

For period covering October 1, 2011 to September 30, 2012

<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		1. Department of Defense Education Activity	
	1.a. 2nd level reporting component			
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	<b>2. Address</b>		2. 4800 Mark Center Drive	
	<b>3. City, State, Zip Code</b>		3. Alexandria Virginia 22350	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	4.	5.
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees			14001
	2. Enter total number of temporary employees			2267
	2. Enter total number of temporary employees			0
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			16268
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	<b>1. Head of Agency Official Title</b>		1. Marilee Fitzgerald, Director	
	<b>2. Agency Head Designee</b>		2.	
	<b>3. Principal EEO Director/Official Title/series/grade</b>		3. Alina Doreste-Johnson, Chief, Diversity Management and Equal Opportunity (DMEO), GS-260-15	
	<b>4. Title VII Affirmative EEO Program Official</b>		4. Charles Montanez, Diversity/Disability Program Manager	
	<b>5. Section 501 Affirmative Action Program Official</b>		5. Charles Montanez, Diversity/Disability Program Manager	
	<b>6. Complaint Processing Program Manager</b>		6. Allison Kennedy, Complaint Processing Program Manager	
	<b>7. Other Responsible EEO Staff</b>		7. Deborah Cannon, Deputy Chief, Diversity Management and Equal Opportunity (DMEO)	



Department of Defense Education Activity  
Executive Summary

For period covering October 1, 2011 to September 30, 2012

The Department of Defense Education Activity (DoDEA) is pleased to submit its Management Directive 715 (MD-715) Equal Employment Opportunity (EEO) Program Status Report for FY2012 and the EEO Plan for 2013. This includes DoDEA's continued efforts to build and sustain a Model EEO Program.

**Agency Mission:** DoDEA's mission is to educate, engage, and empower each student to succeed in a dynamic world.

DoDEA is a field activity of the Office of the Secretary of Defense. DoDEA plans, directs, coordinates, and manages pre-kindergarten through 12th grade education programs for Department of Defense (DoD) military dependents who would otherwise not have access to a high-quality public education. DoDEA also provides support and resources to local education activities throughout the United States that serve children of military families. DoDEA operates 194 schools in 14 districts located in 12 foreign countries, seven states, Guam and Puerto Rico.

The Diversity Management and Equal Opportunity (DMEO) office staff provides a variety of services and programs to prevent, resolve, and process workplace disputes in a timely and high-quality manner. The DMEO office is also responsible for enforcing EEO laws and policies, performing diversity management functions, advising management and employees on the facilitation of reasonable accommodations for persons with disabilities, and providing EEO alternative disputes resolution services for DoDEA. The staff advises and supports the Director of DoDEA by working towards achieving and sustaining a diverse and inclusive workforce.

**PART E.2 - Executive Summary: Essential Element A  
Demonstrated Commitment from Agency Leadership**

This element requires the Agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

**Policy Distribution:** Previously, annual policy letters were issued to all employees, including the Equal Employment Opportunity (EEO) Policy, Anti-Harassment Policy, Reasonable Accommodations Policy, the Notification and Federal Employee Antidiscrimination and Retaliation Act (NoFEAR), and the Diversity and Inclusion Policy. However, DoDEA has moved to issuing annual notices, rather than policies. This change requires onerous coordination procedures resulting in delays. We expect that these new notices will be issued shortly. At a local level, some of DoDEA's area offices have issued local policy letters for EEO and Anti-Harassment.

**Inclusion of DMEO:** The DMEO Chief reports directly to the Director and is a member of the DoDEA Director's Cabinet and fully participates in high-level Cabinet and staff meetings. The DMEO Chief is also a contributing member in the development of DoDEA's Community Strategic Plan.

**Diversity Climate Action Plans:** The DoDEA Director required each area and school district, as well as DoDEA Headquarters, to create diversity climate action plans based on the FY2011 Federal Employee Organizational Climate Survey (FEOCS). By the end of September 2012, all of DoDEA's school districts had finalized action plans.

**Increasing Diversity Awareness:** One of DoDEA's area offices, the Department of Defense Domestic Dependent Elementary and Secondary Schools (DDESS), held its 3<sup>rd</sup> annual "Diversity Day" event. The event was organized by DDESS's Diversity Committee and the DDESS EEO Program Manager. This year, two separate events were held. The first was a field trip to the Civil Rights Museum and other historical sites in Montgomery, Alabama. The second was an on-site luncheon with ethnic culture displays created by the different organizational groups at their location. They also had ethnic food sampling. The event received extremely positive feedback from both employees and leaders.

**Incorporation of our Students into our Special Emphasis Programs:** In FY2012 the Pacific Area Office organized and hosted two Special Emphasis Program observances for the U.S. Army in Okinawa: Hispanic American Heritage Month (October 12, 2011) and Asian American Pacific Islander Heritage Month (May 30, 2012). Both events featured DoDEA speakers, high school and elementary school students, and were well attended by service members and DoDEA staff.

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**PART E.3 - Executive Summary: Essential Element B  
Integration of EEO into the Agency's Strategic Mission**

This element 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.

**DMEO Review of DoDEA Policies:** DMEO coordinates on all DoDEA policies and provides comments, as appropriate.

**Community Strategic Plan:** DMEO was involved in the development of DoDEA's new Community Strategic Plan. DMEO staff members led one of the five Community Strategic Plan goals, focused on Organizational Excellence. DMEO continues to remain involved in the planning and execution of DoDEA's Community Strategic Plan.

**PART E.4 - Executive Summary: Essential Element C  
Management and Program Accountability**

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.

**Makeup of DMEO Office:** The DMEO office is comprised of its Headquarters (HQ) Office and three Area Offices. The six-member Administrative Management team located at HQ is responsible for policy development, administrative management, and functional program area oversight. DMEO HQ has two functional areas that have independent strategies with integrated functions: (1) Resolution and Compliance and (2) Diversity and Inclusion. The three Area Offices, Department of Defense Dependents Schools (DoDDS)-Europe, DoDDS-Pacific, and DDESS are staffed as follows: A full-time counselor who manages the pre-complaint process, including Alternative Dispute Resolution (ADR), during the informal stage, and an area program manager who administers and oversees the formal complaint process, ADR, disability, and diversity programs.

**Hiring Additional Resources:** During FY2012, DMEO was able to justify staffing for two new full-time positions. The first, a Program Assistant, is responsible for a variety of administrative office procedures, such as contracting and budget related work, as well as, supporting the DMEO staff. This position was posted in FY2012, and a candidate was selected in FY2013. The second position, a Supervisory Personnel Psychologist, not yet filled, will serve as the Branch Chief for Diversity and Inclusion and be responsible for the day-to-day operations, supervision and coordination of the Diversity and Inclusion staff and activities. Moving forward, DMEO has also done a cost analysis to justify hiring a retired annuitant in the capacity of an Investigator in a "Not to Exceed" position.

**DMEO Worldwide Conference:** All DoDEA DMEO staff participated in our bi-annual Conference, held April 16th – 20th, 2012, in Alexandria, VA. During "Our Passport to Success" conference, we had guest speakers from Veterans Affairs to discuss streamlining Final Agency Decisions and how to calculate diversity metrics. A variety of guest speakers from DoDEA also updated DMEO staff on topics such as 21st Century Schools, grievance procedures, and DoDEA business practices. DMEO staff members participated in a team exercise by creating a video showcasing the DMEO Office as an integral part of DoDEA. The DMEO team demonstrated their creativity and ability to work as a cohesive unit to achieve a goal. This conference was a great venue for the DMEO staff to coalesce as a group, share best practices and ideas to advance the DMEO vision and mission.

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**PART E.5 - Executive Summary: Essential Element D  
Proactive Prevention of Unlawful Discrimination**

This element requires that the Agency head to make early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

**Diversity Hiring Fair: DoDEA held a Diversity Hiring Fair on March 30<sup>th</sup> and 31<sup>st</sup>, 2012 at DoDEA HQ in Arlington, VA:** The purpose of this event was to ensure that the Human Resource Directorate Office (HR) could respond with alacrity to schools' staffing demands of quality placements by being proactive in establishing a database of diverse, active, interviewed, and prescreened candidates that met the requirements in our hard-to-fill areas. While these interviewees waited for their pre-scheduled interview appointment, they had an opportunity to view a video presentation and ask questions about the hiring process. During this 2-day period, more than 250 candidates received onsite interviews with 22 hired for FY2012, including 3 who did not identify a race or gender, 2 black males, 2 white males, 2 Asian females, 5 black females, 4 Hispanic females, and 4 white females. This effort yielded a diverse group of new employees.

**Center for Early Dispute Resolution (CEDR):** CEDR is a neutral, confidential resource that assists DoDEA employees in addressing non-EEO issues and managing conflicts and disputes constructively. While CEDR is not part of DMEQ, DMEQ works collaboratively with CEDR and channels non-EEO issues to CEDR for resolution efforts. CEDR provides education and training to help employees obtain the skills and knowledge for constructive engagement in the professional environment. DMEQ's certified mediators are called on by CEDR to serve as mediators for resolving non-EEO issues through its program.

**New Diversity and Inclusion Courses:** Four DMEQ employees attended two, train-the-trainer sessions so that they could in turn, offer more training courses to all DoDEA employees in the future. Two DMEQ employees attended the "True Colors" session and two other DMEQ employees attended the "Microtriggers" session.

**Disability Recruitment Plan:** In compliance with the Presidential Executive Order 13548 requiring Federal Agencies to develop a Disability Recruitment Plan, DMEQ collaborated with HR to create the plan, in line with DMEQ's 5-year strategic plan. DoDEA's plan was submitted to the Office Diversity Management & Equal Opportunity Office of the Under Secretary of Defense for Personnel & Readiness as requested by the Director of Department of Defense Disability Programs and the DoD plan was released during this rating period.

**Workforce Recruitment Program (WRP):** DoDEA was a key participant and, again, exceeded expectations in connection with the WRP in FY2012. The Disabilities Program Manager, in collaboration with HR, hired 23 students in the WRP summer internship program to work at DoDEA. Of these, one intern with a targeted disability was brought on-board as a permanent full-time hire at DoDEA.

**PART E.6 - Executive Summary: Essential Element E  
Efficiency**

This element 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.

**Tracking with iComplaints:** The DMEQ staff uses iComplaints to efficiently track and monitor the complaints and compliance program. The system also tracks the ADR process, both at the pre-complaint and formal stages.

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**Updating Disability Status:** Although DMEO has encouraged employees to update their disability status in MyBiz (an employee web-based personnel database), this solution does not work uniformly across DoDEA, as many staff (e.g., teachers) do not have access to MyBiz. As an alternative, DMEO is encouraging staff to work through HR to update their disability status by filling out the Standard Form (SF) 256. More details regarding this are contained in Part E.9.

**Alternative Dispute Resolution (ADR):** ADR is offered as an alternative method for resolving workplace disputes instead of the traditional equal EEO informal counseling, or formal complaint process. However, DoDEA EEO Counselors will attempt to resolve the workplace dispute at the lowest possible level during the traditional EEO process. Over a 5-year period, DoDEA's average resolution rate at the pre-complaint stage is 53%.

**PART E.7 - Executive Summary: Essential Element F  
Responsiveness and Legal Compliance**

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

**Timely Counseling of Pre-Complaints:** DoDEA was 99% timely in regards to counseling pre-complaints. This was a 1% decrease from FY2011 (100% timely). Complaints increased from 58 in FY2011 to 79 in FY2012, a 36% increase. Considering the spike in complaint activity without staff increase, the 1% decrease in timeliness is acceptable.

**Timely Investigations:** DMEO's objective every year is to have 100% timely investigations. In FY2012, the percentage of timely investigations improved by 1% (from 93% in FY2011 to 94% in FY2012). In addition, DMEO improved the average number of processing days from 178 days in FY2011 to 176 days in FY2012.

**Final Agency Decisions (FADs) Timely:** DMEO continues to process FADs below the 60-day regulatory requirement on average. The average number of processing days for FY2012 increased 8 days from 50 in FY2011 to 58 in FY2012 out of 12 FADS. DoDEA was untimely for five FADs in FY2012. FAD timeliness decreased from FY2011 (93% timely) to FY2012 (58% timely). Timeliness challenges were directly related to a change in internal coordination procedures that have made the process more cumbersome.

**PART E.8 - Executive Summary: Workforce Analysis**

As of September 30, 2012, DoDEA's workforce population was comprised of 16,268 employees (14,001 permanent and 2,267 temporary), which showed an overall decrease in permanent employees by 184 from the previous FY. Compared to the previous fiscal year, the number of permanent employees decreased (from 14,187 in FY2011) while the number of temporary employees increased (2,265 in FY2011), but only minimally.

FY2011    14,187 Permanent Employees  
            2,265 Temporary Employees

FY2012    14,001 Permanent Employees  
            2,267 Temporary Employees

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Regarding gender, DoDEA's workforce is primarily female (77%), with males making up only 23% of the workforce. The discrepancy between females and males is likely influenced by the availability of candidates for our most common position, that of a teacher. The education civilian labor force is consistent with our population, with females representing 78% of the teacher labor force between the 2006 – 2010 timeframe.

Considering breakdowns by gender and race, the most commonly represented groups were White females (56% of our employee population), White males (19%), Black or African American females (11%), Asian females and Black or African American males each with (3%). In the past year, Hispanic or Latino females increased from 3% to 5%. There was also an increase in Hispanic or Latino Males to almost 2% during this FY. Two female groups, Native Hawaiian or Other Pacific Islander and individuals reporting Two or More Races each represented just over 1% of our employees. American Indian or Alaskan Native males and females, males reporting Two or More Races each represented just over 1% of our employees. All others categories made up less than 1% of our population.

A total of 95% of DoDEA's workforce self-identified "No Disability" to report. Only 1.5% of the total workforce elected not to identify any disability status. A total of 563 employees reported a disability (3.5% of the workforce) and 42 employees reported having a targeted disability which represents .26% of the workforce, short of the Department of Defense goal of 2%. It should be noted that even though we had no increase of persons with targeted disabilities, we also had no loss, reporting 42 for two consecutive years.

**PART E.9 - Executive Summary: Accomplishments  
EEO Plan Action Items Implemented or Accomplished**

In last year's MD-715, DoDEA focused on remedying two barriers. Below each barrier is reviewed, along with our progress against our stated goals.

**Participation Rate of Persons with Targeted Disabilities (PWTD)**

For FY2012, our current participation rate for PWTD remained the same as it was last year with only .26%, both falling short of the DoD participation goal of 2% for PWTD.

**Goal Progress**

Our first goal was to partner with HR and hiring officials to hire one or more PWTDs, as part of the Workforce Recruitment Program (WRP), which provides college students and recent graduates with disabilities the opportunity to intern with the Federal Government or private sector organizations. During FY2012, DoDEA hired 23 summer interns as part of the WRP program. As a result of this endeavor, DoDEA was able to hire one WRP student with a targeted disability as a full-time employee.

Our second goal was to obtain resources to re-survey the workforce to ensure that we have accurate data for our demographic numbers with regards to disability status. The challenge is that DoDEA is primarily composed of educators and many of them have not obtained a Common Access Card (CAC) and are subsequently unable to self-identify in our current HR system. Although we have not yet had a formal surveying of the workforce, in the next version of the DoDEA Newsletter, we provide information for how individuals can update their disability status by using either the HR system or by filling out a manual form and sending it into their HR office. Additionally, on August 24, 2012, the Under Secretary of Defense Erin C. Conaton issued a memorandum asking all DoD Components to resurvey the workforce annually in an attempt to have more accurate record keeping and to become "the model employer of individuals with disabilities." DoDEA continues to communicate with the Federal Education Association (FEA), Federal Education Association – Stateside Region (FEA-SR), and the Overseas Federation of Teachers (OFT) regarding the challenge of getting a CAC card for our educators in order to facilitate all staff members updating their disability status.

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### Address Barriers to Inclusion as Identified in the FEOCS

In spring of 2011, DoDEA launched a diversity climate survey, the FEOCS, to all employees. For two organizational effectiveness factors, trust in the organization and perceptions of leadership cohesion, employees responded less favorably compared to other agencies. In addition, only 32% of employees responded positively to the statement, "The unit orientation program is adequate for new employees."

### Goal Progress

To increase transparency and trust in the organization, our goal was to provide access to each of the 21 various FEOCS reports, along with executive summaries for DoDEA overall and for all regional areas (HQ, DDESS, DoDDS-Europe, DoDDS-Pacific). A website on DoDEA's Intranet was created and the DoDEA Director sent a memorandum to all employees announcing the website in January of 2012.

Another goal was to create a way for employees to have a collaborative dialogue around the FEOCS results. The Diversity and Inclusion employee group on DoDEA's social media site, Intersect, was created in November 2011. Currently, there are 6 discussions and 16 blog posts related to the FEOCS or other Diversity and Inclusion issues.

In order to improve employee perceptions of leadership cohesion, the DMEO Diversity and Inclusion (D&I) staff first wanted to focus on increasing communication from DoDEA leaders. At the request of the DoDEA Director, a DoDEA newsletter was created focusing on Organizational Excellence, and was first released in May 2012. In addition to being emailed to all employees, the Newsletter is made interactive by having an accompanying site on DoDEA's social networking site, Intersect, where employees have the opportunity to answer discussion questions or comment on each article, as well as take polls asking about their thoughts on diversity and inclusion related matters. The Director's continual goal is to encourage two-way dialogue between DoDEA leaders and all employees.

In regards to the goal of creating a new employee orientation program for employees and a Sponsor Program to pair new employees with more established employees, the DMEO Diversity and Inclusion staff is making significant strides on these initiatives. At HQ, the D&I staff have held orientation breakfasts or lunches with the DoDEA Director to meet with newly hired or transferred DoDEA employees. In order to establish this as a DoDEA-wide program, DMEO staff began the process by engaging in the Pre-Decisional Involvement process with FEA, FEA-SR, and OFT. DMEO staff submitted a Concept Paper in February 2011 and received feedback from each of the associations and unions in June, 2012. In the meantime, DoDEA had also issued a Request for Information regarding our Hiring Reform efforts, which included a section on new employee orientation. DMEO staff conducted an analysis of each submission's recommendations in August, 2012. Taking into account both the associations' feedback as well as the best practices gleaned from the Request for Information submissions, DMEO staff put together a draft proposal and sent it to each DoDEA Area Director for review in September of 2012.

At a local level, the Pacific Area Office has proactively addressed the need for more resources related to New Employee Orientation and Onboarding. The Pacific Area began a New Administrators training program by video teleconference (VTC). Six, two-hour interactive sessions were transmitted from the Pacific Area Office to 14 locations in Korea, Japan, Okinawa, and Guam. Session topics covered items such as EEO, legal issues, and special education. DMEO's Pacific Team presented training on Reasonable Accommodation and Prevention of Workplace Harassment.

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**PART E.10 - Executive Summary: Planned Activities**  
**Planned Activity One**

**Statement of Issue** – Focus on increasing Hispanic participation. Recommend DMEO performs an analysis regarding current diversity temperament of each district and delivering training sessions with all district superintendents via VTC meetings.

**Specific Actions we recommend:**

- Review Diversity Plan from HR for actions already submitted, to include commitments for the agency and the DMEO team
- Review data from all areas and districts and then create dashboards comparing demographics to the Education Industry Civilian Labor Force
- Conduct another Diversity Hiring Fair
- Work with HR on assessing how to improve Hispanic recruitment efforts
- Work with HR to help develop relationships with colleges who have Diversity Offices with strong diversity and inclusion programs

**Continual Efforts to Promote an Inclusive Climate**

In the FY2011 MD-715 report, DoDEA focused on enhancements to try to improve our culture, specifically remedying some issues identified in the FEOCS that was conducted in 2011. Although we have made some improvements, DoDEA's goal is to build a culture that is continually focused on monitoring and improving our organizational health, including our employees' perceptions of inclusiveness. In addition to focusing on the FEOCS results, DoDEA is transitioning from remedying specific issues identified in this survey to take into account other culture and climate data from various sources, such as the Office of Personnel Management's (OPM) Federal Viewpoint Survey. Below are the specific actions DoDEA is prepared to take to continue to support its culture and climate.

DoDEA plans on continuing many of the actions it took in the previous year to improve its culture. Specifically, DoDEA will continue to utilize its Newsletter, focused on Organizational Excellence. A new internal website was launched to support the cultural change efforts, and this will continue to be updated. In addition, DoDEA's social media site, Intersect, was used a forum to create a discussion group focused on Diversity and Inclusion. In this group, the DMEO team shares blog posts focused on diversity and inclusion topics, as well as other announcements, and interactive discussion questions and polls. This group allows all DoDEA employees an opportunity to interact with and provide feedback to the DMEO office.

Regarding the FEOCS, while each school district and area successfully completed their FEOCS action plans for improving its culture at the local level, there are some groups at DoDEA HQ are lagging behind with their plans. A focus for FY2012 will be to ensure that every group at DoDEA has taken the necessary steps to address how they can improve their culture at the local level.

In regards to the Office of Personnel Management (OPM) Federal Viewpoint Survey, DoDEA is committed to sharing information about its results with all employees. DoDEA's Community Strategic Plan (CSP) has goals in place to focus on improving its Federal Viewpoint scores with a 10% increase over the next 5 years in relation to the following areas:

- Employee Development
- Employee Empowerment
- Employee Engagement
- Innovation
- Collaboration
- Resources
- Direction

Executive Summary

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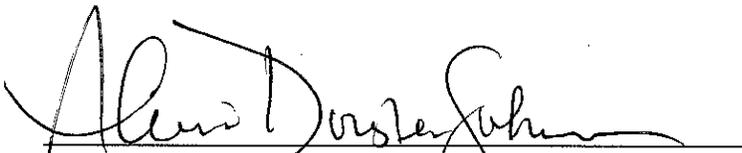
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CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Alina Doreste-Johnson, Chief Diversity Management and Equal Opportunity (DMEO), GS-15 am the Principal EEO Director/Official for Department of Defense Education Activity (DoDEA).

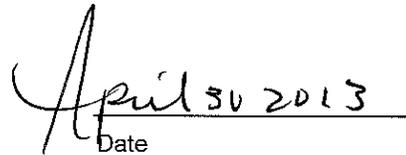
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for 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 workforce 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.

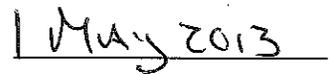


Date



Signature of Agency Head or Agency Head Designee

CofS



Date

**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.

Compliance Indicator	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.	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				
The Agency head was installed on 11/01/11. The EEO policy statement was issued on 11/04/09.  Was the EEO policy statement issued within 6-9 months of the installation of the Agency head?  If no, provide an explanation.			X	The current policies are in coordination; however, the DMEQ is exploring more efficient options to develop issuances which are good for seven years with annual notices to all employees. .
During the current Agency head's tenure, has the EEO policy statement been re-issued annually?  If no, provide an explanation.			X	Please see above.
Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X	Not consistently, however, this process is being worked in collaboration with HR for a new onboarding and mentoring process that is scheduled for FY2013-2014.
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		At local levels, DoDEA's area offices have issued local policy letters.
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?			X	Previously, annual policy letters were issued to all employees, including the Equal Employment Opportunity (EEO), Anti-Harassment Policy, Reasonable Accommodations Policy, the Notification and Federal Employee Antidiscrimination and Retaliation Act (NoFEAR), and the Diversity and Inclusion Policy. These policies remain fixed in high-traffic areas and available within our agency and local area office websites.
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]			X	Please see above.
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to resolve problems and disagreements and other conflicts in their respective		X		Managers and supervisors are initially trained and reminded that they are held to a higher standard of conduct and are responsible for the effective implementation of the Agency's EEO Programs and

work environments as they arise?			therefore, required to help resolve issues at the lowest possible level.
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to 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		
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to 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		
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to 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? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.	X		
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 supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X		

**EEOC FORM  
715-01  
PART G**

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

**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.

Compliance Indicator	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.	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				
	Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] 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		
	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 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	X		
	If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components? (If not, please describe how EEO program authority is delegated to subordinate reporting components.)	X		
	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		
	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and re-alignments?	X		
	Are management/personnel policies, procedures and practices examined at regular intervals to assess	X		

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)]			
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		
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	DoDEA's DMEO office does not have sufficient staffing or budget in order to operate a model EEO program. According to the Office of Diversity Management and Equal Opportunity from the Office of the Secretary of Defense, an analysis of all DoD components showed the staffing ratio of the Equal Employment Opportunity Specialists (0260 Series) to be 1:750 for the 4 <sup>th</sup> Estate. DoDEA's ratio is 1:1323 for DMEO. DoDEA's DMEO office is understaffed and under resourced to fully meet all the objectives of a model EEO program. Area DMEO offices are staffed with two individuals who are solely focused on complaints processing. Currently, the Resolution and Compliance Manager manages the overall complaints program but also serves in the capacity of an intake EEO Specialist and other roles for the DMEO team. The Disability Program Manager also serves in multiple capacities to include the Diversity and Inclusion Program Manager and, the Special Emphasis Program Manager, with training responsibilities. The DMEO office hired an Industrial/Organizational Psychologist whose primary focus during this rating period was to assess organizational health and conduct barrier analysis in the workforce to enhance efficiencies and employee satisfaction.
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	See above
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed? Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X	See above
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204?		X	See above
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	With limitations; also see above
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	DMEO coordinates on HR's DVAP and FEORP; also see above
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	DoDEA continues to build partnerships with Human Resources (HR) to improve the manner in which it collects data so that DoDEA can meet all reporting requirements. Our current Manpower data is captured by DLA and the system is not intuitive; it does not capture all data, especially raw applicant-flow data nor

			does it allow reports to extract data in a manner that is robust and intuitive in order to provide data for EEOC requirements. Not all DoDEA employees have access to input or update their RNO and disability information into MyBiz (an automated employee information data tracking system). Those with difficulty are 78% of our population which is our educator workforce.
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		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X	DoDEA's DMEQ office does not have sufficient staffing or budget in order to operate a model EEO program. Training and travel budgets for training have been cut. Only NoFEAR training was provided virtually.
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		No funding is necessary as information is posted on agency website.
Is there sufficient funding to ensure that all employees have access to this training and information?		X	See above
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X	DoDEA's DMEQ office does not have sufficient staffing or budget to train our geographically dispersed workforce. Only posted resources are available, however, there are no resources for training.
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities to provide religious accommodations?		X	
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities to provide disability accommodations in accordance with the agency's written procedures?		X	
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities in the EEO discrimination complaint process?		X	
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities to participate in ADR?		X	

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**Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY**

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.

Compliance Indicator	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.	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 regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?			X	With limited resources, this is not consistent agency-wide.
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		
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	The Merit Promotion Program Policy and Procedures have not been fully realized.
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	The Recognition Awards Program and Procedures were initiated however they have not been fully realized.
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	The Employee Development and Training Program have not been developed. DMEQ does not have dedicated resources or staffing for an agency-wide training program.
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? (If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.)		X		Although we have not had a finding in recent years, we have in the past and will continue to do so.
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		DoDEA was 99% timely in regards to counseling pre-complaints. DoDEA was 94% timely in regards to investigations. DoDEA was more timely in 2012 than 2011 with Final Agency Decisions (FADs) with 58% timely. Timeliness challenges were directly related to a change in internal coordination procedures that made the process more cumbersome, including more field level accountability for review and tracking of FADs.
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		

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**Essential Element D: PROACTIVE PREVENTION**

Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

Compliance Indicator	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.	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	
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?			<b>X</b>	Not on a consistent basis.
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?			<b>X</b>	Not on a consistent basis.
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		<b>X</b>		This is done most often when the DMEO Chief is an active member during the formulation of new strategic plans.
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		<b>X</b>		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		<b>X</b>		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		<b>X</b>		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		<b>X</b>		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		<b>X</b>		
Are all employees encouraged to use ADR?		<b>X</b>		
Is the participation of supervisors and managers in the ADR process required?		<b>X</b>		It is strongly encouraged.

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**Essential Element E: EFFICIENCY**

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.

Compliance Indicator	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.	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 EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?			X	DoDEA does not have a dedicated resource like most other agencies to process the MD-715 Report or the analysis of the report's findings. The report function is one of many functions for one individual.
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	DoDEA collection of data is done between two systems and neither collection and analysis systems function together to provide adequate or reliable data. Neither system is intuitive, nor does it provide a comprehensive or accurate repository of combined data. DoDEA collection of data for its major occupation (Teacher) does not always capture disability data and neither system is adequate or designed to capture applicant-flow data required by the EEOC.
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	DoDEA's DMEO office is under resourced to meet the objectives of a model EEO program. Although DMEO has been able to staff the area DMEO offices with a staff of two, their main focus is only complaints processing. Our complex workforce classifications are divided into two work groups (AD/TP). In order to generate this report, the educator report data has to be manually converted to meet the specifications of the MD-715 Report.
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		
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/trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?  If yes, briefly describe how:		X		DMEO would address appropriate action through contracting procedures.

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		
Are benchmarks in place that compares 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	DMEO's objective every year is to have 100% timely investigations. In FY2012, the percentage of timely investigations improved by 1% (from 93% in FY2011 to 94% in FY2012). In addition, DMEO improved the average number of processing days from 178 days in FY2011 to 176 days in FY2012.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X	DMEO continues to process FADs below the 60-day regulatory requirement on average. The average number of processing days for FY2012 increased 8 days from 50 in FY2011 to 58 in FY2012 out of 12 FADS. DoDEA was untimely for five FADs in FY2012. FAD timeliness decreased from FY2011 (93% timely) to FY2012 (58% timely). Timeliness challenges were directly related to a change in internal coordination procedures that have made the process more cumbersome.
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		
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	DoDEA's DMEO office does not have sufficient staffing or budget in order to conduct training.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	X		It is strongly encouraged.
Does the responsible management official directly	X		

involved in the dispute have settlement authority?			
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	DoDEA's DME0 office does not have sufficient staffing for the increasing EEO activity. Additionally, the DoD Investigative & Resolution Division (IRD) is challenged in the timely processing of investigations. DoDEA would benefit with at least, one full-time, in-house investigator.
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	DoDEA's DME0 office does not have sufficient staffing or a full-time, dedicated resource to validate data. Data validation has to be a collaborative process between DME0 and HR.
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	Recruitment data has always been a challenge to obtain from HR and the data received is not comprehensive.
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		
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		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	X		
Does the agency discrimination complaint process ensure a neutral adjudication function?	X		

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**Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE**

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

Compliance Indicator	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.	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 system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
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		
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.		X		EEO Specialists – Monitor settlements to ensure corrective actions are completed and ensure compliance with decision.
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?  (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.)		X		
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:  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

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Defense Education Activity	EEO Plan To Eliminate Identified Barrier - FY2012	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low and Declining Participation of Overall Rate of Persons with Disabilities and Minorities:</p> <p>DoDEA has low and declining participation rates of minorities in all categories, including persons with disabilities and targeted disabilities. This is especially apparent in the officials and managers category. Minority groups are also grossly under-represented in the occupational groups of executive/senior level officials and managers, mid-level officials and managers, first-level officials and managers, professionals and administrative support workers.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken</p>	<p>A review of the FY2011 workforce data tables from FY2011 to FY2012 indicates low participation rates of minorities in all categories, including persons with disabilities and targeted disabilities.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</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>	<p>Although this cannot be attributed to a particular agency policy, procedure or practice that has been determined to be the barrier of the undesired condition, our data support this barrier that needs further analysis. We know that Department of Defense (DoD) transformation, attrition, and other personnel factors also contributed to declining participation rates of minorities.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>		
<p>RESPONSIBLE OFFICIAL: Alina Doreste-Johnson</p>		
<p>DATE OBJECTIVE INITIATED: October 1, 2012</p>		
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE: September 30, 2013</p>		
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p> <p>The HR and DMEO Chiefs will work in partnership to expand: recruitment efforts (improve screening and hiring processes including hiring panels), collaborate training efforts to educate hiring officials, management and employees on Schedule A and other hiring authorities and reasonable accommodations in order to create a more diverse hiring pool from which to choose new hires in all areas and levels. Advertise through target ads, and at events, and develop working relationships with educational institutions to court more interest in DoDEA as an inclusive and diverse agency. Encourage workforce via advertisement and training to utilize and promote the MyBiz application for all staff to self-identify and therefore have a more accurate account for persons with disabilities and a more accurate RNO Account for all represented groups employed with DoDEA. Work with HR and DoDEA leaders on succession planning and help promote employee transition from those employees due to retire in the near future and how to attract, hire and on-board a more diverse and inclusive workforce.</p>	<p>TARGET DATE (Must be specific)</p> <p>09/30/2013</p>	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p>		

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>Department of Defense Education Activity</b>	<b>EEO Plan To Eliminate Identified Barrier - FY2012</b>

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>There is currently no professional or organizational development opportunities for any employee outside the teaching positions in DoDEA.</p>
<p><b>BARRIER ANALYSIS:</b> Provide a description of the steps taken</p>	<p>In our recent Federal Employee Organizational Climate Survey (FEOCS), DoDEA discovered that our employees supported improving our organizational health, including our employees' perceptions of inclusiveness and need for professional development of our workforce.</p>
<p><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.</p>	<p>Investment in career development among the entire workforce, to include non-educator positions, is needed to keep up with the rapid growth in knowledge and the rate of change of our workplace environments. Since there is currently no professional or organizational development opportunities for any employee outside the teaching positions in our agency, this will ensure that managers and supervisors will have the opportunity to improve their skills to be better leaders and mentors. Professional development is also needed to empower employees, foster career and professional growth, enrich and encourage staff at all levels, increase overall competencies and stimulate personal growth. Career development will also provide all levels of staff the opportunity to improve interpersonal skills and a path to become future supervisors and managers if they so desire.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b> Alina Doreste-Johnson</p>	
<p><b>DATE OBJECTIVE INITIATED:</b> October 1, 2012</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b> September 30, 2013</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p> <p>The HR and DMEO Chiefs will work in partnership to create an Organizational Development Committee to be a centralized and well represented group who will create learning opportunities and promotes continuous learning opportunities in the workplace. The group will provide Speaker Series programs for awareness and cultural type programs to help create mentorship programs for new employees. The committee with provide a calendar of activities and learning programs that will be available to all staff in several formats.</p>	<p><b>TARGET DATE (Must be specific)</b></p> <p>09/30/2013</p>
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</b></p>	

EEOC FORM 715-01	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
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EEOC FORM 715-01 PART J	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
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PART I Department or Agency Information	1. Agency	1. Department of Defense Education Activity
	1.a. 2nd Level Component	1. a.
	1.b. 3rd Level or lower	1. b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	16452	100%	16268	100%	-184	-1.1 %
	Reportable Disability	612	3.7 %	563	3.5 %	-49	-8.0 %
	Targeted Disability*	42	6.9 %	42	6.9 %	0	0.0 %
* 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.						0	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						16	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
4. Non-Competitive Promotions	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
5. Employee Career Development Programs	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
5.a. Grades 5 - 12	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
5.b. Grades 13 - 14	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
5.c. Grade 15/SES	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
6. Employee Recognition and Awards	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
6.a. Time-Off Awards (Total hrs awarded)	197	15	7.6 %	1	0.5 %	5	2.5 %	177	89.8 %
6.b. Cash Awards (total \$\$\$ awarded)	6103	198	3.2 %	21	0.3 %	122	2.0 %	5783	94.8 %
6.c. Quality-Step Increase	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %

<p>Part IV Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p>Part V Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and, (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>
<p>Established a Numerical Goal?</p>	<p>Yes</p>
<p>Goal</p>	<p>Executive Order 13163 called for an additional 100,000 individuals with disabilities to be employed by the Federal Government over 5 years and for the Federal Government to become a model employer of individuals with disabilities. Section 501 of the Rehabilitation Act of 1973 and EEOC regulations echoed this as well and gave further consideration to the hiring, placement, and advancement of qualified individuals with disabilities. EEOC has recommended that all Federal Services reach a 2% overall goal of employment of persons with a targeted disability.</p>
<p>Strategies</p>	<p>The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement. DoDEA is currently working to create a new Community Strategic Plan (CSP) which will require administrators at all levels to continually recruit, hire, train, support, evaluate, and recognize personnel in order to retain a highly diverse, motivated and committed workforce, including individuals with disabilities and targeted disabilities. DMEO hired an Industrial/Organizational Psychologist (IOP) in 2011 to help effectively implement and manage programs as well as embed the DMEO program within the DoDEA culture. The IOP was tasked to bring innovation into projects and help manage programs in a 21st Century environment and promote successful change transformation within the organization.</p>
<p>Objectives</p>	<p>The DoDEA DMEO staff issued a 5-year strategic plan (revised in 2010) to be strategically aligned with DoDEA's Community Strategic Plan in spring of 2011.</p>
<p>Accomplishments</p>	<p>DoDEA continued to have a strong connection with the WRP in FY2011-FY2012. In collaboration with HR, the Disabilities Program Manager placed 23 students in the WRP summer internship program to work at DoDEA. Of these 23, DoDEA hired 1 full time student with a targeted disability. DoDEA also employed three students under the Student Temporary Employment Program (STEP) program as well. In partnership with HR staffing, the DMEO sustained a streamlined Schedule A process and developed a fully accessible, on-line database to provide access to names of individuals who have submitted interest and documents regarding their Schedule A authority. DoDEA continues to work with HR and Defense Logistics Agency (DLA) in providing access to the database of interested applicants for Schedule A appointments. DoDEA pursues its extraordinary efforts to place displaced employees from school closures in areas that have staffing needs.</p>



**Table A2 - Total Workforce By Component - Distribution by Race/Ethnicity and Sex**

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total FY	#	14001	3447	10554	268	702	2656	7908	443	1464	66	366	48	172	27	79	31	163
	%	100	24.62	75.38	1.91	5.01	18.97	56.48	3.16	10.46	0.47	2.61	0.34	1.23	0.19	0.56	0.22	1.16
CLF 2000	%	100	53.2	46.8	6.2	4.5	39	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
DD16	#	16268	3695	12573	281	872	2835	9324	490	1722	72	533	48	193	32	111	38	220
	%	100	22.71	77.29	1.73	5.36	17.43	57.31	3.01	10.59	0.44	3.28	0.30	1.19	0.20	0.68	0.23	1.35



Table A4 - Participation Rates For General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

GS/GM, SES, AND RELATED GRADES		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-2	#	59	8	51	1	4	2	33	2	11	0	2	2	1	0	1	2	1
	%	100	13.56	86.44	1.69	6.78	3.39	55.93	3.39	18.64	0.00	3.39	3.39	1.69	0.00	1.69	3.39	1.69
GS-3	#	19	1	18	0	2	1	9	0	7	0	0	0	0	0	0	0	0
	%	100	5.26	94.74	0.00	10.53	5.26	47.37	0.00	36.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-4	#	1129	93	1036	11	89	55	667	31	231	1	38	0	7	0	14	0	20
	%	100	8.24	91.76	0.97	7.88	4.87	59.08	2.75	20.46	0.09	3.37	0.00	0.62	0.00	1.24	0.00	1.77
GS-5	#	107	23	84	4	8	13	50	4	15	2	7	1	4	0	1	0	1
	%	100	21.50	78.50	3.74	7.48	12.15	46.73	3.74	14.02	1.87	6.54	0.93	3.74	0.00	0.93	0.00	0.93
GS-6	#	263	90	173	8	16	44	106	31	41	4	8	4	7	0	1	1	1
	%	100	34.22	65.78	3.04	6.08	16.73	40.30	11.79	15.59	1.52	3.04	1.52	2.66	0.00	0.38	0.38	0.38
GS-7	#	103	36	67	2	3	16	40	17	22	1	1	0	0	0	0	1	2
	%	100	34.95	65.05	1.94	2.91	15.53	38.83	16.50	21.36	0.97	0.97	0.00	0.00	0.00	0.00	0.97	1.94
GS-8	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-9	#	7544	1022	6522	99	522	725	4793	170	957	17	182	16	49	9	58	16	144
	%	100	13.55	86.45	1.31	6.92	9.61	63.53	2.25	12.69	0.23	2.41	0.21	0.65	0.12	0.77	0.21	1.91
GS-10	#	8	5	3	0	0	4	3	1	0	0	0	0	0	0	0	0	0
	%	100	62.50	37.50	0.00	0.00	50.00	37.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	6062	1745	4317	59	168	1519	3524	126	388	30	177	26	119	10	30	7	30
	%	100	28.79	71.21	0.97	2.77	25.06	58.13	2.08	6.40	0.49	2.92	0.43	1.96	0.16	0.49	0.12	0.49
GS-12	#	643	299	344	17	12	242	261	30	57	9	11	3	4	2	0	4	4
	%	100	46.50	53.50	2.64	1.87	37.64	40.59	4.67	8.86	1.40	1.71	0.47	0.62	0.31	0.00	0.62	0.62
GS-13	#	380	174	206	11	9	141	144	15	41	7	8	1	4	2	1	2	5
	%	100	45.79	54.21	2.89	2.37	37.11	37.89	3.95	10.79	1.84	2.11	0.26	1.05	0.53	0.26	0.53	1.32
GS-14	#	124	60	64	1	1	48	50	8	10	1	3	1	0	0	0	3	1
	%	100	48.39	51.61	0.81	0.81	38.71	40.32	6.45	8.06	0.81	2.42	0.81	0.00	0.00	0.00	2.42	0.81

GS-15	#	74	34	40	0	1	30	35	3	3	1	1	0	0	0	0	0	0
	%	100	45.95	54.05	0.00	1.35	40.54	47.30	4.05	4.05	1.35	1.35	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES	#	6	3	3	0	0	2	3	1	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	33.33	50.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Permanent)	#	1829	698	1137	39	83	476	712	150	255	26	71	12	27	5	9	13	25
	%	100	38.16	62.17	2.13	4.54	26.03	38.93	8.20	13.94	1.42	3.88	0.66	1.48	0.27	0.49	0.71	1.37



GS-15	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Permanent)	#	2080	207	1873	7	177	136	1223	52	267	4	182	1	23	4	37	8	58
	%	100	9.95	90.05	0.34	8.51	6.54	58.80	2.50	12.84	0.19	8.75	0.05	1.11	0.19	1.78	0.38	2.79

Table A4 - Participation Rates For Administratively Determined (AD) Grades (Permanent) - Distribution by Race/Ethnicity and Sex

GS/GM, SES, AND RELATED GRADES		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AD-00	#	2133	224	1909	16	99	130	1277	73	458	2	37	8	21	0	16	2	39
	%	100	10.50	89.50	0.75	4.64	6.09	59.87	3.42	21.47	0.09	1.73	0.38	0.98	0.00	0.75	0.09	1.83
AD-01	#	6	3	3	0	0	3	2	0	1	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-02	#	12	5	7	0	0	5	5	0	2	0	0	0	0	0	0	0	0
	%	100	41.67	58.33	0.00	0.00	41.67	41.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-03	#	15	8	7	1	1	5	2	1	3	1	0	0	0	0	0	0	0
	%	100	53.33	46.67	6.67	6.67	33.33	13.33	6.67	20.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04	#	36	8	28	1	2	6	20	1	5	0	0	0	0	0	0	0	1
	%	100	22.22	77.78	2.78	5.56	16.67	55.56	2.78	13.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.78
AD-05	#	56	14	42	1	2	12	26	1	15	0	0	0	0	0	0	0	0
	%	100	25.00	75.00	1.79	3.57	21.43	46.43	1.79	26.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-06	#	9	2	7	0	0	1	4	1	3	0	0	0	0	0	0	0	0
	%	100	22.22	77.78	0.00	0.00	11.11	44.44	11.11	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-07	#	30	5	25	0	1	2	16	2	8	0	1	0	0	0	0	1	0
	%	100	16.67	83.33	0.00	3.33	6.67	53.33	6.67	26.67	0.00	3.33	0.00	0.00	0.00	0.00	3.33	0.00
AD-08	#	19	6	13	0	0	6	10	0	3	0	0	0	0	0	0	0	0
	%	100	31.58	68.42	0.00	0.00	31.58	52.63	0.00	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-09	#	131	36	95	21	53	16	43	4	5	0	1	1	1	1	1	0	4
	%	100	27.48	72.52	16.03	40.46	12.21	32.82	3.05	3.82	0.00	0.76	0.76	0.76	0.76	0.76	0.00	3.05
AD-10	#	82	28	54	0	2	25	41	2	8	0	2	0	0	1	0	0	0
	%	100	34.15	65.85	0.00	2.44	30.49	50.00	2.44	9.76	0.00	2.44	0.00	0.00	1.22	0.00	0.00	0.00
AD-11	#	475	81	394	10	28	57	320	11	37	0	4	1	3	2	0	0	2
	%	100	17.05	82.95	2.11	5.89	12.00	67.37	2.32	7.79	0.00	0.84	0.21	0.63	0.42	0.00	0.00	0.42
AD-12	#	188	42	146	6	13	34	107	4	18	0	4	0	3	0	1	0	3
	%	100	22.34	77.66	3.19	6.91	18.09	56.91	2.13	9.57	0.00	2.13	0.00	1.60	0.00	0.53	0.00	1.60
AD-13	#	306	70	236	15	43	49	160	4	20	0	8	2	8	1	1	0	2
	%	100	22.88	77.12	4.90	14.05	16.01	52.29	1.31	6.54	0.00	2.61	0.65	2.61	0.33	0.33	0.00	0.65



AD-31	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	5701	835	4866	104	416	580	3429	132	850	10	105	21	78	7	26	3	62
	%	100	14.65	85.35	1.82	7.30	10.17	60.15	2.32	14.91	0.18	1.84	0.37	1.37	0.12	0.46	0.05	1.09





AD-31	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	169	15	154	3	28	8	106	5	25	1	2	0	2	0	2	0	4
	%	100	8.88	91.12	1.78	16.57	4.73	62.72	2.96	14.79	0.59	1.18	0.00	1.18	0.00	1.18	0.00	2.37



Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades (Permanent)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total WG Workforce (Permanent)	#	362	269	93	76	16	116	44	85	33	1	1	1	1	5	4	2	2
	%	100	74.31	25.69	20.99	4.42	32.04	12.15	23.48	9.12	0.28	0.28	0.28	0.28	1.38	1.10	0.55	0.55







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Table A7P: Applicants and Hires For Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex

Job Title/Series CLF	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Job Title/Series:</b>																			
Total Received	#																		
# Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Selected of those Identified	#	3587	617	2970	52	181	442	2136	108	479	16	136	15	24	8	40	12	89	
CLF	%	100	17.2	82.8	1.45	5.05	12.32	59.55	3.01	13.35	0.45	3.79	0.42	0.67	0.22	1.12	0.33	2.48	
CLF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CLF Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Job Title/Series:</b>																			

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Table A7T: Applicants and Hires For Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex

Job Title/Series CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
Male				Female	Male			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Title/Series:</b>																		
Total Received	#																	
# Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
# Qualified of those 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
# Selected of those Identified	#	1183	114	1069	9	101	75	755	25	137	4	80	0	12	3	14	5	36
	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLF	%	100																
<b>Job Title/Series:</b>																		

Table A8 - New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent New Hires	#	3537	617	2970	52	181	442	2136	108	479	16	136	15	24	8	40	12	89
	%	100	17.20	82.80	1.45	5.05	12.32	59.55	3.01	13.35	0.45	3.79	0.42	0.67	0.22	1.12	0.33	2.48
Temporary New Hires	#	1183	114	1069	9	101	75	755	25	137	4	80	0	12	3	14	5	36
	%	100	9.64	90.36	0.76	8.54	6.34	63.82	2.11	11.58	0.34	6.76	0.00	1.01	0.25	1.18	0.42	3.04
Non-Appropriated New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total New Hires	#	4770	731	4039	61	282	517	2891	133	616	20	216	15	36	11	54	17	125
	%	100	15.32	84.68	1.28	5.91	10.84	60.61	2.79	12.91	0.42	4.53	0.31	0.75	0.23	1.13	0.36	2.62
CLF 2006	%	100	53.2	46.8	6.2	4.5	39	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

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**Table A9: Selections For Internal Competitive Promotions For Major Occupations - Distribution by Race/Ethnicity and Sex**

Job Series of Vacancy	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Series of Vacancy:</b>																		
Total Applications Received	#												0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
# 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 Relevant	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicant Pool	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Series of Vacancy:</b>																		
<b>Job Series of Vacancy:</b>																		



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Table A11: Internal Selections For Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity and Sex

Grade Vacancy	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>Grade(s) of Vacancy:</b>																		
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected of those Identified	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade(s) of Vacancy:</b>																		





**Table A14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex**

Employment Tenure		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary Separation	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Involuntary Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	0	0	0	0	205	0	2323	0	450	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce	#	14001	3447	10554	268	702	2656	7908	443	1464	66	366	48	172	27	79	31	163
	%	100%	24.62	75.38	1.91	5.01	18.97	56.48	3.16	10.46	0.47	2.61	0.34	1.23	0.19	0.56	0.22	1.16

Description: Table B1 - Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure		TOTAL	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of
Total Workforce Prior FY	#	16452	15557	281	612	42	2	3	2	7	0	14	0	13	1
	%	100	94.56	1.71	3.72	0.26	0.01	0.02	0.01	0.04	0.00	0.09	0.00	0.08	0.01
Total Workforce Current FY	#	16268	15448	257	563	42	2	2	3	7	3	15	0	10	0
	%	100	94.96	1.58	3.46	0.26	0.01	0.01	0.02	0.04	0.02	0.09	0.00	0.06	0.00
Difference	#	-184	-109	-24	-49	0	0	-1	1	0	3	1	0	-3	-1
Ratio Change	%	0.00	0.40	-0.13	-0.26	0.00	0.00	-0.01	0.01	0.00	0.02	0.00	0.00	-0.02	-0.01
Net Change	%	-1.12	-0.70	-8.54	-8.01	0.00	0.00	-33.33	50.00	0.00	0.00	7.14	0.00	-23.08	-100.00
Federal Goal	%					2									
CLP (2000) (%)	#														
	%	100													
Difference	#	-184	-109	-24	-49	0	0	-1	1	0	3	1	0	-3	-1
Ratio Change	%	0.00	0.40	-0.13	-0.26	0.00	0.00	-0.01	0.01	0.00	0.02	0.00	0.00	-0.02	-0.01
Net Change	%	-1.12	-0.70	-8.54	-8.01	0.00	0.00	-33.33	50.00	0.00	0.00	7.14	0.00	-23.08	-100.00
Permanent Workforce: Prior FY	#	14187	13383	267	535	39	1	3	2	7	0	13	0	12	1
	%	100	94.33	1.88	3.77	0.27	0.01	0.02	0.01	0.05	0.00	0.09	0.00	0.08	0.01
Permanent Workforce: Current FY	#	14001	13251	241	509	39	2	2	3	6	3	15	0	8	0
	%	100	94.64	1.72	3.64	0.28	0.01	0.01	0.02	0.04	0.02	0.11	0.00	0.06	0.00
Difference	#	-186	-132	-26	-26	0	1	-1	1	-1	3	2	0	-4	-1
Ratio Change	%	0.00	0.31	-0.16	-0.13	0.01	0.00	-0.01	0.01	-0.01	0.02	0.02	0.00	-0.02	-0.01
Net Change	%	-1.31	-0.99	-9.74	-4.86	0.00	100.00	-33.33	50.00	-14.29	0.00	15.38	0.00	-33.33	-100.00
Temporary Workforce: Prior FY	#	2265	2174	14	77	3	1	0	0	0	0	1	0	1	0
	%	100	95.98	0.62	3.40	0.13	0.04	0.00	0.00	0.00	0.00	0.04	0.00	0.04	0.00
Permanent Workforce: Current FY	#	2267	2197	16	54	3	0	0	0	1	0	0	0	2	0
	%	100	96.91	0.71	2.38	0.13	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.09	0.00
Difference	#	2	23	2	-23	0	-1	0	0	1	0	-1	0	1	0
Ratio Change	%	0.00	0.93	0.09	-1.02	0.00	-0.04	0.00	0.00	0.04	0.00	-0.04	0.00	0.05	0.00
Net Change	%	0.09	1.06	14.29	-29.87	0.00	-100.00	0.00	0.00	0.00	0.00	-100.00	0.00	100.00	0.00



Description: Table B2 - Total Workforce by Component - Distribution by Disability

Subordinate Component	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 36]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] or	
Total Workforce	#	2267	2197	16	54	3	0	0	0	1	0	0	0	2	0
	%	100	96.91	0.71	2.38	0.13	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.09	0.00
Federal Goal	%					2									
DD16	#	3384	3220	30	134	24	0	0	0	0	0	6	0	7	0
	%	100	95.15	0.89	3.96	0.71	0.00	0.00	0.00	0.00	0.00	0.18	0.00	0.21	0.00





GS-14	#	118	109	4	5	0	0	0	0	0	0	0	0	0	0
	%	100	92.37	3.39	4.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	73	66	2	5	1	0	0	0	1	0	0	0	0	0
	%	100	90.41	2.74	6.85	1.37	0.00	0.00	0.00	1.37	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Permanent)	#	1829	1673	53	103	14	3	1	0	5	0	2	0	3	0
	%	100	91.47	2.90	5.63	0.77	0.16	0.05	0.00	0.27	0.00	0.11	0.00	0.16	0.00



GS-14	#	11	9	1	2	1	0	0	0	1	0	0	0	0	0
	%	100	81.82	9.09	18.18	9.09	0.00	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00
GS-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Workforce (Temporary)	#	2080	2036	11	44	4	0	0	0	1	1	0	0	2	0
	%	100	97.88	0.53	2.12	0.19	0.00	0.00	0.00	0.05	0.05	0.00	0.00	0.10	0.00

Description: Table B4 - Participation Rates For Administratively Determined (AD) Grades (Permanent) - Distribution by Disability: Calculated within Grade

Grade Level	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
AD-01	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-02	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-03	#	15	15	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04	#	36	35	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	97.22	2.78	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-05	#	56	53	1	3	0	0	0	0	0	0	0	0	0	0
	%	100	94.64	1.79	5.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-06	#	9	9	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-07	#	30	30	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-08	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.74	0.00	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-09	#	131	123	1	8	0	0	0	0	0	0	0	0	0	0
	%	100	93.89	0.76	6.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-10	#	82	81	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	98.78	0.00	1.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-11	#	475	451	5	24	2	0	0	0	0	0	1	0	1	0
	%	100	94.95	1.05	5.05	0.42	0.00	0.00	0.00	0.00	0.00	0.21	0.00	0.21	0.00
AD-12	#	188	173	1	15	2	0	0	0	0	0	1	0	1	0
	%	100	92.02	0.53	7.98	1.06	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.53	0.00
AD-13	#	306	292	3	14	1	0	0	0	0	1	0	0	0	0
	%	100	95.42	0.98	4.58	0.33	0.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	0.00





Total AD Workforce (Permanent)	#	5701	5453	67	248	20	0	1	3	1	1	5	0	8	1
	%	100	95.65	1.18	4.35	0.35	0.00	0.02	0.05	0.02	0.02	0.09	0.00	0.14	0.02























Description: Table B8 - New Hires by Type of Appointment - Distribution by Disability

Type of Appointment		TOTAL	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Patalysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of
Permanent New Hires	#	3587	3424	33	130	16	0	0	0	0	0	5	0	6	0
	%	100	95.46	0.92	3.62	0.45	0.00	0.00	0.00	0.00	0.00	0.14	0.00	0.17	0.00
Temporary New Hires	#	1183	1148	9	26	0	0	0	0	0	0	0	0	0	0
	%	100	97.04	0.76	2.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total New Hires	#	4770	4572	42	156	16	0	0	0	0	0	5	0	6	0
	%	100	95.85	0.88	3.27	0.34	0.00	0.00	0.00	0.00	0.00	0.10	0.00	0.13	0.00

**Table B9: Selections For Internal Competitive Promotions For Major Occupations -Distribution by Disability**

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
<b>Job Series of Vacancy:</b>														
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0	0	0	0	0	0	0	0	0	0	0	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
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
Relevant Applicant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Series of Vacancy:</b>														
<b>Job Series of Vacancy:</b>														



**Table B11: Internal Selections For Senior Level Positions (GS 13/14, GS 15, SES) - Distribution by Disability**

Time In Grade	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>Grade(s) of Vacancy:</b>														
Relevant Pool	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications 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
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
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>Grade(s) of Vacancy:</b>														





