

<b>EEOC FORM 715-01 PART A - D</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>			
<b>For period covering October 1, 2003, to September 30, 2004.</b>				
<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. Department of Defense Education Activity (DODEA)</b>	
	1. a. 2 <sup>nd</sup> level reporting component			
	1. b. 3 <sup>rd</sup> level reporting component			
	1. c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		4040 North Fairfax Drive	
	<b>3. City, State, Zip Code</b>		Arlington, VA 22203-1635	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4.</b>	<b>5.</b>
<b>PART B</b> Total Employment	<b>1. Enter total number of permanent full-time and part-time employees</b>			
	<b>2. Enter total number of temporary employees</b>			
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	<b>1. Head of Agency Official Title</b>		Joseph D. Tafoya Director	
	<b>2. Agency Head Designee</b>			
	<b>3. Principal EEO Director/Official Official Title/series/grade</b>		Alina Doreste-Johnson, Chief EEO, GS-260-15	
	<b>4. Title VII Affirmative EEO Program Official</b>			
	<b>5. Section 501 Affirmative Action Program Official</b>		Christine G. Megee, Disability Program Manager, GS-260-13	
	<b>6. Complaint Processing Program Manager</b>			
	<b>7. Other Responsible EEO Staff</b>		Theodore Agnew, EEO Specialist, GS-260-13	
		Allison Kennedy, EEO Specialist, GS-260-13		
		Archie Turner, EEO Specialist, GS-260-13		

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
<p align="center"><b>PART D</b></p> <p>List of Subordinate Components Covered in This Report</p>	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions		*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"		*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF		*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies		*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans at <b>TAB 2 Tables A1-14; TAB 3 Tables B1-14</b>	
Summary of EEO Plan action items implemented or accomplished		*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements at <b>TAB 1</b>		*Organizational Chart at <b>TAB 4</b>	

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<b>EEOC FORM 715-01 PART E</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>(Organization)</b>	<b>For period covering October 1, 2003 to September 30, 2004.</b>
<b>EXECUTIVE SUMMARY</b>	
<p>The Department of Defense Education Activity (DoDEA) is a civilian agency of the U.S. Department of Defense (DoD). The Agency is headed by a Director who oversees all agency functions from DoDEA Headquarters in Arlington, Virginia. The mission of DoDEA is to provide exemplary educational programs in military communities worldwide. DoDEA's schools serve the children of military service members and DoD civilian employees throughout the world. Children of enlisted military personnel represent 80% of the total enrollment in DoDEA schools. DoDEA's schools are divided into three areas, each of which is managed by an area director. Within each of these three areas, schools are organized into districts headed by superintendents. DoDEA operates 224 public schools in 21 districts located in 14 foreign countries, seven (U.S.) states, Guam and Puerto Rico. Approximately 8,800 teachers serve 95,551 students.</p> <p>In March 2001, DoDEA published its Community Strategic Plan. One of the published goals is particularly important to the agency's EEO Programs. That is "Goal 3: Motivated, High Performing Diverse Workforce." This goal states the Agency's commitment to attract a motivated, diverse workforce committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement. To accomplish this goal, measures and milestones were identified. The 2004 milestone applicable to this report "to assess effectiveness for each strategy used in attracting a diverse workforce."</p> <p><b>This an initial report under the new MD715. This is a baseline report capturing only FY2004 data. This report will be used as a basis for future analysis and comparison reports.</b></p> <p>DoDEA was unable to collect applicant flow data or resurvey the population to collect new Race/National Origin (RNO) data due to the reconfiguration of the civilian personnel database system. The DoDEA Human Resource office is awaiting direction from OPM regarding this issue. Until EEOC and OPM decide on the appropriate data elements, DoDEA is unable to collect data and report analyses on applicant flow data, two or more races, or the separate categories of Native Hawaiian or Pacific Islander. We have attempted to manually complete the crosswalk required under the new occupational series guidance, but a decision has to be reached between EEOC and OPM to change the data systems to reflect the requirements.</p> <p>The Agency Assessment was completed and deficiencies were identified. In Element A: Commitment from Agency Leadership, it was noted that EEO Policy statements were not reissued annually and were not distributed to new employees and supervisors at the time of orientation. The EEO Office is in the process of updating all EEO policy statements and developing a new employee and supervisor orientation briefing. These briefings will be provided semi-annually due to coincide with the school year. In Element B: Integration of EEO Into the Agency's Strategic Mission, it was revealed that EEO program officials are currently not included in vacancy projections and succession planning strategies for the Agency. Additionally, in Element C: Management and Program Accountability, there are no time-tables or schedules established to review the Agency Employee Recognition Awards Program and Procedures. The Human Resource (HR) and EEO chiefs are scheduled to discuss these issues in their next regular meeting. Previous discussions between the EEO and HR chiefs have already addressed the need to revamp the Awards program and develop a recruitment strategy in support of succession planning strategies.</p> <p>A review of the total workforce (17706) Table A1 reveals that overall males are not comparable to their respective national civilian labor force (CLF) indicator. Particularly, white and Hispanic males were 21.9 and 4.4 percent respectively lower than their national CLF levels. Females, as a group were at or above their respective national CLF levels. Additional review of the workforce profiles reveals that at the GS-15 level and above, particularly in the occupational category of officials and managers, males in general as well as American Indian and Asian females were not well represented. They are below their levels in comparison to the CLF indicators for this occupational grouping. The representation numbers improve at the GS-13 level where participation rates for all but American Indian females exceed CLF groupings.</p> <p>During this fiscal year, DoDEA actively pursued attracting and hiring minorities and persons with disabilities using a variety of recruitment mechanisms (i.e., advertisement and participation in conferences and on campus recruitment at Historically Black Colleges and Universities, National Council of La Raza, World Congress of Disabilities, and the Hispanic Association of Colleges and Universities (HACU).)</p> <p>Currently, there is no mechanism in place to capture data requested in Tables A-9, B-9, A-10, B-10, A-11, B-11, A-12, and B-12. As previously stated, our Human Resource Office is awaiting guidance and direction from OPM on reconfiguring the database to add the new RNO categories and resurvey the workforce. In addition, a process needs to be established to gather information on relevant pools and applications received for internal selection and career development training.</p>	
Executive Summary	Page 1



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**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

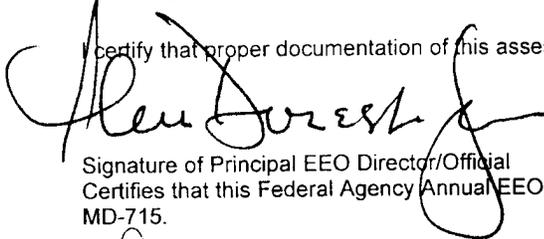
I, Alina Doreste-Johnson, EEO Chief, GS-260-15 am the  
 (Insert name above) (Insert official  
 title/series/grade above)

Principal EEO Director/Official for Department of Defense Education Activity (DODEA)  
 (Insert Agency/Component Name above)

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

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

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



Signature of Principal EEO Director/Official  
 Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Feb 16 2005  
 Date



Signature of Agency Head or Agency Head Designee

Mar 16 2005  
 Date

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**Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP**  
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

 <b>Compliance Indicator</b>	<b>EEO policy statements are up-to-date.</b>	Measure has been met		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		Yes	No	
 <b>Measures</b>				
<p>The Agency Head was installed on <u>SEPTEMBER 2000</u>. The EEO policy statement was issued on <u>APRIL 2001</u>. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.</p>		X		
<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.</p> <p>DoDEA's Agency Head is highly visible and is supportive of the EEO program.</p>			X	EEO policies are being updated and will be sent to the Director for approval and signature. Target date is 6/24/2005.
<p>Are new employees provided a copy of the EEO policy statement during orientation?</p>			X	In the process of developing a newcomers' orientation program. EEO policy statement will be provided during these orientations. Target date is 2/28/05.
<p>When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?</p>			X	In the process of developing a new Supervisor orientation program. EEO policy statement will be provided during these orientations. Target date is 2/28/05.
 <b>Compliance Indicator</b>	<b>EEO policy statements have been communicated to all employees.</b>	Measure has been met		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
<p>Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?</p>		X		
<p>Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?</p>		X		
<p>Has the agency prominently posted such written materials in all personnel offices,</p>		X		

EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X		
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 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X		

**Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION**  
**Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.**

<b>Compliance Indicator</b>	<b>The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
<b>Measures</b>				
<b>Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)]</b> For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X	X	EEO Director reports to Agency Head Chief of Staff. EEO Chief has total access to the Agency Head and meets monthly with him. Target date is N/A.
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
If the agency has 2 <sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
<b>Compliance Indicator</b>	<b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?			X	Traditionally, this has been an HR function. Present vacancy projections and succession planning strategies in the next meeting. Target date: 6/24/2005

Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?			X	EEO is responsible for SEP programs with the exception of FEORP and Veterans Employment Program which is handled by HR. Target date: N/A
Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		

Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		Clarification: Cost is shared between the agency and the military bases. Target date: N/A
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		

<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
<b>This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.</b>				
 <b>Compliance Indicator</b>	<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		Yes	No	
 <b>Measures</b>				
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		x		

Compliance Indicator	<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</b>	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures				
	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		
	Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X	Senior leaders to include EEO, HR directors have discussed the award program. This program needs to be renovated. Target date: 6/24/2005
	Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		Clarification: EEO and HR directors meet regularly to discuss this ongoing process. Target date: 6/24/2005
Compliance Indicator	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures				
	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X		Manager was counseled and has made EEO training mandatory within her region. Target date is: N/A.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
	Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
	Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		

<b>Essential Element D: PROACTIVE PREVENTION</b> <b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b>				
 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X		
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
	Are all employees encouraged to use ADR?	X		
	Is the participation of supervisors and managers in the ADR process required?		X	Participation for all parties is voluntary. Target date is: N/A.

<b>Essential Element E: EFFICIENCY</b>				
<b>Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.</b>				
<b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		Yes	No	
	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		
	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	X		
	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X		
	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
	Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	X		
<b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		Yes	No	
	Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X		
	Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		
<p>If yes, briefly describe how:  The agency does not have any late counseling and investigation processing times from contractors in the past.</p>				
	Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X		
	Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X		
<b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614)</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space</b>

 <b>Measures</b>	<b>regulations for processing EEO complaints of employment discrimination.</b>	<b>Yes</b>	<b>No</b>	<b>below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?			X	The organization's geographically dispersed locations have posed challenges in this area and the procedures are being reviewed with OCI at this time. Target date: 6/24/2005
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 <b>Compliance Indicator</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		Clarification: ADR is an essential component of all training.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	Participation for all parties is voluntary. Target date is: N/A.
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 <b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	

				agency's status report
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 <b>Compliance Indicator</b>	<b>The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b> This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 <b>Compliance Indicator</b>	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		Agency has control over lump-sum payments. Some financial responsibilities fall under DFAS and are monitored by the agency. Target date is: N/A.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		All managerial and supervisory positions have a general EEO standard addressing support for special emphasis programs, affirmative employment, and complaint processing		

Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

TAB

H

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**EEOC FORM  
715-01  
PART H**

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

Department of Defense Education Activity (DODEA)

FY 2004 \_\_\_\_\_

STATEMENT of  
MODEL PROGRAM  
ESSENTIAL ELEMENT  
DEFICIENCY:

EEO policies are not updated and/or reissued annually

OBJECTIVE:

Update and reissue all EEO policies

RESPONSIBLE OFFICIAL:

EEO Chief

DATE OBJECTIVE INITIATED:

2005

TARGET DATE FOR  
COMPLETION OF OBJECTIVE:

2005

PLANNED ACTIVITIES TOWARD  
COMPLETION OF OBJECTIVE:

TARGET DATE  
(Must be specific)

Update all EEO policies

1/30/2005

Coordinate and obtain Director's  
signature on all EEO policies

3/30/2005

Issue all EEO policies to  
employees

6/24/2005

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

**EEOC FORM  
715-01  
PART H**

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

Department of Defense Education Activity (DODEA)

FY 2004 \_\_\_\_\_

STATEMENT of  
MODEL PROGRAM  
ESSENTIAL ELEMENT  
DEFICIENCY:

There is no new employee orientation and new employees are not provided a copy of the EEO Policy Statement when they in-process.

OBJECTIVE:

Develop a newcomers' orientation program that will be conducted semi-annually.

RESPONSIBLE OFFICIAL:

HR in partnership with EEO

DATE OBJECTIVE INITIATED:

2005

TARGET DATE FOR  
COMPLETION OF OBJECTIVE:

2005

PLANNED ACTIVITIES TOWARD  
COMPLETION OF OBJECTIVE:

TARGET DATE  
(Must be specific)

Develop Orientation Program

2/28/2005

Provide to new employees at  
beginning middle of school year

August 2005 and February 2006

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

**EEOC FORM  
715-01  
PART H**

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

Department of Defense Education Activity (DODEA)

FY 2004 \_\_\_\_

STATEMENT of  
MODEL PROGRAM  
ESSENTIAL ELEMENT  
DEFICIENCY:

New supervisors are not provided a copy of the EEO policy statements

OBJECTIVE:

Provide policy statements to participants of annual New Leader's Conference and require printing statements as part of online training program, develop new supervisor orientation program and distribute during semi-annual sessions

RESPONSIBLE OFFICIAL:

EEO Chief

DATE OBJECTIVE INITIATED:

2005

TARGET DATE FOR  
COMPLETION OF OBJECTIVE:

2005

PLANNED ACTIVITIES TOWARD  
COMPLETION OF OBJECTIVE:

TARGET DATE  
(Must be specific)

Develop Orientation Program

2/28/05

Provide to new supervisors at  
beginning and middle of school  
year

8/2005 and 2/2006

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

**EEOC FORM  
715-01  
PART H**

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

Department of Defense Education Activity (DODEA)

FY 2004

STATEMENT of  
MODEL PROGRAM  
ESSENTIAL ELEMENT  
DEFICIENCY:

EEO Director and other EEO professional staff are not present during agency deliberations prior to decisions regarding vacancy projections and succession planning.

OBJECTIVE:

Present vacancy projections and succession planning strategies in next meeting with agency head and senior management officials

RESPONSIBLE OFFICIAL:

EEO Chief

DATE OBJECTIVE INITIATED:

2005

TARGET DATE FOR  
COMPLETION OF OBJECTIVE:

2005

PLANNED ACTIVITIES TOWARD  
COMPLETION OF OBJECTIVE:

TARGET DATE  
(Must be specific)

Obtain current vacancy projections  
and succession planning strategies  
from HR

4/11/05

Develop plans and strategies

5/1/05

Present projects and strategies

6/24/05

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Empty box for reporting accomplishments and modifications to the objective.

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Department of Defense Education Activity (DODEA)		FY 2004 ____
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Time tables or schedules have not been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups.	
OBJECTIVE:	Renovate Employee Awards Program and Procedures	
RESPONSIBLE OFFICIAL:	HR Director in partnership with EEO	
DATE OBJECTIVE INITIATED:	2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
EEO Chief to discuss time tables with HR Director in next meeting	3/31/05	
EEO Chief and HR Director to obtain data and review for any systemic barriers.	6/30/05	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Empty space for report content		

**EEOC FORM  
715-01  
PART H**

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

Department of Defense Education Activity (DODEA)

FY 2004 \_\_\_\_\_

STATEMENT of  
MODEL PROGRAM  
ESSENTIAL ELEMENT  
DEFICIENCY:

Agency investigations of discrimination complaints are not completed within the applicable prescribed time frame. In spring 2004, EEO Chief developed new strategies to improve the process.

OBJECTIVE:

Continue to assess new strategies set in place with OCI Director, Regional Directors and Investigators to develop ways to improve case processing through more use of technology.

RESPONSIBLE OFFICIAL:

EEO Chief

DATE OBJECTIVE INITIATED:

2004

TARGET DATE FOR  
COMPLETION OF OBJECTIVE:

2005

PLANNED ACTIVITIES TOWARD  
COMPLETION OF OBJECTIVE:

TARGET DATE  
(Must be specific)

Discuss ways to improve case  
processing with OCI Director and  
Regional Directors

March 2005

Implement and track effectiveness  
of suggestions for improved case  
processing

6/30/05

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

TAB

I

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<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Department of Defense Education Activity (DODEA)	FY __2004__	
<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?	No mechanism in place to collect data elements necessary to assess applicant flow data, promotions, selections, awards, and training. Without this information the agency cannot accurately determine where barriers and triggers exist for under-represented groups.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	No data to analyze in relationship to new RNO codes and occupational categories. Condition exists because currently the Personnel data system is not equipped to capture or house the required data.	
<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.	Personnel database system needs to be retooled and/or reconfigured to capture new RNO data elements and occupational/job categories and allow for analysis and reporting. The expansion of the data system must be authorized by another DoD component.	
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Without direction from OPM and EEOC the Agency is only able to discuss and develop possible interim solutions to capture information on applicant flow data, promotions, selections, awards, and training.	
<b>RESPONSIBLE OFFICIAL:</b>	HR Director in partnership with EEO Chief	
<b>DATE OBJECTIVE INITIATED:</b>	2005	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	2006	

EEOC FORM  
715-01  
PART I

### EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Coordinate with HR ways to collect, track and report information on applicant flow data, promotions, selections, awards, and training	2006
Implement interim solution so data is available for next report	2006

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

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<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Department of Defense Education Activity (DODEA)	FY __2004__	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	Participation rate of people with disabilities, especially people with targeted disabilities is significantly lower than the DoD goal of 2% of the workforce.	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	Reviewed employee labor data, complaint analysis, reasonable accommodation requests, and current recruitment practices.	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	Current accessibility at overseas locations keeps new hires from accepting job offers; recruitment practices must be marketed differently for the overseas location; managers/supervisors & employees do not fully understand reasonable accommodation and other disability related issues.	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Expand recruitment efforts, improve screening and hiring process; continue to educate management and employees on reasonable accommodation and 508 compliance.	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	HR Director in partnership with EEO Chief	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	2005	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	2006	

**EEOC FORM  
715-01  
PART I**

**EEO Plan To Eliminate Identified Barrier**

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Resurvey current workforce to determine if disability status has changed since initial input	2006
Coordinate with HR to develop a more aggressive recruitment practice	2006
Implement new recruitment strategies	2006
Re-educate workforce on reasonable accommodation	2006

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

Empty box for reporting accomplishments and modifications to objective.

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Department of Defense Education Activity (DODEA)	FY 2004 _____	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	The participation rate of males in the occupational groups of officials/manager and professionals is below the national civilian labor force.	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	Compared current workforce data with CLF data in major occupational groups to determine under-representation; however, cannot determine if cause is due to recruitment strategies, how vacancies are announced, how selections are made or that traditionally, teaching has been a predominantly female profession.	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	There is no mechanism to determine the reason(s) for under-representation of males.	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Review current recruitment strategies, vacancy announcement and selection procedures to determine if there is root cause and coordinate with HR ways to revise current procedure. Obtain applicant flow data to analyze applicant pools.	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	HR Director	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	2005	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	2006	



TAB

J

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<b>EEOC FORM 715-01 PART J</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>
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<b>PART I Department or Agency Information</b>	1. Agency	1. Department of Defense Education Activity (DODEA)
	1. a. 2 <sup>nd</sup> Level Component	1. a.
	1. b. 3 <sup>rd</sup> Level or lower	1. b.

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	10945	100.00%	10954	100.00%	+9	.082%
	Reportable Disability	647	5.91%	638	5.82%	-9	-1.41%
	Targeted Disability*	46	.42%	40	.37%	-4	10%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					No Data Available		
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					No Data Available		

**PART III Participation Rates In Agency Employment Programs**

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	11037	377	3.42	40	.36	261	2.36	10359	93.86
4. Non-Competitive Promotions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5. Employee Career Development Programs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.a. Grades 5 - 12	2700	169	6.26	11	.41	52	1.93	2468	91.4
5.b. Grades 13 - 14	1206	64	5.31	4	.33	19	1.58	1119	92.8
5.c. Grade 15/SES	942	40	4.25	4	.42	12	1.27	886	94.1
6. Employee Recognition and Awards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6.a. Time-Off Awards (Total hrs awarded)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6.b. Cash Awards (total \$\$\$ awarded)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6.c. Quality-Step Increase	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TAB

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DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM

SUBJECT: Equal Employment Opportunity

It is the policy of the Department of Defense Education Activity (DoDEA) that all DoDEA personnel shall be fully committed to equal opportunity in employment through implementation of strong Equal Employment Opportunity (EEO) and Affirmative Employment Programs. This policy mandates equal opportunity for all persons and prohibits discrimination based on race, color, religion, sex, national origin, age, disability, or reprisal for participating in a protected EEO activity. All DoDEA personnel policies, practices, and operations will be consistent with this mandate and comply with EEO regulatory guidelines.

All DoDEA personnel must aggressively pursue and implement affirmative employment strategies designed to promote equal opportunity in the workforce. Attention to EEO goals and objectives will result in the attainment of full representation for all persons at all grade levels and occupations. Every administrator, manager, and supervisor must demonstrate dynamic leadership to foster a workplace that is free of discrimination and harassment. All DoDEA supervisory and non-supervisory employees will fully support this policy and take immediate, appropriate measures to stop, identify, and prevent all forms of unlawful discrimination. Harassment of any kind will not be tolerated in DoDEA.

The same high level of effort and commitment required of every DoDEA administrator, manager, and supervisor, to ensure excellence in education and customer service, is also needed to accomplish equal opportunity and affirmative employment objectives. Every DoDEA employee shall do his or her part. All DoDEA administrators, supervisors, and managers shall take proactive measures to ensure that this policy is enforced throughout DoDEA's workforce and establish procedures for reporting and investigating incidents of unlawful discrimination.

Acting together, DoDEA will accomplish the goal to achieve a workforce reflective of the diversity and talent of our Nation.

This policy memorandum supersedes, "Equal Employment Opportunity Policy," 01-EEO-001 dated April 6, 2001. The provisions of this policy will be included in the next revision of DoDEA Regulation 5713.9, "Equal Employment Opportunity."

Questions concerning this policy should be addressed to Chief, Equal Employment Opportunity Office, telephone number 703-588-3232.

Joseph D. Tafoya  
Director

DRAFT

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM

SUBJECT: Prevention of Sexual Harassment Policy

It is the policy of the Department of Defense Education Activity (DoDEA) that all personnel will maintain high standards of honesty, integrity, and conduct to ensure public trust. Sexual harassment is a violation of the standards of conduct, the merit system principles listed in 5 U.S.C. § 2301, and Title VII of the Civil Rights Act of 1964, as amended.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to or rejection of such conduct is made explicitly or implicitly a term of condition of a person's employment, or
2. Submission to or rejection of such conduct by a person is used as a basis for employment decisions affecting that person, or
3. Such conduct interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Sexual harassment is unacceptable conduct and will not be tolerated at any level. Sexual harassment is prohibited in any location that can be reasonably regarded as an extension of the workplace, such as any customer location, off-site social business function, or any other non-DoDEA facility where DoDEA business is being conducted and discussed. Substantiated complaints of sexual harassment will result in corrective administrative or disciplinary action which can range from reprimand to removal. Retaliating or discriminating against an employee for reporting or cooperating with the investigation of allegations of sexual harassment is prohibited and will result in appropriate disciplinary action.

Any employee who believes he or she is the victim of sexual harassment should make it clear to the individual doing the harassing that such behavior is unwelcome. The aggrieved employee should also report the incident(s) to their immediate or next available supervisory level or to the Equal Employment Opportunity Office who will ensure a prompt, confidential, and thorough investigation. When allegations are substantiated, immediate corrective action must be taken to eliminate harassment activity. Violators will be held accountable.

All supervisory as well as non-supervisory employees and contractors of DoDEA are required to fully support this policy and to take immediate appropriate measures to prevent and eliminate all forms of sexual harassment.

Each DoDEA employee is responsible for creating and promoting an atmosphere free of discrimination and harassment, sexual or otherwise. DoDEA employees are responsible for respecting the rights of their coworkers. Managers and supervisors are responsible for establishing and maintaining a safe work environment for their employees and to take steps necessary to prevent sexual harassment. Therefore, all administrators, supervisors, and managers will take proactive measures for providing sexual harassment training on a regular basis to the workforce, and for having a procedure in place for reporting and investigating incidents of sexual harassment.

This policy memorandum is issued to comply with the provisions of Title 29 Code of Federal Regulations, Part 1614, "Federal Sector Equal Employment Opportunity."

This policy memorandum supersedes, "Prevention of Sexual Harassment Policy," 99-EEO-001 dated October 14, 1999. The provisions of this policy will be included in the next revision of DoDEA Regulation 5713.9, "Equal Employment Opportunity." **Post this policy in prominent locations in all DoDEA controlled work sites** as a continual reminder that harassment, in any form, is unacceptable behavior and a direct violation of the Federal government's discrimination laws, regulations, and policies.

Employees who believe they have been subject to sexual harassment or who have questions concerning this policy should contact the Chief, Equal Employment Opportunity Office, telephone 703-588-3232.

Joseph D. Tafoya  
Director

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM

Adoption of No FEAR Act

This purpose of this policy is to announce that the Department of Defense (DoD) Education Activity (DoDEA) has adopted the rules, guidelines, and requirements set forth in Public Law 107-174 107th Congress, Notification and Federal Employee Antidiscrimination and Retaliation Act (otherwise known as the No FEAR Act) of May 15, 2002. No FEAR was enacted to require that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws; to require that each Federal agency post quarterly on its public Web site, certain statistical data relating to Federal sector equal employment opportunity complaints filed with such agency; and for other purposes, including whistleblower retaliation protections and prohibited personnel practices.

The No FEAR Act also requires DoDEA to notify Federal employees, former employees and applicants for Federal employment of the rights and protections afforded under the purview of this Act. Additionally, the Agency must provide training to employees regarding the rights and remedies applicable.

This Agency is committed to holding all employees accountable for violations of antidiscrimination and whistleblower protections laws. DoDEA cannot effectively operate if discrimination and retaliation exist in the workplace. All DoDEA employees are required to fully support this policy and take appropriate measures to ensure accountability.

Joseph D. Tafoya  
Director

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM

## Implementation of the No Fear Act Procedural Requirements

This purpose of this policy is to implement the provisions of the No FEAR Act and to notify all organizational entities of the Department of Defense (DoD) Education Activity (DoDEA) of their responsibilities in providing information to the Headquarters Equal Employment Opportunity (EEO) Office to meet the reporting requirements of the Act. Because many of the functional responsibilities of finance, personnel, and compliance (whistleblower, hotline and IG referrals) have been downloaded to the field, input from these components must be provided to the EEO office for the DoDEA report.

**I. Background:**

On October 1, 2003, the No FEAR Act went into effect. The Act was passed to require that Federal agencies:

- A. be accountable for violations of antidiscrimination and whistleblower protection laws;
- B. post quarterly on its public web site certain statistical data relating to Federal sector equal employment opportunity complaints filed with such agency;
- C. notify Federal employees of their rights under discrimination and whistleblower laws;
- D. submit annual reports to Congress on the number and severity of discrimination and whistleblower cases brought against said agency;
- E. reimburse the General Fund of the Treasury within a reasonable time out of its operating expenses funds relating to judgments, awards, and compromise settlements to any Federal employee, former Federal employee, or applicant for Federal employment, in connection with any proceeding brought by or on behalf of such employee, former employee, or applicant under any provision of antidiscrimination laws, cited in Part II, Applicable Laws.

## II. Applicable Laws:

The provisions of law covered under the No FEAR Act refer to laws that concern antidiscrimination, prohibited personnel practices and whistleblower retaliation. Provided below for your use and information are the applicable laws.

### A. 5 USC 2302(b)(1) and (8) –

Any employee who has authority to take, direct others to take, recommend, or approve any personnel action, shall not, with respect to such authority -

(1) discriminate for or against any employee or applicant for employment -

(A) on the basis of **race, color, religion, sex, or national origin**, as prohibited under section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16);

(B) on the basis of **age**, as prohibited under sections 12 and 15 of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 631, 633a);

(C) on the basis of **sex**, as prohibited under section 6(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d));

(D) on the basis of **handicapping condition**, as prohibited under section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 791); or

(E) on the basis of **marital status or political affiliation**, as prohibited under any law, rule, or regulation;

...

(8) take or fail to take, or threaten to take or fail to take, a personnel action with respect to any employee or applicant for employment because of -

(A) **any disclosure of information** by an employee or applicant which the employee or applicant reasonably believes evidences -

(i) **a violation of any law, rule, or regulation**, or

(ii) **gross mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety**, if such disclosure is **not specifically prohibited by law** and if such information is not specifically required by Executive order to be kept secret in the interest of national defense or the conduct of foreign affairs; or

(B) **any disclosure to the Special Counsel, or to the Inspector General** of an agency or another employee designated by the head of the agency to receive such disclosures, of information which the employee or applicant reasonably believes evidences -

(i) **a violation of any law, rule, or regulation**, or

**(ii) gross mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety;**

(9) take or fail to take, or threaten to take or fail to take, any personnel action against any employee or applicant for employment because of -

(A) the exercise of **any appeal, complaint, or grievance right** granted by any law, rule, or regulation;

(B) **testifying** for or otherwise lawfully assisting any individual in the exercise of any right referred to in subparagraph (A);

(C) **cooperating with or disclosing information to the Inspector General of an agency, or the Special Counsel**, in accordance with applicable provisions of law; or

(D) **for refusing to obey an order that would require the individual to violate a law;**

**B. 5 USC 2302(d) –**

This section shall not be construed to extinguish or lessen any effort to achieve equal employment opportunity through affirmative action or any right or remedy available to any employee or applicant for employment in the civil service under -

(1) section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16), prohibiting discrimination on the basis of **race, color, religion, sex, or national origin;**

(2) sections 12 and 15 of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 631, 633a), prohibiting discrimination on the basis of **age;**

(3) under section 6(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)), prohibiting discrimination on the basis of **sex;**

(4) section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 791), prohibiting discrimination on the basis of **handicapping condition;** or

(5) the provisions of any law, rule, or regulation prohibiting discrimination on the basis of **marital status or political affiliation.**

**III. Reimbursement Requirements:**

All Finance offices under the direction of Headquarters, Department of Defense Dependents Schools-Europe (DoDDS-E), Department of Defense Dependents Schools-Pacific (DoDDS-P), and Domestic Dependent Elementary and Secondary Schools (DDESS) should provide a report to the EEO office of any payments made in accordance with 28 USC 2414, 2517, 2672, or 2677, and under 31 USC 1304 that relate to payment of judgments, awards, and compromise settlements to any employee, former employee, or applicant in connection with

any proceeding brought by the applicable laws cited in Part II above. Provided below for your use and information are the applicable financial codes.

**28 USC 2414 – Payment of judgments and compromise –**

Except as provided by the Contract Disputes Act of 1978, payment of final judgments rendered by a district court or the Court of International Trade against the United States shall be made on settlements by the Secretary of the Treasury. Payment of final judgments rendered by a State or foreign court or tribunal against the United States, or against its agencies or officials upon obligations or liabilities of the United States, shall be made on settlements by the Secretary of the Treasury after certification by the Attorney General that it is in the interest of the United States to pay the same.

Whenever the Attorney General determines that no appeal shall be taken from a judgment or that no further review will be sought from a decision affirming the same, he shall so certify and the judgment shall be deemed final.

Except as otherwise provided by law, compromise settlements of claims referred to the Attorney General for defense of imminent litigation or suits against the United States, or against its agencies or officials upon obligations or liabilities of the United States, made by the Attorney General or any person authorized by him, shall be settled and paid in a manner similar to judgments in like causes and appropriations or funds available for the payment of such judgments are hereby made available for the payment of such compromise settlements.

**B. 28 USC 2517. - Payment of judgments -**

(a) Except as provided by the Contract Disputes Act of 1978, every final judgment rendered by the United States Court of Federal Claims against the United States shall be paid out of any general appropriation therefore, on presentation to the Secretary of the Treasury of a certification of the judgment by the clerk and chief judge of the court.

(b) Payment of any such judgment and of interest thereon shall be a full discharge to the United States of all claims and demands arising out of the matters involved in the case or controversy, unless the judgment is designated a partial judgment, in which event only the matters described therein shall be discharged.

**C. 28 USC 2672. - Administrative adjustment of claims -**

The head of each Federal agency or his designee, in accordance with regulations prescribed by the Attorney General, may consider, ascertain, adjust, determine, compromise, and settle any claim for money damages against the United States for injury or loss of property or personal injury or death caused by the negligent or wrongful act or omission of any employee of the agency while acting within the scope of his office or employment, under circumstances where the United States, if a private person, would be liable to the claimant in accordance with the law of the place where the act or omission occurred: Provided, that any award, compromise, or settlement in excess of \$25,000 shall be effected only with the prior written approval of the Attorney General or his designee. Notwithstanding the proviso contained in the preceding sentence, any award, compromise, or settlement may be effected without the prior written approval of the Attorney General or his or her designee, to the extent that the Attorney General delegates to the head of the agency the authority to make such award, compromise, or settlement. Such delegations may not exceed the authority delegated by the Attorney General to the United States attorneys to settle claims for money damages against the United States. Each Federal agency may use arbitration, or other alternative means of dispute resolution under the provisions of subchapter IV of chapter 5 of title 5, to settle any tort claim against the United States, to the extent of the agency's authority to award, compromise, or settle such claim without the prior written approval of the Attorney General or his or her designee.

Subject to the provisions of this title relating to civil actions on tort claims against the United States, any such award, compromise, settlement, or determination shall be final and conclusive on all offices of the Government, except when procured by means of fraud. Any award, compromise, or settlement in an amount of \$2,500 or less made pursuant to this section shall be paid by the head of the Federal agency concerned out of appropriations available to that agency. Payment of any award, compromise, or settlement in an amount in excess of \$2,500 made pursuant to this section or made by the Attorney General in any amount pursuant to section 2677 of this title shall be paid in a manner similar to judgments and compromises in like causes and appropriations or funds available for the payment of such judgments and compromises are hereby made available for the payment of awards, compromises, or settlements under this chapter.

The acceptance by the claimant of any such award, compromise, or settlement shall be final and conclusive on the claimant, and shall constitute a complete release of any claim against the United States and against the employee of the government whose act or omission gave rise to the claim, by reason of the same subject matter.

**D. 28 USC 2677. – Compromise -**

The Attorney General or his designee may arbitrate, compromise, or settle any claim cognizable under section 1346(b) of this title, after the commencement of an action thereon.

**E. 31 USC 1304. - Judgments, awards, and compromise settlements –**

(a) Necessary amounts are appropriated to pay final judgments, awards, compromise settlements, and interest and costs specified in the judgments or otherwise authorized by law when -

- (1) payment is not otherwise provided for;
- (2) certified by the Secretary of the Treasury; and
- (3) the judgment, award, or settlement is payable -
  - (A) under section 2414, 2517, 2672, or 2677 of title 28;
  - (B) under section 3723 of this title;
  - (C) under a decision of a board of contract appeals; or
  - (D) in excess of an amount payable from the appropriations of an agency for a meritorious claim under section 2733 or 2734 of title 10, section 715 of title 32, or section 203 of the National Aeronautics and Space Act of 1958 (42 U.S.C. 2473).

(b)

- (1) Interest may be paid from the appropriation made by this section -
  - (A) on a judgment of a district court, only when the judgment becomes final after review on appeal or petition by the United States Government, and then only from the date of filing of the transcript of the judgment with the Secretary of the Treasury through the day before the date of the mandate of affirmance; or
  - (B) on a judgment of the Court of Appeals for the Federal Circuit or the United States Court of Federal Claims under section 2516(b) of title 28, only from the date of filing of the transcript of the judgment with the Secretary of the Treasury through the day before the date of the mandate of affirmance.

(2) Interest payable under this subsection in a proceeding reviewed by the Supreme Court is not allowed after the end of the term in which the judgment is affirmed.

(c)

(1) A judgment or compromise settlement against the Government shall be paid under this section and sections 2414, 2517, and 2518<sup>(1)</sup> of title 28 when the judgment or settlement arises out of an express or implied contract made by -

- (A) the Army and Air Force Exchange Service;

- (B) the Navy Exchanges;
  - (C) the Marine Corps Exchanges;
  - (D) the Coast Guard Exchanges; or
  - (E) the Exchange Councils of the National Aeronautics and Space Administration.
- (2) The Exchange making the contract shall reimburse the Government for the amount paid by the Government

### **III. Notification Requirements:**

Written notification of the rights and protections available to Federal employees, former Federal employees, and applicants for Federal employment in connection with antidiscrimination laws, prohibited personnel practices, and whistleblower retaliation is required to be provided to all agency employees, former employees, and applicants. **Posting of the written notification should be posted in a common area accessible to all employees in a place that cannot be obstructed or removed.**

Written notification as described above must also be posted on the internet.

All employees are to receive training regarding the rights and remedies applicable to the laws cited in Part II, Applicable Laws.

### **IV. Reporting Requirements:**

#### **A. Annual Report:**

One hundred and eighty days after the end of each fiscal year (beginning on March 28, 2004), an annual report will be submitted to the Speaker of the House of Representatives, the President pro tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission, and the Attorney General.

The EEO office will be responsible for gathering the required information concerning cases brought forth by employees and applicants concerning employment issues **race, color, religion, sex, or national origin, age, and handicapping condition.** As EEO does not have accessibility to the following statistical information held by other offices, it is imperative that cooperation and a system be established to provide additional required data.

All Personnel offices and Finance offices (Headquarters, DoDDS-E, DoDDS-P, and DDESS) responsible for processing any complaints or payouts concerning prohibited personnel practices that involve discrimination claims not filed in an EEO forum, such as discrimination claims filed as Merit Systems Protection Agency (MSPB) appeals, administrative grievances, or union grievances, to include claims of discrimination based on marital status or political affiliation, need to establish a tracking system to report the data requested in paragraphs 1 through 8 of this part, by February 27, 2004. In addition, area components (Headquarters, DoDDS-E, DoDDS-P, and DDESS) who handle Whistleblower Act retaliation claims will report data requested in paragraphs 1 through 8 of this part to the EEO office by February 27<sup>th</sup> of each calendar year:

1. the number of cases;
2. the status and disposition of cases;
3. the amount of money required to be reimbursed by DoDEA, separately identifying the aggregate amount of such reimbursements attributable to the payment of attorneys' fees;
4. the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law as outlined in Part II;
5. data for prior fiscal years to include year-end data for each of the 5 immediately preceding fiscal years (or, if not available for all 5 fiscal years, for however many of those 5 fiscal years for which data are available);
6. a detailed description of
  - a. the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who
    - i. discriminated against any individual in violation of any of the laws cited under Part II;
    - ii. committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under Part II; and
  - b. with respect to each of such laws outlined in Part II, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken;
7. an analysis of the information described under paragraphs 1 through 6 above, including
  - a. an examination of trends;
  - b. causal analysis;
  - c. practical knowledge gained through experience; and
  - d. any actions planned or taken to improve complaint or civil rights programs of DoDEA; and

8. any adjustment (to the extent the adjustment can be ascertained in the budget) to comply with the requirements.

**B. First Report:**

The first report submitted under A. above shall include for each item, data for each of the 5 immediately preceding fiscal years (fiscal years 1999 through 2003) as well as data available through February fiscal year 2004.

**IV. Posting Requirements for the Report:**

The EEO office will post on its Web site a summary of statistical data relating to equal employment opportunity complaints filed with DoDEA by employees, former employees, or applicants for employment. The data will include for the current fiscal year, each year, the following:

1. the number of complaints filed with DoDEA in such fiscal year;
2. the number of individuals filing those complaints (including as the agent of a class);
3. the number of individuals who filed 2 or more of those complaints;
4. the number of complaints in which each of the various bases of alleged discrimination is alleged;
5. the number of complaints in which each of the various issues of alleged discrimination is alleged;
6. the average length of time, for each step of the process, it is taking DoDEA to process complaints (taking into account all complaints pending for any length of time in such fiscal year, whether first filed in such fiscal year or earlier). Average times under this paragraph shall be posted:
  - i. for all such complaints,
  - ii. for all such complains in which a hearing before an administrative judge of the EEOC is not requested, and
  - iii. for all such complaints in which a hearing before an administrative judge of the EEOC is requested.
7. the total number of Final Agency Decisions (FAD) rendered in such fiscal year involving a finding of discrimination and, of that number:
  - i. the number and percentage that were rendered without a hearing before an administrative judge of the EEOC, and
  - ii. the number and percentage that were rendered after a hearing before an administrative judge of the EEOC.
8. of the total number of FADs rendered in such fiscal year involving a finding of discrimination:

- i. the number and percentage involving a finding of discrimination based on each of the respective bases of alleged discrimination, and
  - ii. of the number specified under subparagraph i. for each of the respective bases of alleged discrimination:
    - 1. the number and percentage that were rendered without a hearing before an administrative judge of the EEOC, and
    - 2. the number and percentage that were rendered after a hearing before an administrative judge of the EEOC.
9. of the total number of FADs rendered in such fiscal year involving a finding of discrimination:
- i. the number and percentage involving a finding of discrimination in connection with each of the respective issues of alleged discrimination, and
  - ii. of the number specified under subparagraph i. for each of the respective issues of alleged discrimination:
    - 1. the number and percentage that were rendered without a hearing before an administrative judge of the EEOC, and
    - 2. the number and percentage that were rendered after a hearing before an administrative judge of the EEOC.
10. of the total number of FADs rendered in such fiscal year involving a finding of discrimination:
- i. of the total number of complaints pending in such fiscal year (as described in paragraph 6), the number that were first filed before the start of the then current fiscal year.
  - ii. with respect to those pending complaints that were first filed before the start of the then current fiscal year:
    - 1. the number of individuals who filed those complaints, and
    - 2. the number of those complaints which are various steps of the complaint process.
  - iii. Of the total number of complaints pending in such fiscal year (as described in paragraph 6), the total number of complaints with respect to which DoDEA failed to conduct within 180 days of the filing of such complaints an impartial and appropriate investigation of such complaints.

The data posted for the current fiscal year will include both the interim year-to-date data, updated quarterly, and final year-end data. Year-end data for each will also be posted for each of the 5 immediately preceding fiscal years in which data is available.

**V. Points-of-Contact:**

Please provide to the EEO office a name and telephone number for each component office that will be responsible for providing the required data. Names and phone numbers can be submitted by e-mail to [christine.megee@hq.dodca.edu](mailto:christine.megee@hq.dodca.edu). If you have any questions concerning the report, please contact Chris Megee, EEO Specialist, at 703-588-3238 or Alina Doreste-Johnson, Chief, EEO, at 703-588-3232.

Joseph D. Tafoya  
Director

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM

Collecting and Maintaining Information about Disability

References: (1) Management Directive (MD) 715, Federal Responsibilities under Section 717 of Title VII and Section 501 of the Rehabilitation Act.  
(2) Section 501 of the Rehabilitation Act of 1973, as amended.  
(3) Code of Federal Regulations 29, section 791.

The Department of Defense Education Activity (DoDEA) reported that employees with targeted disabilities made up 0.35% of its total workforce. DoDEA is committed to be an inclusive employer of choice.

It is the policy of the Department of Defense Education Activity (DoDEA) that the Federal government identify targeted disabilities, placing special emphasis on: (1) deafness, (2) blindness, (3) missing extremities, (4) partial paralysis, (5) complete paralysis, (6) convulsive disorders, (7) mental retardation, (8) mental illness, and (9) distortion of limb and/or spine. To implement this process, the Equal Employment Opportunity Office, at the beginning of every other fiscal year (beginning October 2004) will request all employees voluntarily submit Standard Form 256, Self-Identification of Handicap, to the Disabilities Program (DP) Manager. The DP Manager will gather the forms, review current data, and submit to the Human Resources office any changes in code for input into the automated system.

Because individuals may develop disabilities after initially being employed, DoDEA has determined that the current process in entering the data does not accurately reflect the number of disabled persons (targeted and non-targeted) employed with DoDEA. To be more accurate in our figures, DoDEA will survey the workforce every other year to maintain accurate and updated statistics on employees with disabilities.

The survey taken every other year does not supersede the current process of collecting the SF 256 at the time of in-processing and entering that data into the system.

The handicap reporting system is entirely voluntary, with the exception of employees appointed under Schedule A, section 213.3102(t) (Mental Retardation); Schedule A, section 213.3102(u) (Severely Physically Handicapped); and Schedule B, section 213.3202(k) (Mentally Restored). These employees will be requested to identify their handicap status and if they decline to do so, their correct handicap code will be obtained from medical documentation used to support their appointment. No other employees will be required to identify their handicap status if they feel for any reason it is not in their best interest to have this information officially recorded outside of medical records. DoDEA requests, however, that an employee not wishing to have this information entered in the agency personnel systems indicate this at the time of the request, rather than intentionally miscoding one's self, since false responses will seriously damage the statistical value of the reporting system.

A response to the survey is voluntary and refusal to provide the information will not subject the individual to any adverse treatment. The information will be kept confidential and used only for affirmative action purposes. Individuals may self-identify at any time during their employment and failure to complete SF256 does not excuse the agency from Rehabilitation Act requirements.

All medical or disability-related information will be kept confidential in accordance with EEOC regulations. Under these regulations, such information must be collected maintained in separate forms, kept in separate files and treated as confidential medical records. 29 CFR 1630.14(b)(1).

For affirmative action purposes alone, medical and disability-related information may be disclosed to managers and others involved in a selection process, as well as to those responsible for affirmative action, where the information indicates that an applicant may be included under excepted appointing authorities or eligible to receive other affirmative action benefits. In addition, disability-related information may be used to manage, evaluate, and report on EEO and affirmative action programs; data from SF256 may, for example, be provided to those who will generate the statistics necessary for the workforce analyses.

DoDEA is committed to the equality of opportunity for all employees and applicants for employment.

Joseph D. Tafoya  
Director

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM

SUBJECT: Reasonable Accommodation

It is the policy of the Department of Defense Education Activity (DoDEA) to reasonably accommodate qualified individuals with disabilities unless the accommodation would impose an undue hardship. This policy applies to all applicants, employees, and employees seeking promotional opportunities.

The Rehabilitation Act of 1973, Sections 501 and 505, the Americans with Disabilities Act Titles I and V, and Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation, mandates that accommodations will be provided to qualified individuals with disabilities when such accommodations are directly related to performing the essential functions of a job, competing for a job, or to enjoy equal benefits and privileges of employment. Providing reasonable accommodations to employees with disabilities is the key to a non-discrimination policy of fair and equal employment of people with disabilities.

A person with a disability is one who has a physical or mental impairment that materially or substantially limits one or more major life activities. While many individuals with disabilities can work without accommodation, other qualified applicants and employees face barriers to employment without the accommodation process. An employee with a disability in need of an accommodation must inform his or her supervisor when he or she knows there is a workplace barrier that is preventing him or her, due to a disability, from effectively competing for a position, performing a job, or gaining equal access to a benefit of employment. An employee has the responsibility of requesting accommodation before performance suffers or conduct problems occur.

A reasonable accommodation is a modification or adjustment in the manner in which work is customarily done in the performance of a job, an employment practice, or the work environment that makes it possible for a qualified individual with a disability to enjoy an equal employment opportunity. Examples of accommodations may include acquiring or modifying equipment or devices; modifying training materials; making facilities readily accessible; modifying work schedules; and reassignment to a vacant position in the event an employee can no longer perform the essential functions of his or her current position. An undue hardship is an action that is unduly costly, extensive, substantial, or disruptive, or that would fundamentally alter the nature or operation of the DoDEA.

Reasonable accommodation is applicable for the following:

- a. To assure equal opportunity in the employment process;
- b. To enable a qualified individual with a disability to perform the essential functions of a job; and
- c. To enable an employee with a disability to enjoy equal benefits and privileges of employment.

Employees and supervisors should follow the procedures for requesting a reasonable accommodation found in DoDEA Pamphlet 01-EEO-01 located on the DoDEA EEO website at <http://www.dodea.edu/ceo/SEPDISB.htm> or contact an EEO Program Manager.

Complaints alleging discrimination based upon a disability may be filed with the DoDEA EEO Office in accordance with established discrimination procedures.

The provisions of this policy will be included in the next reissuance of DoDEA Regulation 5713.9, "Equal Employment Opportunity." Questions concerning this policy should be addressed to Chief, Equal Employment Opportunity Office, DoDEA at telephone number (703)-588-3232.

Joseph D. Tafoya  
Director

TAB

2

**Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex, FY 2003 - FY 2004**

Employment Tenure	Total Employees				Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)								Two or more races		
	All	Male		Female		Male	Female	White				Black or African American				Asian/Pacific Islander	
								Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Total - FY 2004 #</b>	17706	3600	14106	311	923	3023	11058	437	1524	16	45	89	480				
<b>Total - FY 2004 %</b>	100.0%	20.3%	79.7%	1.8%	5.2%	17.1%	62.5%	2.5%	8.6%	0.1%	0.3%	0.5%	2.7%				
<b>CLF% (2000)</b>	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	0.3%	0.3%	2.0%	1.8%				
<b>Total - Prev FY2003 #</b>	17919	3830	14089	324	933	2952	11074	421	1459	14	44	83	449				
<b>Total - Prev FY2003 %</b>	100.0%	21.4%	78.6%	1.8%	5.2%	16.5%	61.8%	2.3%	8.1%	0.1%	0.2%	0.5%	2.5%				
<b>Net Change - #</b>	-213	-230	17	-13	-10	71	-16	16	65	2	1	6	31				
<b>Net Change - %</b>	-1.2%	-1.0%	1.0%	-0.1%	0.0%	0.6%	0.7%	0.1%	0.5%	0.0%	0.0%	0.0%	0.2%				
<b>Permanent - 2004 #</b>	10954	3112	7842	238	513	2474	6207	324	885	12	20	64	217				
<b>Permanent - 2004 %</b>	100.0%	28.4%	71.6%	2.2%	4.7%	22.6%	56.7%	3.0%	8.1%	0.1%	0.2%	0.6%	2.0%				
<b>Permanent - 2003 #</b>	10945	3103	7842	252	525	2433	6185	329	862	12	21	57	202				
<b>Permanent - 2003 %</b>	100.0%	28.4%	71.6%	2.3%	4.8%	22.2%	56.5%	3.0%	7.9%	0.1%	0.2%	0.5%	1.8%				
<b>Net Change - #</b>	9	9	0	-14	-12	41	22	-5	23	0	-1	7	15				
<b>Net Change - %</b>	0.0%	0.1%	-0.1%	-0.1%	-0.1%	0.4%	0.2%	0.0%	0.2%	0.0%	0.0%	0.1%	0.1%				
<b>Temporary - 2004 #</b>	6952	764	6188	73	410	549	4851	113	639	4	25	25	263				
<b>Temporary - 2004 %</b>	100.0%	11.0%	89.0%	1.1%	5.9%	7.9%	69.8%	1.6%	9.2%	0.1%	0.4%	0.4%	3.8%				
<b>Temporary - 2003 #</b>	6974	727	6247	72	408	519	4889	92	597	2	23	26	247				
<b>Temporary - 2003 %</b>	100.0%	10.4%	89.6%	1.0%	5.9%	7.4%	70.1%	1.3%	8.6%	0.0%	0.3%	0.4%	3.5%				
<b>Net Change - #</b>	-22	37	-59	1	2	30	-38	21	42	2	2	-1	16				
<b>Net Change - %</b>	0.0%	0.6%	-0.6%	0.0%	0.0%	0.5%	-0.3%	0.3%	0.6%	0.0%	0.0%	0.0%	0.2%				
<b>NAF - 2004 #</b>	0	0	0	0	0	0	0	0	0	0	0	0	0				
<b>NAF - 2004 %</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
<b>NAF - 2003 #</b>	0	0	0	0	0	0	0	0	0	0	0	0	0				
<b>NAF - 2003 %</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
<b>Net Change - #</b>	0	0	0	0	0	0	0	0	0	0	0	0	0				
<b>Net Change - %</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				

**Table A3: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex**

Occupational Groups	Total Employees				Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
	#	%	All		Male	Female	White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races		
			Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Executive/Senior Level Officials and Managers	34	100.0%	18	16	0	2	15	12	2	2	1	0	0	0	0	0	0	0	0
Mid-Level Officials and Managers	69	100.0%	28	41	0	1	26	29	2	9	0	0	0	2	0	0	0	0	0
First-Level Officials and Managers	45	100.0%	23	22	3	1	17	18	2	2	0	1	1	0	0	0	0	0	0
Total Officials and Managers	148	100.0%	69	79	3	4	58	59	6	13	1	1	1	2	0	0	0	0	0
Occupational CLF	99.7%	100%	61.4%	38.6%	3.3%	2.4%	52.1%	30.6%	2.8%	3.5%	0.2%	0.2%	2.1%	1.3%	0.0%	0.0%	0.0%	0.7%	0.5%
Professionals	13099	100.0%	2777	10322	153	624	2394	8496	162	889	10	40	58	273	0	0	0	0	0
Occupational CLF	99.7%	100%	21.20%	78.80%	1.17%	4.76%	18.28%	64.86%	1.24%	6.79%	0.08%	0.31%	0.44%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	2708	100.0%	298	2410	27	201	191	1686	66	372	0	4	14	147	0	0	0	0	0
Occupational CLF	99.7%	100%	42.2%	57.8%	3.3%	3.4%	32.2%	43.2%	3.4%	7.6%	0.3%	0.4%	2.2%	2.4%	0.0%	0.0%	0.0%	0.7%	0.9%
Sales Workers	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office and Clerical	1635	100.0%	447	1188	27	82	326	827	75	223	4	1	15	55	0	0	0	0	0
Occupational CLF	99.7%	100%	27.34%	72.66%	1.65%	5.02%	19.94%	50.58%	4.59%	13.64%	0.24%	0.06%	0.92%	3.36%	0.00%	0.00%	0.00%	0.00%	0.00%
Craft Workers	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Operatives	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Occupational CLF		100%	71.8%	28.2%	10.8%	5.1%	48.4%	16.3%	8.9%	4.5%	0.5%	0.2%	2.0%	1.6%	0.1%	0.0%	1.1%	0.3%
Laborers	#	463	354	109	104	16	112	49	134	39	2	0	2	5				
	FY 04 %	100.0%	76.46%	23.54%	22.46%	3.46%	24.19%	10.58%	28.94%	8.42%	0.43%	0.00%	0.43%	1.08%				
Occupational CLF		100%																
Service Workers	#	0																
	FY 04 %	0.0%																
Occupational CLF		100%	40.6%	59.4%	6.6%	7.9%	25.0%	38.0%	6.2%	9.6%	0.4%	0.5%	1.6%	1.9%	0.1%	0.1%	0.9%	1.2%
Total	#	17905	3876	14029	311	923	3023	11058	437	1523	16	45	89	480	0	0	0	0
	FY 04 %	100%	21.65%	78.35%	1.74%	5.15%	16.88%	61.76%	2.44%	8.51%	0.09%	0.25%	0.50%	2.68%	0.00%	0.00%	0.00%	0.00%

Note: Total includes Professionals thru Service Workers



Table A5: PARTICIPATION RATES ACROSS WAGE GRADES (WG) by Race/Ethnicity and Sex - Permanent																		
WDIWS, WLWS Other Wage Grade	Total Employees				Hispanic or Latino				RACE/ETHNICITY (Non-Hispanic or Latino)									
	All	Male	Female		Male	Female			White		Black or African American		American Indian or Alaska Native		Asian/Pacific Islander		Two or more races	
	#								Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 01	FY 04 %	0	0	0	4	5	0	0	11	3	36	9	0	0	0	0		
Grade - 02	FY 04 %	68	51	17	5.9%	7.4%	25.0%	16.2%	4.4%	52.9%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%		
Grade - 03	FY 04 %	46	34	12	29	3	26.1%	8.7%	19.6%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Grade - 04	FY 04 %	3	0	3	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Grade - 05	FY 04 %	18	10	8	0	0	0.0%	0.0%	5	6	4	1	0	0	1	1		
Grade - 06	FY 04 %	16	7	9	1	0	56.3%	12.5%	2	5	4	4	0	0	0	0		
Grade - 07	FY 04 %	53	36	17	30	2	32.1%	5.7%	3	12	3	3	0	0	0	0		
Grade - 08	FY 04 %	9	9	0	0	0	0.0%	77.8%	7	0	2	0	0	0	0	0		
Grade - 09	FY 04 %	16	15	1	7	1	6.3%	43.8%	8	0	0	0	0	0	0	0		
Grade - 10	FY 04 %	18	18	0	7	0	0.0%	38.9%	10	0	1	0	0	0	0	0		
Grade - 11	FY 04 %	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0	0	0	0		
Grade - 12	FY 04 %	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0	0	0	0		
Grade - 13	FY 04 %	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0	0	0	0		
Grade - 14	FY 04 %	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0	0	0	0		
Grade - 15	FY 04 %	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0	0	0	0		
All Other Wage Grades	FY 04 %	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0	0	0	0		
Total	FY 04 %	247	180	67	78	11	27.1%	31.6%	50	37	51	18	0	0	1	1	0	0
		100.0%	72.9%	27.1%	31.6%	4.5%		20.2%	15.0%	20.6%	7.3%	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%



Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent															
Job Title/Series	Total Employees		Hispanic or Latino		White				RACE/ETHNICITY (Non-Hispanic or Latino)				Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
School Support - 0303	#	127	92	35	3	2	62	26	20	3	0	0	7	4	
	FY 04 %	100.0%	72.4%	27.6%	2.4%	1.6%	48.8%	20.5%	15.7%	2.4%	0.0%	0.0%	5.5%	3.1%	
Occupational CLF		100.0%	24.4%	75.6%	2.9%	6.7%	16.5%	56.3%	3.3%	8.9%	0.1%	0.5%	1.0%	2.0%	
Secretary - 0318 - 0326	#	264	25	239	1	27	15	157	5	37	0	0	4	18	
	FY 04 %	100.0%	9.5%	90.5%	0.4%	10.2%	5.7%	59.5%	1.9%	14.0%	0.0%	0.0%	1.5%	6.8%	
Occupational CLF		100.0%	24.4%	75.6%	2.9%	6.7%	16.5%	56.3%	3.3%	8.9%	0.1%	0.5%	1.0%	2.0%	
Teachers -1700 series	#	9037	2248	6789	124	437	1953	5511	123	658	8	18	40	165	
	FY 04 %	100.0%	24.9%	75.1%	1.4%	4.8%	21.6%	61.0%	1.4%	7.3%	0.1%	0.2%	0.4%	1.8%	
Occupational CLF		100.0%	39.2%	60.8%	2.2%	3.6%	31.8%	48.2%	2.9%	5.8%	20.0%	30.0%	1.5%	2.0%	
Laborers -3500 series	#	203	156	47	36	9	40	13	79	21	0	0	1	4	
	FY 04 %	100.0%	76.8%	23.2%	17.7%	4.4%	19.7%	6.4%	38.9%	10.3%	0.0%	0.0%	0.5%	2.0%	
Occupational CLF		100.0%	85.1%	14.9%	21.5%	3.1%	50.2%	9.4%	10.0%	1.6%	0.8%	0.1%	1.2%	0.3%	
	#	0	0	0											
	FY 04 %														
Occupational CLF															
	#	0	0	0											
	FY 04 %														
Occupational CLF															
	#	0	0	0											
	FY 04 %														
Occupational CLF															
	#	0	0	0											
	FY 04 %														

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary**

Job Title/Series	Total Employees				Hispanic or Latino				RACE/ETHNICITY (Non-Hispanic or Latino)								Two or more races	
	#	FY 04 %	All		Male	Female	Male	Female	White		Black or African American		American Indian or Alaska Native		Asian/Pacific Islander		Male	Female
			Male	Female					Male	Female	Male	Female	Male	Female	Male	Female		
School Support - 0303	211		42	169	2	12	33	142	5	13	0	0	2	2				
Occupational CLF	100.0%	100.0%	19.9%	80.1%	0.9%	5.7%	15.6%	67.3%	2.4%	6.2%	0.0%	0.0%	0.9%	0.9%				
Secretary - 0318	415		20	395	1	18	13	297	5	49	0	2	1	29				
Occupational CLF	100.0%	100.0%	4.8%	95.2%	0.2%	4.3%	3.1%	71.6%	1.2%	11.8%	0.0%	0.5%	0.2%	7.0%				
Teachers - 1700 series	5734		562	5172	61	371	427	4086	54	476	1	23	19	216				
Occupational CLF	100.0%	100.0%	9.8%	90.2%	1.1%	6.5%	7.4%	71.3%	0.9%	8.3%	0.0%	0.4%	0.3%	3.8%				
Labors - 3500 series	70		54	16	11	3	18	5	24	8	1	0	0	0				
Occupational CLF	100.0%	100.0%	77.1%	22.9%	15.7%	4.3%	25.7%	7.1%	34.3%	11.4%	1.4%	0.0%	0.0%	0.0%				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				
Occupational CLF	0		0	0	0	0	0	0	0	0	0	0	0	0				

**Table A7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex**

Job Title/Series:	Total Employees		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races				
	All	Male	Female	Hispanic or Latino		White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander			
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Applications Received	0																
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Voluntarily Identified	0																
% Voluntarily Identified	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0																
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0																
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF																	
<b>Job Title/Series:</b>																	
Total Applications Received	0																
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Voluntarily Identified	0																
% Voluntarily Identified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0																
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0																
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF																	
CLF																	

\*The mechanism is not in place to capture this data at this time.

Table A8: NEW HIRES - Distribution by Race/Ethnicity and Sex

Type of Appointment	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)						Two or more races	
	All	Female	Male	Female	White	Black or African American	American Indian or Alaska Native	Asian/Pacific Islander	Male	Female	Male	Female
Permanent	#											
	FY 04 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Temporary	#											
	FY 04 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NAF	#											
	FY 04 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	#	0	0	0	0	0	0	0	0	0	0	0
	FY 04 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	CLF %											

Data not available.

**Table A9: SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex**

Job Title/Series:	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
	All	Male	Female	Male	Female	White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Male	Female	Male	Female		
						Male	Female	Male	Female	Male	Female	Male	Female			
# Applications Received	0															
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Voluntarily Identified RNO	0															
% Voluntarily Identified	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0															
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0															
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool																
<b>Job Title/Series:</b>																
# Applications Received	0															
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Voluntarily Identified RNO	0															
% Voluntarily Identified	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0															
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0															
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool																
<b>Job Title/Series:</b>																
# Applications Received	0															
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Voluntarily Identified RNO	0															
% Voluntarily Identified	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0															
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0															
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool																

\*The mechanism is not in place to capture this data at this time.

**Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Race/Ethnicity and Sex**

	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)								Two or more races			
	All		Male	Female	White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Male	Female
	#	%			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
<b>Total Employees in Career Ladder</b>	0	0%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0
<b>Time in Grade in excess of minimum</b>																
1-12 months	#	%			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
13-24 months	#	%			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
25+ months	#	%			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

\*The mechanism is not in place to capture this data at this time.

**Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13-14, GS 15-SES) by Race/Ethnicity and Sex**

Job Series/Grade(s) of Vacancy:	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races			
	All	Male	Female	Male	Female	White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Male	Female	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male
# Applications Received	0																	
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0																	
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0																	
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool																		
Job Series/Grade(s) of Vacancy:																		
# Applications Received	0																	
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0																	
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0																	
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool																		
Job Series/Grade(s) of Vacancy:																		
# Applications Received	0																	
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0																	
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0																	
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool																		

\*The mechanism is not in place to capture this data at this time.

**Table A12: PARTICIPATION IN CAREER DEVELOPMENT/TRAINING by Race/Ethnicity and Sex**

	Total Employees		RACE/ETHNICITY (Non-Hispanic or Latino)								Two or more races		
	All	Female	Hispanic or Latino		White		Black or African American		American Indian or Alaska Native		Native Hawaiian or Other Pacific Islander		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Career Development Programs for GS 5-12</b>													
# Slots	0												
% Relevant Pool	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Applied	0												
% Applied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Participants	0												
% Participants	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 13-14</b>													
# Total Applications	0												
% Applications	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0												
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.0%
# Selected	0												
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 15 and SES</b>													
# Total Applications	0												
% Applications	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0												
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%
# Selected	0												
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Selectees</b>													

Relevant Applicant Pool includes all employees in the next lower pay grade and in all series that qualify them for the position announced

**\*The mechanism is not in place to capture this data at this time.**

**Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex**

Awards	All	Total		RACE/ETHNICITY (Non-Hispanic or Latino)				Two or more races											
		Male	Female	White	Black or African American	American Indian or Alaska Native	Asian/Pacific Islander	Male	Female										
				Male	Female	Male	Female	Male	Female										
<b>Time-Off Awards, 1-9 hours</b>	#																		
	FY 04 %	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hours	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours																			
<b>Time-Off Awards, over 9 hours</b>	#																		
	FY 04 %	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hours		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours																			
<b>Cash Awards: \$500 and under</b>	#																		
	FY 04 %	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Amount																			
<b>Cash Awards: Over \$500</b>	#																		
	FY 04 %	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Amount																			
<b>Quality Step Increases</b>	#																		
	FY 04 %	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Benefit		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit																			
<b>Total Workforce</b>	#																		
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Data not available.

**Table A14: SEPARATIONS - Distribution by Race/Ethnicity and Sex**

Type of Separation	Total Employees		RACE/ETHNICITY (Non-Hispanic or Latino)								Two or more races	
	#	FY 04 %	Hispanic or Latino		White		Black or African American		American Indian or Alaska Native		Asian/Pacific Islander	
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Involuntary	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Workforce	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Data not available.

TAB

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**Table B1: TOTAL WORKFORCE - Distribution by Disability (OPM Form 256 Self-Identification Codes)**

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Prior FY 2003 %	17919 100.0%	17024 95.0%	347 1.9%	548 3.1%	53 0.3%	3 0.0%	5 0.0%	3 0.0%	12 0.1%	1 0.0%	20 0.1%	1 0.0%	7 0.0%	1 0.0%
Current FY - 2004 %	17667 100.0%	17155 97.1%	312 1.8%	200 1.1%	57 0.3%	3 0.0%	7 0.0%	4 0.0%	12 0.1%	2 0.0%	18 0.1%	1 0.0%	9 0.1%	1 0.0%
Difference	252	131	-35	-348	4	0	2	1	0	-1	2	0	-2	0
Ratio Change	0.0%	2.1%	-0.2%	-1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Net Change					-2.2%									
Federal High					2.3%									
Permanent - 2003 #	10945	10298	282	365	47	2	5	3	18	1	15	1	2	0
Permanent - 2003 %	100.0%	94.1%	2.6%	3.3%	0.4%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%
Permanent - 2004 #	10954	10359	261	334	40	3	6	4	9	1	14	1	2	0
Permanent - 2004 %	100.0%	94.6%	2.4%	3.0%	12.0%	0.9%	1.8%	1.2%	2.7%	0.3%	4.2%	0.3%	0.6%	0.0%
Difference	9	61	-21	-31	-7	1	1	1	-9	0	-1	0	0	0
Ratio Change - %	0.0%	0.5%	-0.2%	-0.3%	11.5%	0.9%	1.8%	1.2%	2.5%	0.3%	4.1%	0.3%	0.6%	0.0%
Net Change - %	0.0%	-0.5%	0.2%	0.3%	-11.5%	-0.9%	-1.8%	-1.2%	-2.5%	-0.3%	-4.1%	-0.3%	-0.6%	0.0%
Temporary - 2003 #	6974	6726	65	183	16	2	0	0	3	0	5	0	5	1
Temporary - 2003 %	100.0%	96.4%	0.9%	2.6%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%
Temporary - 2004 #	6952	6796	51	105	16	0	1	0	2	1	4	0	7	1
Temporary - 2004 %	100.0%	97.8%	0.7%	1.5%	15.2%	0.0%	1.0%	0.0%	1.9%	1.0%	3.8%	0.0%	6.7%	1.0%
Difference	-22	70	-14	-78	0	-2	1	0	-1	1	-1	0	2	0
Ratio Change - %	0.0%	-1.3%	0.2%	1.1%	-15.0%	0.0%	-1.0%	0.0%	-1.9%	-1.0%	-3.7%	0.0%	-6.6%	-0.9%
Net Change - %	0.0%	-1.3%	0.2%	1.1%	-15.0%	0.0%	-1.0%	0.0%	-1.9%	-1.0%	-3.7%	0.0%	-6.6%	-0.9%
NAF - 2003 #	0													
NAF - 2003 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NAF - 2004 #	0													
NAF - 2004 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Difference	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change - %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Net Change - %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability**

Occupational Groups	TOTAL	Total by Disability Status				Detail for Targeted Disabilities							
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Executive/Senior Level Officials and Managers	34	30	1	3	0	0	0	0	0	0	0	0	0
	100.0%	88.2%	2.9%	8.8%	0.0%								
Mid-Level Officials and Managers	69	63	2	4	0	0	0	0	0	0	0	0	0
	100.0%	91.3%	2.9%	5.8%	0.0%								
First-Level Officials and Managers	45	43	1	1	0	0	0	0	0	0	0	0	0
	100.0%	95.6%	2.2%	2.2%	0.0%								
Total Officials and Managers	148	136	4	8	-	0	0	0	0	0	0	0	0
	100.0%	91.7%	2.7%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	13187	12569	237	381	41	1	5	3	8	1	15	1	6
	100.0%	95.3%	1.8%	2.9%	0.3%								
Technicians	2715	2612	29	74	6	0	0	1	2	1	2	0	0
	100.0%	96.2%	1.1%	2.7%	0.2%								
Sales Workers	0												
	0.0%												
Office and Clerical	1638	1531	43	64	8	1	2	0	2	0	0	0	3
	100.0%	93.5%	2.6%	3.9%	0.5%								
Craft Workers	0				0								
	0.0%												
Operatives	0												
	0.0%												
Laborers	465	442	3	20	1	1	0	0	0	0	0	0	0
	100.0%	95.1%	0.6%	4.3%	0.2%								
Service Workers	0												
	0.0%												
<b>Total</b>	<b>18005</b>	<b>17154</b>	<b>312</b>	<b>539</b>	<b>56</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>12</b>	<b>2</b>	<b>17</b>	<b>1</b>	<b>9</b>
	<b>100.0%</b>	<b>95.27%</b>	<b>1.73%</b>	<b>2.99%</b>	<b>0.31%</b>	<b>0.02%</b>	<b>0.04%</b>	<b>0.02%</b>	<b>0.07%</b>	<b>0.01%</b>	<b>0.09%</b>	<b>0.01%</b>	<b>0.05%</b>

Note: Total includes Professionals thru Service Workers



**Table B5: PARTICIPATION RATES ACROSS WAGE GRADES by Disability - Permanent**

WD/WG, WL/WS, Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities							
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness
Grade - 01	# 0 0.0%	0	0	0	0	1	0	0	0	0	0	0	0
Grade - 02	# 68 100.0%	63 92.6%	0 0.0%	5 7.4%	0 0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade - 03	# 49 100.0%	48 98.0%	0 0.0%	1 2.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 04	# 3 0.0%	3 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 05	# 18 0.0%	18 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 06	# 16 100.0%	14 87.5%	0 0.0%	2 12.5%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 07	# 53 100.0%	51 96.2%	1 1.9%	1 1.9%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 08	# 9 100.0%	9 100.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 09	# 15 100.0%	15 100.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 10	# 18 100.0%	18 100.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 11	# 0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 12	# 0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 13	# 0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 14	# 0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
Grade - 15	# 0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
All Other Wage Grade	# 0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0	0	0	0	0	0	0
<b>Total</b>	# 249 100.0%	239 96.0%	1 0.4%	9 3.6%	0 0.0%	1 0.4%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

**Table B5: PARTICIPATION RATES ACROSS WAGE GRADES by Disability - Temporary**

WD/WG, WL/MS, Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-66) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
<b>Grade - 01</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade - 02</b>	25	22	1	2	0	0.0%	4.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 03</b>	10	9	0	1	0	90.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 04</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 05</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 06</b>	1	0	0	1	0	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 07</b>	18	18	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 08</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 09</b>	2	1	0	1	0	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 10</b>	2	2	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 11</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 12</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 13</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 14</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Grade - 15</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>All Other Wage Grade</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total</b>	58	52	1	5	0	89.7%	1.7%	8.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent**

Job Title/Series	Total	Detail for Targeted Disabilities										
		Total by Disability Status		(16, 17) (23, 25) (28, 32-38) (64-68) (71-78) (82)		(90) Mental Retardation		(91) Mental Illness		(92) Distortion of Limb/Spine		
#		(05) No Disability Identified	(06-94) Targeted Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Retardation	Illness	Distortion of Limb/Spine
School Support -0303	396	10	12	2	0	0	2	0	0	0	0	0
	100.0%	2.5%	3.0%	0.5%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Secretary -0318 -0326	268	6	5	0	0	0	0	0	0	0	0	0
	100.0%	2.2%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers -1700 series	9049	211	298	30	3	4	6	1	14	1	1	0
	100.0%	2.3%	3.3%	0.4%	0.0%	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%
Laborers -3500 series	203	0	8	1	0	0	0	0	0	0	0	0
	100.0%	0.0%	3.9%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0											
	0.0%											
	0											
	0.0%											
	0											
	0.0%											
	0											
	0.0%											
	0											
	0.0%											

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Temporary**

Job Title/Series	Total	Total by Disability Status		Detail for Targeted Disabilities										
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
School Support - 0303	# 212 FY 04 % 100.0%	205 96.7%	1 0.5%	6 2.8%	1 0.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 0.5%	0 0.0%
Secretary - 0318 -0326	# 418 FY 04 % 100.0%	405 96.9%	3 0.7%	10 2.4%	3 0.7%	1 0.2%	0 0.0%	1 0.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 0.2%	0 0.0%
Teachers - 1700 series	# 6080 FY 04 % 100.0%	5908 97.2%	40 0.7%	132 2.2%	13 0.2%	0 0.0%	0 0.0%	2 0.0%	0 0.0%	1 0.0%	4 0.1%	0 0.0%	5 0.1%	1 0.0%
Laborers - 3500 series	# 70 FY 04 % 100.0%	64 91.4%	2 2.9%	4 5.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
	# 0 FY 04 % 0.0%													
	# 0 FY 04 % 0.0%													
	# 0 FY 04 % 0.0%													
	# 0 FY 04 % 0.0%													
	# 0 FY 04 % 0.0%													
	# 0 FY 04 % 0.0%													

**Table B7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS by Disability**

	TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
<b>Schedule A</b>														
# Applications	0													
% Applications	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Hires (All)	0													
% Hires	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Voluntarily Identified</b>														
# Applications	0													
% Applications	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Hires (All)	0													
% Hires	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

\*The mechanism is not in place to capture this data at this time.

**Table B8: NEW HIRES - Distribution by Disability**

Type of Appointment	Total	Total by Disability Status			Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Permanent	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Temporary	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NAF	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Data not available.

**Table B9: SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS by Disability**

Job Series of Vacancy:	Total by Disability Status					Detail for Targeted Disabilities								
	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	TOTAL	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
# Total Applicants	0													
% Applicants # Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% Qualified # Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool														
<b>Job Series of Vacancy:</b>														
# Total Applicants	0													
% Applicants # Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% Qualified # Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool														
<b>Job Series of Vacancy:</b>														
# Total Applicants	0													
% Applicants # Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% Qualified # Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool														

\*The mechanism is not in place to capture this data at this time.

**Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability**

	TOTAL		Total by Disability Status			Detail for Targeted Disabilities									
	#	%	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
<b>Total Employees in Career Ladder</b>	#	0													
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Time in Grade in excess of minimum</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>1-12 months</b>	#	0													
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>13-24 months</b>	#	0													
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>25+ months</b>	#	0													
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

\*The mechanism is not in place to capture this data at this time.

**Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS BY Disability**

Job Series/Grade(s) of Vacancy:	Total by Disability Status					Detail for Targeted Disabilities								
	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	Total	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
# Applications Received	0													
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0													
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0													
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool														
<b>Job Series/Grade(s) of Vacancy:</b>														
# Applications Received	0													
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0													
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0													
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool														
<b>Job Series/Grade(s) of Vacancy:</b>														
# Applications Received	0													
% Received	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0													
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0													
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Applicant Pool														

\*The mechanism is not in place to capture this data at this time.

**Table B12: PARTICIPATION IN CAREER DEVELOPMENT/TRAINING - Distribution by Disability**

	Total by Disability Status			Detail for Targeted Disabilities							
	(05) No Disability	(01) Not Identified	(06-94) Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(91) Mental Illness	(92) Distortion of Limb/Spine
<b>Career Development Programs for GS 5-12</b>											
# Slots	0										
% Relevant Pool	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Applied	0										
% Applied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Participants	0										
% Participants	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 13-14</b>											
# Total Applications	0										
% Applications	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0										
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0										
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 15 and SES</b>											
# Total Applications	0										
% Applications	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Qualified	0										
% Qualified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
# Selected	0										
% Selected	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Selectees</b>											

\*The mechanism is not in place to capture this data at this time.

**Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability**

Awards	Total	Total by Disability Status		Detail for Targeted Disabilities											
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Time-Off Awards, 1-9 hours	# 0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Hours		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Average Hours	0														
Time-Off Awards, over 9 hours	# 0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Hours		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Average Hours	0														
Cash Awards: \$500 and under	# 0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Amount		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Average Amount	0														
Cash Awards: Over \$500	# 0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Amount		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Average Amount	0														
Quality Step Increases	# 0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Benefit		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Average Benefit	0														
Total Workforce	# 0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

OB = ON  
 @PJL USTATUS PAGE = OFF  
 @PJL DATA IS AVAILABLE ON  
 @PJL USTATUS TIMED = 30

**Table B14: SEPARATIONS - Distribution by Disability**

Type of Separation	Total	Total by Disability Status		Detail for Targeted Disabilities										
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
<b>Voluntary</b>	#													
	FY 04 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Involuntary</b>	#													
	FY 04 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Separations</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	FY 04 %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Workforce</b>	#													
	FY 04 %	0.0%												

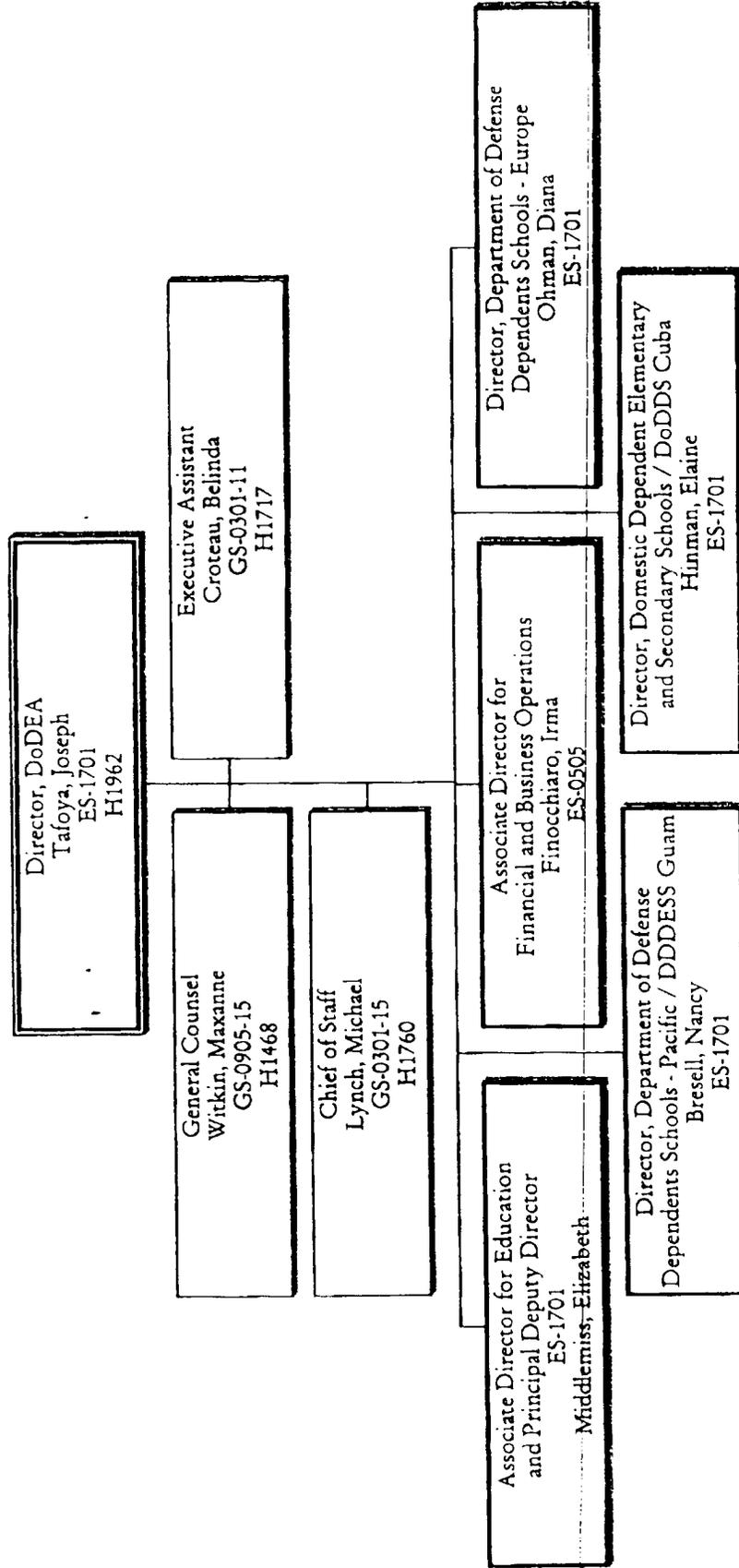
Data not available.

TAB

4

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# Department of Defense Education Activity



November 3, 2004