

MD-715 - Part J**Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities**

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

Section I: Efforts to Reach Regulatory Goals

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

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

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

Corona Division was at 7.69% for GS-1 to GS-10 cluster for PWD and does not currently meet PWD's 12% goal.

Corona Division was at 9.29% for GS-11 to SES cluster for PWD and does not currently meet PWD's 12% goal.

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

- | | |
|---------------------------------|-----|
| a. Cluster GS-1 to GS-10 (PWTD) | Yes |
| b. Cluster GS-11 to SES (PWTD) | No |

Corona Division was at 1.44% for GS-1 to GS-10 cluster for PWTD and does not currently meet PWTD's 2% goal.

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

This was not accomplished in FY21.

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 Command/Organization has in place.

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

No

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

3. Has the Command/Organization 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.

No

During FY21, Corona Division's DDEEO and EEO Specialist attended the Federal Dispute Resolution conference in August 2022, which highlighted several facets of disability awareness, case law, program management, and program enhancement. Additionally, during this reporting period, both attended various trainings covered by NAVSEA and the DON.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the Command/Organization provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If "no", describe the Command/Organization's plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

Yes X No

Processing RA Requests from applicants and employees with disabilities

Corona Division's FTE EEO Specialist is responsible for processing all RA requests. During this reporting period, this individual has stayed abreast of program updates by attending the annual FDR conference held in August 2021 and meetings conducted by NAVSEA and the DON.

Special Emphasis Program for PWD and PWTD

Corona Division does not have a permanent People with Disabilities Program Manager; the FTE DDEEO and the EEO Specialist are currently acting in this capacity. Additionally, the SEP lead for Individuals with Disabilities program is available to assist the EEO office on a part time basis as an appointed duty.

Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. Plan to Identify Job Applicants with Disabilities

1. Which of the following programs/resources does the Command/Organization use to identify job applicants with disabilities, including Individuals with Targeted Disabilities:

Workforce Recruitment Program	Yes	
DoD Shared List of People with Disabilities		No
Wounded Warrior Program	Yes	
Job Fairs dedicated to PWD/PWTD	Yes	
Schools primarily enrolling PWD/PWTD	Yes	
Other schools with programs dedicated to PWD/PWTD		No
State Vocational Rehabilitation Offices		No
Other (describe below)		No

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

The Command maintains an Applicant Supply File (ASF) for applicants eligible under various direct and non- competitive hiring authorities, which includes Schedule A. The ASF does not have open/close dates. Applicants can apply at any time. In addition, when considering external candidates via Merit Promotion the USAJOBS announcement also includes the Schedule A hiring authority.

3. How many Schedule A(u) employees were hired to permanent positions during the reporting cycle?

0

4. Describe your Command/Organization's use of programs to recruit PWD and PWTD for temporary positions (e.g. internships):

The Command recruits/hires student interns throughout the year under various direct hiring authorities and/or noncompetitive hiring authorities. The candidate pool is obtained via the Applicant Supply File, referrals, and various university partnerships with local universities.

5. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A(u)), explain how the Command/Organization (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.

Corona Division refers to various program hiring authorities' eligibility criteria when determining if people with disabilities and/or targeted disabilities are eligible for hire. Hiring management officials are informed of eligible candidates referencing people with disabilities and/or targeted disabilities for hire via the following methods:

1. The USAJOB certificate, which identifies the candidate appointment ability
2. The Resume Intake Box, which is utilized for non-competitive hiring authorities and is easily accessible via the Corona Division's Shared drive under the Hiring Actions file folder
3. The Schedule A direct contact to management by which the candidate personally contacts management or management is provided a resume by other means outside of the USAJOBS or Resume Intake Box.

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

Yes

X No

N/A

All supervisors are required to complete mandatory annual training in TWMS, course title, "Hiring Talent", which covers various hiring authorities including hiring individuals with disabilities. In addition, probationary supervisors are provided training on the use of hiring authorities via Propel. The Staffing and Classification branch also provides hiring authority training via supervisory continuum; last session was conducted in FY20. Next session will be in FY22.

B. Plan to Establish Contacts with Disability Employment Organizations

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

Corona Division continues to maintain effective communications with the following offices when seeking potential individuals with disabilities for employment:

1. Veteran Affairs (VA) Office
2. OCHR-Silverdale Wounded Warrior and Disability Placement Office
3. NAVSEA Wounded Warrior and Veteran Office
4. Workforce Recruitment Program (WRP) Office
5. Operation Warfighter (OWF) Program Office
6. The Computer/Electronic Accommodations Program (CAP) program is heavily relied upon by the Corona Division when seeking to maintain employment for employees with disabilities and/or targeted disabilities due to Reasonable Accommodation request.

C. Progression Towards Goals (Recruitment and Hiring)

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

- | | |
|---|-----|
| a. New Hires for Permanent Workforce (PWD) | Yes |
| b. New Hires for Permanent Workforce (PWTD) | No |

New hires for Corona's permanent workforce does not currently meet PWD's 12% goal.

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

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

The qualified applicant pool for new hires for all MCO (job series 0850 and 0855) do not meet the 12% and 2% goal for PWD and PWTD. Job series 0802 does not meet the 2% goal for PWTD.

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

- | | |
|--|-----|
| a. Qualified Applicants for MCO (PWD) | Yes |
| b. Qualified Applicants for MCO (PWTD) | Yes |

The qualified internal applicants for any MCO (job series 0854 and 1550) do not meet the 12% goal for PWD and the 2% goal for PWTD.

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

- | | |
|------------------------------|-----|
| a. Promotions for MCO (PWD) | Yes |
| b. Promotions for MCO (PWTD) | Yes |

The qualified internal applicants for any MCO (job series 0854 and 1550) do not meet the 12% goal for PWD and the 2% goal for PWTD.

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

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

A. Advancement Program Plan

Describe the Command/Organization's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Corona Division has instituted a Career Planning Guide which enables employees to take charge of their own careers. This Career Planning Guide serves as a resource for the workforce to prepare all employees for future opportunities and provides information on the following key career planning elements:

1. Competency Overview
2. Foundational Competencies
3. Career Paths
4. Defense Acquisition Workforce Improvement Act (DAWIA)
5. Individual Development Plan
6. Mentoring, Employees Growth Model
7. Career Planning Template

B. Career Development Opportunities

1. Please describe the career development opportunities that the Command/Organization provides to its employees.

Corona Division has established the following career development opportunities and all employees are encouraged to participate in these career enhancement programs:

1. Academic Degrees/Certificates

2. Leadership Program Opportunities
3. Technical Exchange and Functional Area Briefings

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	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Fellowship Programs	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Mentoring Programs	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Coaching Programs	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Training Programs	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Detail Programs	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Other Career Development Programs	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

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

- | | | |
|---------------------|-----|----|
| a. Applicants (PWD) | Yes | No |
| b. Selections (PWD) | Yes | No |

Data is not available for FY21.

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

a. Applicants (PWTD)	Yes	No
b. Selections (PWTD)	Yes	No

Data is not available for FY21.

C. Awards

1. Using the inclusion rate as the benchmark, does your Command/Organization 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)	Yes
b. Awards, Bonuses, & Incentives (PWTD)	Yes

In FY22, the agency identified triggers involving the percentage of PWD who received time-off and cash awards (under \$500 plus). The agency also identified triggers involving the percentage of PWTD who received cash awards (\$500-\$999, \$3000-\$3999, and \$5000 plus).

2. Using the inclusion rate as the benchmark, does your Command/Organization 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)	No
b. Pay Increases (PWTD)	No

3. If the Command/Organization 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)	N/A
b. Other Types of Recognition (PWTD)	N/A

D. Promotions

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

a. SES

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

b. Grade NT-06

- | | |
|--|----|
| i. Qualified Internal Applicants (PWD) | No |
| ii. Internal Selections (PWD) | No |

c. Grade NT-05

- | | |
|--|----|
| i. Qualified Internal Applicants (PWD) | No |
| ii. Internal Selections (PWD) | No |

The percentage for SES internal selections fell below the 12% PWD goal.

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

a. SES

- | | |
|---|-----|
| i. Qualified Internal Applicants (PWTD) | Yes |
| ii. Internal Selections (PWTD) | Yes |

b. Grade NT-06

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

c. Grade NT-05

- | | |
|---|----|
| i. Qualified Internal Applicants (PWTD) | No |
| ii. Internal Selections (PWTD) | No |

The percentage for SES qualified internal applicant and internal selections, and NT-06 internal selections fell below the 2% PWTD goal.

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

- | | |
|-----------------------------|-----|
| a. New Hires to SES (PWD) | No |
| b. New Hires to ND-06 (PWD) | Yes |
| c. New Hires to GS-14 (PWD) | No |

Percentage for ND-06 for qualified applicants fell below the 12% PWD goal.

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

- | | |
|------------------------------|-----|
| a. New Hires to SES (PWTD) | Yes |
| b. New Hires to ND-06 (PWTD) | No |
| c. New Hires to GS-14 (PWTD) | Yes |

Percentage for SES and GS-14 for qualified applicants fell below the 2% PWD goal.

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

a. Executives

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

b. Managers

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

c. Supervisors

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

The percentage for executives internal selections fell below the 12% PWD goal.

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

a. Executives

i. Qualified Internal Applicants (PWTD)	Yes
ii. Internal Selections (PWTD)	Yes

b. Managers

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

c. Supervisors

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

The percentage for executives qualified internal applicant and internal selections, and managers internal selections fell below the 2% PWTD goal.

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

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

c. New Hires for Supervisors (PWD)

No

Percentage for managers for qualified applicants fell below the 12% PWD goal.

8. Using the qualified applicant pool as the benchmark, does your Command/Organization have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD)

Yes

b. New Hires for Managers (PWTD)

No

c. New Hires for Supervisors (PWTD)

Yes

Percentage for executives and supervisors fell below the 2% PWTD goal.

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

1. In this reporting period, did the Command/Organization convert all eligible Schedule A(u) 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 Command/Organization did not convert all eligible Schedule A(u) employees.

Yes

X

No

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)

No

b. Involuntary Separations (PWD)

No

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)

No

b. Involuntary Separations (PWTD)

No

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

All employees completed an exit survey, and none identified any unfair, unjust, or inequitable reasons for leaving the agency.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of Command/Organization technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of Command/Organization 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 Command/Organization'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.

[EEO \(navy.mil\)](http://navy.mil)

2. Please provide the internet address on the Command/Organization'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.

[EEO \(navy.mil\)](http://navy.mil)

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

Nothing is currently scheduled.

C. Reasonable Accommodation Program

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

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

The average processing time (excluding medical processing time) was 26 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the Command/Organization'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.

During this reporting period the Corona Division's EEO Office utilized the Civilian Human Resource Manual (CHRM) 1606 and the Department of the Navy (DON) Reasonable Accommodation (RA) guidance to finalize the development of a local RA Process directive for issuance to all employees. Additionally, in January 2021 the EEO Office conducted a training workshop titled "Ask the EEO Expert" with a focus on RA request during COVID 19, this workshop was for both supervisory and non-supervisory employees. RA training is provided at all New Employee Onboarding Orientations and during the PROPEL training for new supervisors.

3. How many reasonable accommodation requests have taken more than 45 days to process?

Do not include previously-approved requests associated with repetitive accommodations, such as Interpreter services.

Corona Division is in full compliance with the 30-clock calendar day time frame allowed for processing Reasonable Accommodations (RA). The Corona Division's RA Coordinator processed 7 RA requests during this reporting period in a timely manner.

4. What was the greatest number of days it took to process a reasonable accommodation request during the FY? If the longest request has yet been processed, calculate days from the request date to the present.

30 days

5. How many RA requests were received in the reporting cycle?

12

6. How many RA requests are up-to-date in NEAT?

12

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

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

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.

Guidance for PAS in place but no requests received.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

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

Yes

No

X

N/A

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

Yes

No

X

N/A

3. If the Command/Organization 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 Command/Organization.

N/A

B. EEO Complaint Data Involving Reasonable Accommodation

1. 1. Did disability status fall within the top three bases alleged in the command's EEO counseling activity during the last fiscal year?

Yes

No

X

N/A

2. Did disability status fall within the top three bases alleged in the command's formal complaints during the last fiscal year?

Yes

No

X

N/A

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

Yes

No

X

N/A

4. If the Command/Organization 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 Command/Organization.

N/A

Section VII: Identification and Removal of Barriers

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

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

Yes

No

X

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

Yes

No

N/A

X

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.

Trigger 1

N/A

Barrier(s)				
Objective(s)				
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Fiscal Year	Accomplishments			

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

N/A

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

N/A

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

N/A
