grades.
- General Physical Science (1301). Overall, exceeds 12 percent goal. PWD employed is 19.35 percent. There are -0- PWD employees at the GG 09, GG 11, GG12, and SN-00 grades.
- Health Physics (1306). Overall, exceeds 12 percent goal. PWD employed is 13.57 percent. There are -0- PWD/PWTD at the SN-00, GG09, and GG 11 grades.
- Criminal Investigating (1811). Overall, below 12 percent goal. PWD employed is 7.14 percent. There are -0- PWD employees at the ES-00, GG 11, and GG14 grades.
- Information Technology Management (2210). Overall, below 12 percent goal. PWD employed is 9.30 percent. There are -0- PWD employees at the ES-00, and GG 11 grades.

* 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

A review was conducted of the OCHCO-generated Alt Pay-AD Workforce Statistics Table B4P: "Participation Rates for NRC Grades by Disability." In FY 2025, the total NRC permanent workforce consisted of 2,935 employees of whom, 2,410 employees (82.11 percent) self-identified as no disability, 160 did not self-identify (5.45 percent), 365 self-identified as PWD (12.44 percent), of whom 58 self-identified as PWTD (1.98 percent). While the NRC has achieved the Section 501 benchmark goal of employing 12 percent PWD and close to achieving employment of 2 percent PWTD, triggers exist involving PWD and PWTD by grade level cluster in the permanent workforce. The response to question 1 is adopted and incorporated by reference under the response to question 2.

A review of data in Alt Pay-AD Workforce Statistics Table Worksheet B6P, "Mission-Critical Occupations by Disability," revealed triggers involving PWTD by grade level cluster in the permanent workforce, which are described in the following bulleted paragraphs.

- Security Administration (0080). Overall, exceeds Section 501 goal (2 percent). PWTD employed is 2.97 percent. There are -0- PWTD employees at the GG 07-09, GG 12, and GG 15, and SN-00 grades.
- International Relations (0131). Overall, exceeds 2 percent goal. PWTD employed is 5.56 percent. There are -0- PWTD employees at the GG 07, GG 14, GG 15, and SN grades.
- Intelligence (0132). Overall, below 2 percent goal. PWTD employed is 0.00 percent. There are -0- PWTD employees at the GG 13 -15 grades.
- Human Resources Management (0201). Overall, exceeds 2 percent goal. PWTD employed is 3.03 percent. There are -0- PWTD employees at the GG 11, GG 13, and GG15 grades.
- Miscellaneous Administration and Program Series (0301). Overall, exceeds 2 percent goal. PWTD employed is 3.95 percent. There are -0- PWTD at the AD-14, ES-00, and GG 09, GG-11, and GG-15 grades.
- Licensing Assistant (0303). Overall, below 2 percent goal PWTD employed is 1.79 percent. There are -0- PWTD employees at the GG 06, GG 08, GG 10, and GG 12 grades.

- Secretary (0318). Overall, below 2 percent goal, PWTD employed is 1.03 percent. There are -0- PWTD at the GG- 07-10 grades.
- Management and Program Analysis (0343). Overall, below 2 percent goal. PWTD employed is 0.96 percent. There are -0- PWTD employees at the GG 07- GG09, GG 11-13, and GG 15 grades.
- Budget Analysis (0560). Overall, exceeds 2 percent goal. PWTD employed is 3.23 percent. There are -0- PWTD employees at the GG 07 and GG 11-14, and ES grades.
- General Engineering (0801). Overall, exceeds 2 percent goal. PWTD employed is 2.13 percent. There are -0- PWTD at the AD 13-14, AJ-00, SN-00, and GG 07, GG 09, and GG 11 grades.
- Nuclear Engineering (0840). Overall, below 2 percent goal. PWTD employed is 0.35 percent. There are -0- PWTD at the ES-00, SN-00, and AD 13 - 15, and GG 12, GG 14, and GG 15 grades.
- Electrical Engineering (0850). Overall, below 2 percent goal. PWTD employed is 0.00 percent. There are -0- PWTD employees at the GG 13-15, and SN-00 grades .
- General Attorney (0905). Overall, exceeds 2 percent goal. PWTD employed is 2.02 percent. There are -0- PWTD employees at the IG-00, ES-00, AJ-00, and GG 13 and GG 15 grades.
- Contracting (1102). Overall, exceeds 2 percent goal. PWTD employed is 2.27 percent. There are -0- PWTD employees at the GG 07, GG 09, GG 14, and GG 15.
- General Physical Science (1301). Overall, exceeds 2 percent goal. PWTD employed is 3.23 percent. There are -0- PWTD at the AJ-00, ES-00, SN-00, and GG09, GG 11, and GG12.
- Health Physics (1306). Overall, below 2 percent goal. PWTD employed is 1.43 percent. There are -0- PWTD employed at the GG 09, GG 11, GG12, GG14, and SN-00 grades.
- Criminal Investigating (1811). Overall, exceeds 2 percent goal. PWTD employed is 2.38 percent. There are -0- PWTD employees at the ES-00, GG 11, GG13, and GG14 grades.
- Information Technology Management (2210). Overall, below 2 percent goal. PWTD employed is 1.74 percent. There are -0- PWTD employees at the ES-00, GG-07, GG 09, GG 11, GG 12 grades.

Grade Level Cluster (GS or Alternate Pay Planb)	Total	Reportable Disability Total	Reportable Disability Percentage (Numerical Goal 12 Percent)	Targeted Disability Total	Targeted Disability Percentage (Numerical Goal 2 Percent)
Grades GS-11 to SES	2574	311	12.08	53	2.06
Grades GS-1 to GS-10	206	33	16.02	4	1.94

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 December 2024 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 2024, 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 2024 Recruitment and Advertisement Activities, Advertisement for FY 2024 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

- 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

Yes

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

Disability Program Task	Total Full Time	Total Part Time	Total Collateral Duty	Responsible Official (Name, Title, Office Email)
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, Recruitment Program Manager Special Placement Program Coordinator (Individuals with Disabilities). Kimberly.English@nrc.gov
Special Emphasis Program for PWD and PWTD	0	0	0	
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Kimberly English, Recruitment Program Manager, Special Placement Program Coordinator Kimberly.English@nrc.gov
Processing reasonable accommodation requests from applicants and employees	1	0	0	Jessica Center, Reasonable Accommodation), Coordinator, Disability Program Jessica.Center@nrc.gov
Section 508 Compliance	1	0	0	John Beatty, Section 508 Coordinator, Office of the Chief Information Officer,

- 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

Yes

Section III: Program Deficiencies In The Disability Program

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 2024, 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.

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

The 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 2024, the NRC engaged in extensive recruitment outreach, as described in Part E3, Section 4.

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

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.

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

Answer: Yes

Information and materials have been made available to hiring managers online. During FY 2024, OCHCO and the Office of the General Counsel, in coordination with the EEO office, provided training to more than 100 hiring supervisors, managers, and team leaders on bias and a number of EEO topics, 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. Other activities/initiatives are identified in the MD-715 Report and 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/ provides more information on efforts and contact with organizations to assist PWD/PWTD.

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", describe the trigger(s) below.

a. New Hires for Permanent Workforce (PWD)

Answer: Yes

b. New Hires for Permanent Workforce (PWTD)

Answer: Yes

See MD-715 Part E3, Workforce Analysis Section 7 - "Applicants and New Hires for NRC Mission-Critical Occupations," and Section 8 - "Internal Competitive Promotions for NRC Mission-Critical Occupations contain in-depth information.

New Hires	Total (Number)	Reportable Disability Permanent Workforce (Percentage)	Reportable Disability Temporary Workforce (Percentage)	Targeted Disability Permanent Workforce (Percentage)	Targeted Disability Temporary Workforce (Percentage)
% of Total Applicants	5083	7.97	0.00	3.97	0.00
% of Qualified Applicants	4204	7.99	0.00	4.12	0.00
% of New Hires	56	16.07	0.00	0.00	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 MD-715 Part E3, Workforce Analysis Section 7 - "Applicants and New Hires for NRC Mission-Critical Occupations," and Section 8 - "Internal Competitive Promotions for NRC Mission-Critical Occupations contain in-depth information.

New Hires to Mission-Critical Occupations	Total (Number)	Reportable Disability New Hires (Percentage)	Targetable Disability New Hires (Percentage)
Numerical Goal	--	12%	2%
0080 SECURITY ADMINISTRATION	3	0.00	0.00
0132 INTELLIGENCE	1	0.00	0.00
0201 HUMAN RESOURCES MANAGEMENT	4	25.00	0.00
0301 MISCELLANEOUS ADMINISTRATION AND PROGRAM SERIES	4	0.00	0.00
0318 SECRETARY	5	20.00	0.00
0343 MANAGEMENT AND PROGRAM ANALYSIS	2	0.00	0.00
0801 GENERAL ENGINEERING	19	21.05	0.00
0840 NUCLEAR ENGINEERING	1	100.00	0.00
0850 ELECTRICAL ENGINEERING	1	0.00	0.00
0905 GENERAL ATTORNEY	4	50.00	0.00
1301 GENERAL PHYSICAL SCIENCE	2	0.00	0.00
1306 HEALTH PHYSICS	6	0.00	0.00
1811 CRIMINAL INVESTIGATING	1	0.00	0.00
2210 INFORMATION TECHNOLOGY MANAGEMENT	3	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. 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. For detailed information on internal competitive promotions, see Part E3, Section 8 - "Internal Competitive Promotions for NRC Mission-Critical Occupations (Section 8)."

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 provides in-depth information/analysis.

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 2024, 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). Also see other Part E3 information. 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 2024, 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 OPPORTUNITIES

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

The NRC has in-place 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 also has 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 Applicants (Percentage)	Total Participants Selectees (Percentage)	PWD Applicants (Percentage)	PWD Selectees (Percentage)	PWTD Applicants (Percentage)	PWTD Selectees (Percentage)
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
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. The EEO office did analyze upward mobility to senior grade levels.

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. See MD-715 Part E3, Workforce Analysis Section 9.

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. See excerpted information previously mention. See also, the detailed analysis in the MD-715 Report Part E3 Workforce Analysis under Section 9 for an in-depth analysis. The EEO office analyzed upward mobility to senior grade levels (See MD -715 Report Part E3, Workforce Analysis).

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: No

b. Awards, Bonuses, & Incentives (PWTD)

Answer: No

TIME-OFF AWARDS: The EEO office analyze the data for time-off awards and determined that triggers existed for some awards related to PWD and PWTD. See the MD-715 Report, Part E3, Section 11, "Retention Efforts, Including Salary Distribution and Time-Off and Cash Awards.

CASH AWARDS—NO TRIGGERS FOUND: The EEO office determined based on a recent inquiry that an accurate analysis cannot be made for cash awards because various cash awards have been lumped together. The EEO office has requested OCHCO provide a breakdown for each type of cash award. The EEO office will report on cash award in the 2025 MD-715 Report.

Time-Off Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Time-Off Awards 1 - 10 hours: Awards Given	666.00	12.61	87.39	1.05	98.95
Time-Off Awards 1 - 10 Hours: Total Hours	4513.00	12.59	87.41	1.15	98.85
Time-Off Awards 1 - 10 Hours: Average Hours	6.78	6.76	6.78	7.43	6.77
Time-Off Awards 11 - 20 hours: Awards Given	450.00	14.89	85.11	3.56	96.44
Time-Off Awards 11 - 20 Hours: Total Hours	6004.00	14.36	85.64	3.43	96.57
Time-Off Awards 11 - 20 Hours: Average Hours	13.34	12.87	13.43	12.88	13.36
Time-Off Awards 21 - 30 hours: Awards Given	58.00	6.90	93.10	1.72	98.28
Time-Off Awards 21 - 30 Hours: Total Hours	1392.00	6.90	93.10	1.72	98.28
Time-Off Awards 21 - 30 Hours: Average Hours	24.00	24.00	24.00	24.00	24.00
Time-Off Awards 31 - 40 hours: Awards Given	17.00	11.76	88.24	0.00	100.00
Time-Off Awards 31 - 40 Hours: Total Hours	596.00	13.42	86.58	0.00	100.00
Time-Off Awards 31 - 40 Hours: Average Hours	35.06	40.00	34.40	0.00	35.06
Time-Off Awards 41 or more Hours: Awards Given	7.00	14.29	85.71	0.00	100.00
Time-Off Awards 41 or more Hours: Total Hours	389.00	15.94	84.06	0.00	100.00
Time-Off Awards 41 or more Hours: Average Hours	55.57	62.00	54.50	0.00	55.57

Cash Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Cash Awards \$500 and Under: Awards Given	576.00	11.46	88.54	2.08	97.92
Cash Awards \$500 and Under: Total Amount	231001.00	11.47	88.53	2.01	97.99
Cash Awards \$500 and Under: Average Amount	401.04	401.59	400.97	386.83	401.35
Cash Awards: \$501 - \$999: Awards Given	1191.00	11.25	88.75	1.68	98.32
Cash Awards: \$501 - \$999: Total Amount	915346.00	11.42	88.58	1.69	98.31
Cash Awards: \$501 - \$999: Average Amount	768.55	780.23	767.07	772.50	768.49
Cash Awards: \$1000 - \$1999: Awards Given	1428.00	12.75	87.25	1.75	98.25
Cash Awards: \$1000 - \$1999: Total Amount	1896038.00	12.81	87.19	1.80	98.20
Cash Awards: \$1000 - \$1999: Average Amount	1327.76	1334.21	1326.82	1365.28	1327.09
Cash Awards: \$2000 - \$2999: Awards Given	480.00	10.63	89.38	1.67	98.33
Cash Awards: \$2000 - \$2999: Total Amount	1115092.00	10.83	89.17	1.76	98.24
Cash Awards: \$2000 - \$2999: Average Amount	2323.11	2368.55	2317.71	2450.88	2320.94
Cash Awards: \$3000 - \$3999: Awards Given	607.00	12.52	87.48	2.14	97.86
Cash Awards: \$3000 - \$3999: Total Amount	2151145.00	12.39	87.61	2.09	97.91
Cash Awards: \$3000 - \$3999: Average Amount	3543.90	3507.86	3549.05	3454.62	3545.85
Cash Awards: \$4000 - \$4999: Awards Given	738.00	9.35	90.65	1.90	98.10
Cash Awards: \$4000 - \$4999: Total Amount	3283336.00	9.45	90.55	1.91	98.09
Cash Awards: \$4000 - \$4999: Average Amount	4448.96	4496.88	4444.02	4483.00	4448.31
Cash Awards: \$5000 or more: Awards Given	638.00	8.78	91.22	2.19	97.81
Cash Awards: \$5000 or more: Total Amount	5369236.00	8.84	91.16	1.82	98.18
Cash Awards: \$5000 or more: Average Amount	8415.73	8475.79	8409.95	6994.79	8447.61

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", describe the trigger(s) below.

a. Awards, Bonuses, & Incentives (PWTD)

Answer: No

b. Pay Increases (PWTD)

Answer: No

The EEO office did not identify triggers related to PWD/PWTD given QSIs when compared to employees who self-identified as not having a disability.

Other Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Total Performance Based Pay Increases Awarded	0.00	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. This information was not available for this report period. The EEO office did not determine that triggers exist based on a comparison of the incentive awards given to persons without a disability with those given to PWD. The EEO office will gather more information regarding these incentives and appropriate inclusion groups.

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 (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

See in-depth analysis provided in the MD-715 Report, 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 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 – “Applicants and New Hires for NRC Mission-Critical Occupations.

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

Separations	Total (Number)	Reportable Disabilities (Percentage)	Without Reportable Disabilities (Percentage)
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	2	0.00	0.07
Permanent Workforce: Resignation	106	4.15	3.34
Permanent Workforce: Retirement	176	5.96	5.68
Permanent Workforce: Other Separations	28	1.04	0.89
Permanent Workforce: Total Separations	312	11.14	9.98

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(s) in the text box.

a. Voluntary Separations (PWTD)

Answer: No

b. Involuntary Separations (PWTD)

Answer: No

N/A.

Separations	Total (Number)	Targeted Disabilities (Percentage)	Without Targeted Disabilities (Percentage)
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	2	0.00	0.07
Permanent Workforce: Resignation	106	1.64	3.48
Permanent Workforce: Retirement	176	3.28	5.76
Permanent Workforce: Other Separations	28	0.00	0.93
Permanent Workforce: Total Separations	312	4.92	10.23

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 is committed to ensuring that our websites and digital services are accessible to individuals with disabilities, including members of the public and federal employees. The policy statement may be found at Section 508 Accessibility Policy Statement. Click the link for more information at: <https://www.nrc.gov/site-help/access.html>.

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 NRC'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 click on <https://www.ecfr.gov/current/title-10/chapter-I/part-4>.

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 NRC is renovating office space at its Headquarters to comply with Architectural Barriers Act Accessibility (ABAAS) standards. This includes reducing space and implementing cost-saving measures while adhering to accessibility requirements. The EEO office reviewed the NRC's 2024 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:

A. One White Flint North (OWFN) Building:
Completed, current, and future projects at NRC's headquarters:

1. 11W° and 13W° Floors

Renovation of the 11W° and 13W° floors began on November 27, 2023, and were completed in October of 2024. Personnel were moved on to these floors in November and December of 2024. The renovated floor space has been designed and built to meet Architectural Barriers Act Accessibility ABAAS standards.

2. 2 H and 3H Floor

Designs for the 3H floor and a part of the 2 H floor will start in 2025. The goal is to complete the renovations around December 2026.

B. "Wave" buttons devices at the OWFN renovated projects

NRC installed new touchless "wave" handicap door openers devices on all suite entrances and hallway doors on the 11W° and 13W° floor and we intend to install these "wave" devices on all current and future projects.

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.)

For FY23, the average processing time frame for a reasonable accommodation request was 33 business days. Per the NRC's Reasonable Accommodation Procedures (RAP), requests are considered timely if processed within 30 business days, absent extenuating circumstances, though all requests must be processed as expeditiously as possible regardless of this time frame. The NRC RAP contains a section on timelines which identifies specific processing actions, and the associated timelines expected.

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 FY2024, 61 Percent of RA requests were timely based on RAP processing time of 30 business days. This continues an improvement trend from last year's 55 Percent and 23 Percent the year prior. The NRC continues to commit to improving the timeliness of processing by monitoring request volume, trends, and implementing strategies to create process efficiency. The NRC continues to provide training on Reasonable Accommodation to its managers, supervisors, and team leaders on a quarterly basis. In FY24, Reasonable Accommodation training was provided at four (4) quarterly supervisory training sessions and provided upon request to individual offices/teams on two occasions. These sessions include presentations on applicable regulations, the NRC's reasonable accommodation process, new and relevant case law, as well as practical examples for exercise.

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.

1. 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
4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities. Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.
5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Planned activities are ongoing. The NRC has achieved reduced processing times for reasonable accommodation requests and continuous education of NRC supervisors. These efforts move towards eliminating barriers for PWD to request and receive reasonable accommodations.

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.

There is not sufficient post-action data to determine the level of corrective impact in relation to the barriers identified. NRC will identify evaluative factors for ongoing monitoring and reporting to determine whether planned activities are successful.