

EEOC FORM 715-01 PART H-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors are not evaluated on their commitment to agency EEO policies and principles.
OBJECTIVE:	Develop evaluation standards that make active support of EEO policies and principles a critical element in managers' and supervisors' performance ratings.
RESPONSIBLE OFFICIAL:	Director, Human Resources Directorate
DATE OBJECTIVE INITIATED:	10/1/2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	6/30/2014 Modified to 5/30/2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Draft updated critical element.	Completed
Send to components for feedback.	Completed July 2014
Submit justification for proposed language	Completed August 2014
Make any requested changes	Completed September 2014
Obtain final approval from Director, WHS	Completed September 2014
Hold briefing sessions for all officials and managers	February 2015
Disseminate new standards and evaluation guidance	February 2015
Lobby for language to be used for managers and supervisors in the Serviced Components	February 2015
Repeat steps above, but for Serviced Components	May 2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
The language was approved for WHS managers and supervisors but has not been disseminated. Implementing the new standard and expanding the updated language to serviced components will be addressed in FY 2015.	

<p align="center">EEOC FORM 715-01 PART H-2</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Washington Headquarters Services</p>	<p align="center">For period covering October 1, 2013 to September 30, 2014</p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>Managers and supervisors have not been trained on the reasonable accommodation process. (Deficiency has been corrected.)</p>
<p>OBJECTIVE:</p>	<p>Train managers and supervisors on their reasonable accommodation responsibilities and the process.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, HRD</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>10/09/2009</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>12/31/2013 New date – 9/30/15</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>Conduct training</p>	<p>Ongoing</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>WHS initiated formal training for supervisors and managers during FY 2013. WHS HRD includes sessions on reasonable accommodations during the New Supervisors' training course, EEO and Diversity in the Workplace training, and the Entry on Duty briefing for all new employees.</p> <p>The Administrative Instruction on Reasonable Accommodation was issued October 24, 2013. It was sent to EEOC for review in August, 2014.</p>	

EEOC FORM 715-01 PART H-3	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program officials are not included in agency deliberations regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce decisions. (Deficiency has been corrected.)
OBJECTIVE:	To ensure EEO is an integral part of strategic deliberations regarding the workforce.
RESPONSIBLE OFFICIAL:	Director, WHS; Director, HRD; Director, EEO
DATE OBJECTIVE INITIATED:	3/10/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2014 Completed
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Implement a new WHS EEO Impact Analysis process for proposed realignments and reorganizations.	6/30/14 Completed 2/14
Deputy Director, WHS; Director, HRD; and Director, EEO will discuss ways to more fully integrate EEO into agency workforce deliberations.	9/30/14 Completed 3/14 As of March, 2014, the Director, EEO, attends Leadership Council meetings. Also, HRD now requests EEO review of all HR-issued agency-wide directives.
Conduct bi-annual State of the Agency briefings for the Human Capital Strategy Board, Senior Administrative Officers Forum, and Leadership Council. Participate in monthly AEP/SEP Working Group meetings.	Ongoing
Develop productive collaborative relationships with appropriate HRD staff to address recruitment, retention, vacancy projections, succession planning, training/career development, and data issues.	9/30/14 Completed 7/14
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In February, the Director, WHS, approved the EEO Impact Analysis policy and procedures. Directorates are now required to evaluate the impact of proposed realignments or reorganizations on EEO-protected groups.</p> <p>The Affirmative Employment staff in EEO has established collaborative relationships with Special Employment Program staff, HRD. Recruitment sources and demographics are shared. Leadership briefings are joint briefings when appropriate.</p>	

<p align="center">EEOC FORM 715-01 PART H-4</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
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<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>EEOC does not have the staff to conduct the required data analysis and self-assessment prescribed by the MD 715 and to maintain an effective complaint processing system. (Deficiency has been corrected.)</p>
<p>OBJECTIVE:</p>	<p>To increase staffing levels and employ personnel with MD 715 experience to conduct required analyses, develop the annual report, and process complaints.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, EEOC</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>12/13</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/14</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>Increase EEOC staffing levels through use of permanent or contractor support personnel.</p>	<p>Completed 7/30/14 EEOC was able to fill four of five FTEs. The remaining FTE will be filled in FY 2015.</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>During FY 2013 and 2014, EEOC was able to hire four FTEs previously frozen due to budget constraints.</p>	

<p align="center">EEOC FORM 715-01 PART H-5</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Washington Headquarters Services</p>	<p align="center">For period covering October 1, 2013 to September 30, 2014</p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>Statutory/regulatory EEO related Special Emphasis Programs are not sufficiently staffed.</p>
<p>OBJECTIVE:</p>	<p>To ensure sufficient resources are allocated to staff special emphasis programs.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, WHS; Director, HRD; Director, EEOD</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>3/10/2009</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/2015</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>Staff the Federal Women's Program and Hispanic Employment Program</p>	<p>Completed 9/2014 These positions are now collateral duty.</p>
<p>Ensure that the Chief, Special Employment Programs, has sufficient resources to fulfill statutory/regulatory requirements.</p>	<p>Cancelled</p>
<p>Partner with SEP Managers to provide strategies and avenues for recruiting Hispanics, women, and people with targeted disabilities.</p>	<p>Completed 9/2014</p>
<p>Educate hiring officials regarding recruitment strategies for women and Hispanics, and hiring strategies for individuals with targeted disabilities.</p>	<p>Ongoing</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>WHS appointed Hispanic, Women's, and Disability Recruitment and Outreach Coordinators in FY 2013. These Coordinators partner with EEOD to address targeted recruitment and outreach efforts, such as the ongoing collaboration to develop the 2015-2018 Targeted Recruitment Strategic Plan, which will serve as the blueprint for efforts to address groups with on board representation rates below the NCLF. Through HRD and EEOD partnership, the special employment program manager responsibilities are being met.</p>	

<p align="center">EEOC FORM 715-01 PART H-6</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p>Washington Headquarters Services</p>	<p align="center">For period covering October 1, 2013 to September 30, 2014</p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>The EEO program is not sufficiently staffed to train all employees on EEO and Affirmative Employment/Diversity Programs. There is insufficient funding to ensure that all employees have access to EEO, Affirmative Employment, and Diversity training. Additional funding/resources are needed to ensure that all employees receive basic EEO training and that managers and supervisors receive periodic updates on their EEO responsibilities. (Deficiency has been corrected.)</p>
<p>OBJECTIVE:</p>	<p>To ensure all employees, managers, and supervisors receive appropriate EEO and diversity and inclusion training.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, WHS; Director, EEOD</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>10/01/2012</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/2014 Completed</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>On-boarding of new contract staff.</p>	<p>9/30/13 Completed 5/31/2013</p>
<p>Develop electronic learning modules.</p>	<p>9/30/14 Completed 5/30/14</p>
<p>Establish Brown Bag seminars and speaker series.</p>	<p>9/30/14 Completed 3/28/14</p>
<p>Ensure all employees receive EEO training bi-annually.</p>	<p>9/30/14 and Ongoing Completed</p>
<p>Ensure that all managers and supervisors receive training on their EEO responsibilities.</p>	<p>9/30/14 and Ongoing Completed</p>
<p>Post training modules on the iCompass (electronic learning) website.</p>	<p>6/30/14 Completed</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>New staff was hired. Several learning modules were developed and placed in iCompass, the electronic learning system. WHS conducted 90 training sessions on equal employment opportunity, diversity, and inclusion in the workplace. A total of 43 Senior Executive Service members, 604 supervisors, and 1,588 non-supervisory employees attended the training sessions in FY 2014, which represents a 20.2% increase, compared to 52 SES, 644 supervisors and 1,072 non-supervisors trained in FY 2013.</p>	

EEOC FORM 715-01 PART H-7	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Additional collaboration between EEOD and senior managers is needed to implement agency EEO plans to eliminate barriers. (Deficiency has been corrected.)
OBJECTIVE:	To ensure that EEOD and senior managers work together to remove unnecessary barriers in the workplace.
RESPONSIBLE OFFICIAL:	Director, WHS; Director, EEOD
DATE OBJECTIVE INITIATED:	10/01/2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2014
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Increase training for supervisors and managers on affirmative employment needs.	9/30/2012 and ongoing
Continue periodic briefings on low participation rates and possible barriers within WHS and serviced components through various channels, including the Human Capital Strategy Board (HCSB), Senior Administrative Officers Forum (SAOF) and the Leadership Council.	9/30/13 and ongoing
Director, EEOD, will be included as a member of the WHS Leadership Council (LC).	4/30/2014 Completed
(New) Request that heads of Directorates complete an action plan to address one or more barriers.	9/30/14 Completed
Managers are reminded of the 2% goal for hiring individuals with targeted disabilities	9/30/14 Completed and ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>Eight training sessions for new supervisors were held in FY 2014. Two days of training was also provided to Senior Executive Service personnel. At the end of SES training, each was asked to create an Action Plan to address diversity and inclusion. Plans were created by the Directorates and several offices and components, and submitted to EEOD.</p> <p>Hiring of people with targeted disabilities has increased.</p> <p>Director, EEOD, provided senior level "State of the Agency" EEO briefings. Hiring updates on individuals with targeted disabilities were routinely briefed at the Leadership Council by HRD. EEOD provided several training sessions to supervisors and managers upon request, in addition to bi-monthly open classroom training.</p>	

<p align="center">EEOC FORM 715-01 PART H-8</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
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<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>(1)WHS does not conduct trend analysis of the effects of management/personnel policies, procedures, and practices on race/national origin/sex and disability groups. (2) It also did not have a schedule for review Merit Promotion, Awards, and Career Development programs. (Deficiency #2 has been corrected.)</p>
<p>OBJECTIVE:</p>	<p>To obtain data and conduct trend analysis of merit promotions, recognition/awards, and participation in career development programs.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, EEO; Director, HRD</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>3/10/2014</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/2017</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>EEOD will contact other Federal agencies to identify best practices for meeting this requirement.</p>	<p>6/30/2014 Completed Focus will be on the merit promotion program, developmental training programs, and awards/recognition programs.</p>
<p>EEOD will explore with HRD best methods of obtaining the data to conduct trend analysis.</p>	<p>6/30/2014 New date: 9/30/2015</p>
<p>As trends are examined, if adverse impacts are revealed, EEOD and HRD will discuss options for revising the applicable policy, procedure, or practice.</p>	<p>12/31/2014 New date: 9/30/2016</p>
<p align="center">REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>EEOD requested data on the merit promotion program, developmental training programs, and awards/recognition programs. Once data is obtained, EEOD will analyze and discuss findings with HRD.</p>	

EEOC FORM 715-01 PART H-9	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	WHS does not require managers to participate in Alternative Dispute Resolution (ADR) when an aggrieved requests mediation. Currently, participation is strongly encouraged. (This item is being closed out as cancelled.)
OBJECTIVE:	To increase participation in ADR.
RESPONSIBLE OFFICIAL:	Director, WHS; Director, EEOD
DATE OBJECTIVE INITIATED:	3/10/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2014 Cancelled
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Update Administrative Instruction 106, Alternative Dispute Resolution	3/31/2014 Completed 1/20/2014
Implement a new process requiring supervisors/managers to provide an explanation of why s/he declines to participate in ADR.	6/30/2014 [Cancelled] OGC did not concur with the planned activity.
Develop a strategic marketing and implementation plan to expand the utilization and scope of ADR program services and to improve the visibility and effectiveness of the program.	9/30/2014 Completed
New mandatory training policy requires that two hours of the required eight hours of EEO training for supervisors and managers be dedicated to ADR training.	9/30/2014 Completed
Train managers and supervisors on the benefits of ADR and "Basics of Conflict Management" in the workplace. Track training participation rates to monitor progress.	9/30/2014 Completed
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
EEOD provided eight training sessions for managers and supervisors, and four sessions for employees on "Basics of Conflict Management." The ADR program is robust, offering sensing sessions and climate surveys in addition to mediation. Further, under the ADR Program Administrative Instruction, mediation for non-EEO workplace disputes is also offered.	

EEOC FORM 715-01 PART H-10	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEOD does not have access to the personnel data collection system to validate accuracy of data received from HRD and conduct data analysis on an ongoing basis. EEOD also needs applicant flow data to conduct thorough barrier analysis. EEOD does not have management controls to monitor and ensure that the data received from HRD is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC.
OBJECTIVE:	To provide EEOD with access to the personnel data system and reliable applicant flow data. To provide EEOD with accurate data to conduct ongoing barrier analysis and draft the MD 715 report.
RESPONSIBLE OFFICIAL:	Director, WHS; Director, HRD
DATE OBJECTIVE INITIATED:	3/01/2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2014 New date: 6/30/2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Continue discussions with HRD to obtain access to personnel data.	9/30/2014 Completed.
Continue discussions with HRD to obtain access to applicant flow data.	6/30/2014 New date: 6/30/2015
(New) Continue to work with HRD to improve accuracy of MD 715 data	9/30/2015
(New) Work with HRD to obtain data on applicants for internal promotions and developmental training opportunities.	9/30/2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>During FY 2014, EEOD was able to obtain applicant flow data directly from the Defense Logistics Agency (DLA). It is not known whether DLA will continue to supply the data, which was broken down by race/national origin, and gender. Data on disability status was not available.</p> <p>Also, EEOD was advised that access and training on the Business Objects tool would begin for designated EEOD personnel during the first and second quarters of FY 2015. Business Objects will allow these EEOD staff to access standard and ad hoc data reports containing personnel data pulled from the Defense Civilian Personnel Data System.</p>	

EEOC FORM 715-01 PART H-11	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	WHS does not track the timeliness of processing reasonable accommodation requests to determine whether 90% are processed within the time frame set forth in the agency procedures. (Deficiency has been corrected.)
OBJECTIVE:	To improve tracking of requests for reasonable accommodation.
RESPONSIBLE OFFICIAL:	Director, HRD
DATE OBJECTIVE INITIATED:	3/01/2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2014 Completed
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Create a system for tracking accommodation request processing.	9/30/2014 Completed 10/30/2013
Ensure that all requests are entered into the system.	6/30/2014 Completed
Continue to train supervisors so they are aware of the time constraints for making decisions and providing accommodations, if approved.	9/30/2014 Ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
During FY 2014, despite staff turnover, HRD was able to track all requests.	

EEOC FORM 715-01 PART H-12	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	WHS has insufficient staffing and funding to comply with timeframes in accordance with EEOC (29 CFR Part 1614) regulations for processing EEO complaints of employment discrimination (investigations and Final Agency Decisions).
OBJECTIVE:	To ensure that WHS has adequate resources, including staff, to implement timely and cost effective processing of discrimination complaints.
RESPONSIBLE OFFICIAL:	Director, WHS; Director, EEOD
DATE OBJECTIVE INITIATED:	3/10/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Continue efforts to improve timeliness of investigations through collaboration with IRD, DCPAS and training EEO specialists.	9/30/2013 Ongoing
Fill vacancies in EEOD.	6/30/2014 Completed
Monitor timeliness of investigations conducted by IRD and provide assistance when needed.	6/30/2014 Completed and ongoing
Work with IRD to identify reasons for delays.	9/30/2014 Completed and ongoing
Evaluate process for issuing Final Agency Decisions to identify areas for improvement.	2/2015
Create and implement plans to address identified areas.	7/2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
During FY 2014, 24% of investigations were untimely, which is down from 63% in FY 13. EEOD will continue monitoring timeliness and working closely with the Defense Civilian Personnel Advisory Services, Investigations and Resolutions Directorate (IRD) to ensure investigatory timeframes are met. EEOD was given permission to fill needed vacancies.	

EEOC FORM 715-01 PART H-13	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Washington Headquarters Services	For period covering October 1, 2013 to September 30, 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	WHS does not identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act. (Deficiency has been corrected.)
OBJECTIVE:	To use complaint data for trends that reveal a need to strengthen compliance with Title VII of the Civil Rights Act or with the Rehabilitation Act.
RESPONSIBLE OFFICIAL:	Director, EEOD
DATE OBJECTIVE INITIATED:	10/01/2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2014
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Analyze complaint trends to identify the most common bases and issues.	12/30/2013 Completed
Discuss with Special Emphasis Program Managers ways to address identified issues.	6/30/2014 Cancelled
Modify training for supervisors and managers to cover ways to reduce complaints regarding the identified bases and issues.	12/30/2014 Ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In FY 14, there were 28 EEO complaints, 64% of which were based on race/national origin. Of those, 88% were filed by African American employees. This is a high ratio in comparison to the on board ratio of African Americans (26.19%). Hispanic employees filed 6% of the complaints (one) based on national origin and are 2.28% of the workforce. The top three issues for race-based complaints in FY 14 were harassment (non-sexual), evaluation/appraisal and suspension.</p> <p>In FY 14, 29% of EEO complaints were based on disability. This is high, compared to the on board ratio of 6% for employees with reportable disabilities. From FY 13 to 14, the total number of disability complaints decreased by 13%.</p> <p>In FY 2015, EEOD plans to hold focus groups for African Americans to identify issues that can be addressed. Focus Groups for Hispanics and people with disabilities were held in FY 2013.</p>	

EEOC FORM 715-01 PART H-14	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	WHS does not track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD 715 standards.
OBJECTIVE:	To obtain data on recruitment efforts and applicant data to identify potential barriers.
RESPONSIBLE OFFICIAL:	Director, HRD; Director, EEOD
DATE OBJECTIVE INITIATED:	3/01/2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/30/14 New date: 12/30/2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Collaborate to ensure targeted recruitment is occurring.	9/30/13 New date: 12/30/2015 Targeted recruitment plan is being drafted.
Collaborate once we have applicant flow data to identify gaps.	9/30/2014 Completed
Train Special Emphasis Program Managers on the data analysis and seek their input for recruitment sources.	12/30/2014 New date: 12/30/2015
Compare applicant data to recruitment efforts.	9/30/2015
Consider asking on application how the applicant heard of the job opening.	4/30/2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
At present, HRD is not conducting targeted recruitment. A recruitment plan is being drafted. WHS will track efforts to determine effectiveness.	