

U.S. Department of Housing and Urban Development



ANNUAL EEOC MANAGEMENT DIRECTIVE (MD) 715 REPORT

EEOC MD 715 provides policy guidance and standards for establishing and maintaining effective affirmative programs of equal opportunity under section 717 of the Title VII of the Civil Rights Act of 1964 and section 501 of the Rehabilitation Act of 1973. This directive requires Treasury Departmental Offices to take appropriate steps to prevent discrimination in employment decisions.

Prepared By: Office of Departmental Equal Employment Opportunity (ODEEO)

FY 2016

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As the Director of the Office of Departmental Equal Employment Opportunity for the U.S. Department of Housing and Urban Development (HUD), it is my honor to present ***HUD's Annual EEOC Management Directive (MD) 715 Report for Fiscal Year 2016***". This year's report summarizes the Department's efforts in maintaining an effective affirmative program of equal employment opportunity under Section 717 of the Civil Rights Act of 1964 and Section 501 of the Rehabilitation Act of 1973, and addresses our goals in developing and implementing a more comprehensive, integrated, and strategic focus on EEO and diversity and inclusion.

As outlined in this report, HUD has taken lessons learned from previous years to provide a framework for many initiatives that have been realized, efforts that are currently underway, and overarching strategies to promote a diverse and inclusive work environment at the Department. Collaboratively, ODEEO and the Office of the Chief Human Capital Officer (OCHCO) continues to work to support inclusive diversity through increasingly innovative policies, programs, and initiatives.

Finally, I would like to take this opportunity to thank our colleagues and stakeholders for their invaluable contributions and commitment to creating a diverse workforce that respects and values the knowledge, ideas and experiences of all HUD employees. With your continued support, the Department is well positioned to deliver services at the highest level possible to the American people.

John Benison, Director
Office of Departmental Equal Employment Opportunity (ODEEO)
U.S. Department of Housing and Urban Development



OUR MISSION

HUD's mission is to create strong, sustainable, inclusive communities and quality, affordable homes for all. HUD is working to strengthen the housing market to bolster the economy and protect consumers; meet the need for quality affordable rental homes; utilize housing as a platform for improving quality of life; build inclusive and sustainable communities free from discrimination; and transform the way HUD does business.

OUR CORE VALUES

Accountability

Efficiency and Effectiveness

Fairness and Respect

Integrity

Teamwork

INTRODUCTION

This report which covers the period of October 1, 2015 through September 30, 2016, summarizes the U.S. Department of Housing and Urban Development (HUD) efforts in maintaining an effective affirmative program of equal employment opportunity under Section 717 of the Civil Rights Act of 1964 and Section 501 of the Rehabilitation Act of 1973, and addresses our goals in developing and implementing a more comprehensive, integrated, and strategic focus on EEO and diversity and inclusion.

OVERVIEW

On September 9, 1965, President Lyndon B. Johnson signed a bill that established U.S. Department of Housing and Urban Development (HUD) as a cabinet-level agency thus paving the way for millions of Americans to live in safe, stable, affordable housing and reach for greater opportunity for themselves and for their families. Created in the midst of the fight for civil rights, HUD has helped ensure our Nation's founding ideals of life, liberty, and the pursuit of happiness are real for all people. For the last half-century, committed public servants at HUD have worked to provide Americans with essential and often life-saving services, always seeking to carry our economy and society toward a better day. By building inclusive and sustainable communities, HUD continues to leverage the comfort and security that a home provides to help improve lives in every corner of our country.

Today, HUD continues to build on its progress by laying out priorities and goals to accelerate the gains already made and ensure that we maintain our focus on strengthening the Nation's housing market to spur economic growth and protect consumers. We will continue to bolster the Federal Housing Administration's mission to ensure that qualified homebuyers have access to credit, and push for a housing finance system that maintains the careful balance between responsibility and opportunity.

Moreover, HUD looks forward to meeting the great need for quality affordable rental housing. According to the latest HUD "Worst Case Housing Needs" study, nearly 8.5 million families with very low incomes pay more than half their monthly income for rent, lived in substandard housing, or both. The demand for action is growing, which is why we'll continue to look for innovative ways, working with partners, to both preserve and produce affordable rental housing for families. In addition, we will continue to help the most vulnerable communities, including those experiencing homelessness and trapped in poverty. Stable housing is an important tool in helping households achieve other life outcomes and we are working every day to give families access to these opportunities.

Finally, through efforts like Choice Neighborhoods and Promise Zones, working with partners at the Federal and local levels, we strive to build strong and inclusive communities that connect housing with other important community assets: good job opportunities, quality schools and safe streets. With this comprehensive approach, we will turn neighborhoods with problems into neighborhoods with promise, giving more families a chance to thrive and succeed.

ORGANIZATION

The U.S. Department of Housing and Urban Development (HUD), which is comprised of approximately 8,000 employees, is the principal federal agency responsible for programs concerned with housing needs, fair housing opportunities, and improving and developing U.S. communities. In fulfilling its mission, which is to "to create strong, sustainable, inclusive communities and quality affordable homes for all", its major functions include insuring mortgages for single-family and multifamily dwellings and extending loans for home improvements and for the purchase of mobile homes; channeling funds from investors into the mortgage industry through the Government National Mortgage Association; and making loans for the construction or rehabilitation of housing projects for older and handicapped persons. In addition, HUD also provides federal housing subsidies for low- and moderate-income families,

makes grants to states and local communities for development activities related to housing, and promotes and enforces laws, policies, and regulations supporting fair housing and equal housing opportunities. HUD is administered under the supervision and direction of a cabinet-level Secretary, Deputy Secretary, Assistant Secretaries, and support offices.

HUD Program Offices

Office of Departmental Equal Employment Opportunity (ODEEO) – the Director for the Office of Departmental Equal Employment Opportunity (ODEEO) is responsible for ensuring the enforcement of federal laws relating to the elimination of all forms of discrimination in the Department's employment practices and to ensure equal employment opportunity (EEO). ODEEO promotes diversity and inclusion, fosters a workplace culture that respects differences, and empowers the full and fair participation of all employees in all aspects of HUD work life. Additionally, ODEEO is responsible for leading the Department's efforts to proactively prevent unlawful discrimination.

Model EEO Program – In establishing and maintaining a model EEO program (as required under both Title VII of the Civil Rights Act of 1964 (Title VII) and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), an agency should incorporate into the design a structure for effective management, accountability and self-analysis which will ensure program success and compliance with the EEOC Management Directive (MD) 715. Agency programs and policies should be evaluated regularly to ascertain whether the Agency and such programs have achieved the ultimate goal of a discrimination free work environment, characterized by an atmosphere of inclusion and free and open competition for employment opportunities. EEOC MD-715 divides the essential elements of a “Model EEO Program” into six (6) broad categories, as listed: 1) Demonstrated commitment from agency leadership; 2) Integration of EEO into the agency's strategic mission; 3) •Management and program accountability; 4) Proactive prevention of unlawful discrimination; 5) Efficiency; and 6) Responsiveness and legal compliance.

SECTION I

THE MODEL EEO PROGRAM

PARTS A – D

PARTS A – D

PART A - Department or Agency Identifying Information

Agency	2 nd level reporting component	Address City, State Zip Code	CPDF Code (xxxx)	FIPS Code
HUD		451 7 th Street, SW Washington, DC 20410	HU83	11001

PART B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Non-Appropriated Workforce	Total Workforce
Number of Employees	7,947	127	N/A	8,074

PART C - Agency Official(s) Responsible for Oversight of EEO Program(s)

Agency Leadership	Name	Title
Head of Agency Official Title	Julian Castro	Secretary, U.S. Department of Housing and Urban Development
Agency Head Designee	Nani A. Coloretti	Deputy Secretary, U.S. Department of Housing and Urban Development
Principal EEO Director/Official Title/Series/Grade	John P. Benison john.p.benison@hud.gov	Director, Office of Departmental Equal Employment Opportunity, ES-0260-00, (202) 708-3362
Title VII Affirmative EEO Program Official	Aisa K. McCullough aisa.k.mccullough@hud.gov	Acting Manager, Affirmative Employment Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-5582
Section 501 Affirmative Action Program Official	Yvette D. Moore yvette.d.moore@hud.gov	Director, EAP, Health and Wellness Division, Office of Chief Human Capital Officer, GS-0201-15, (202) 402-6639
Complaint Processing Program Manager	Stephen D. Smith stephen.d.smith@hud.gov	Manager, Equal Employment Opportunity Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-2734
ADR Program Manager	Stephen D. Smith stephen.d.smith@hud.gov	Manager, Equal Employment Opportunity Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-2734
Principle MD-715 Preparer	Stephen D. Smith stephen.d.smith@hud.gov	Manager, Equal Employment Opportunity Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-2734
Other Responsible EEO Staff	Tonya P. Watson	Federal Women's Program Manager (FWPM)

Agency Leadership	Name	Title
	tonya.p.watson@hud.gov Eric M. Gima eric.m.gima@hud.gov	EEO Specialist

PART D - List of Subordinate Components Covered in This Report

Subordinate Component	City	State	CPDF Code (xxxx)	FIPS Code

EEOC Forms and Documents Included with this Report

Have the following forms and/or documents been uploaded?	(Please respond "Yes" or "No")	Comments
*Executive Summary (Part E)	Yes	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs (Part F)	Yes	
*Optional Annual Self-Assessment Checklist Against Essential Elements (Part G)	Yes	
*EEO Plan to Attain the Essential Elements of a Model EEO Program (Part H)	Yes	
*EEO Plan to Eliminate Identified Barriers (Part I)	Yes	
*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities (Part J)	Yes	
Appendices		

Have the following forms and/or documents been uploaded?	(Please respond "Yes" or "No")	Comments
*Organizational Charts	Yes	
*Delegation of Authority	Yes	
*Copies of relevant EEO Policy Statement(s)		
EEO Policy Statement	Yes	
Alternative Dispute Resolution (ADR) Policy Statement	Yes	
Unlawful Harassment Policy Statement	Yes	
*Analysis of EEOC 462 Report	Yes	
*Agency's Strategic Plan 2014-2018	Yes	
*Agency's Human Capital Strategic Plan 2015-2018	Yes	
*Agency's Human Capital Succession Plan 2015-2018	Yes	
*FEORP Report	Yes	
*Federal Employee Viewpoint Survey (FEVS)	Yes	
*Glossary of Terms & Acronyms	Yes	
*Copies of Workforce Data Tables	Yes	

PART E

EXECUTIVE SUMMARY



The U.S. Department of Housing and Urban Development (HUD) is pleased to present HUD's EEOC Management Directive (MD) 715 Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2016. This report addresses all the required elements of the Equal Employment Opportunity Commission's (EEOC) MD-715 for building and sustaining an effective affirmative program of equal employment opportunity (Model EEO Program).

The U.S. Department of Housing and Urban Development (HUD) is a cabinet-level agency who employs approximately 8,000 employees in its Headquarters (HQ) and ten (10) Regional Offices, who support the Department by providing a wide array of programs and services, including: community planning and development initiatives, housing counseling for the homeless, single and multifamily mortgage insurance programs, public housing programs, and protecting children from the hazards of lead paint. Other program responsibilities include developing and preserving quality and affordable homes, focusing on physical, social economic and environmental community sustainability, and ensuring fair housing choice and equal opportunity for all people pursuing the promise of a better life.

The Department is committed to strengthening the nation's housing markets to bolster the economy and protect customers. HUD's programs provide a platform to improve the quality of life, especially in some of the nation's hardest-hit neighborhoods. HUD fulfills these responsibilities through a variety of means, such as: providing options to help homeowners finance home purchases; supporting loss mitigation efforts for homeowners experiencing hardships (e.g., at risk of foreclosure); administering oversight and selective intervention services to improve management of public and assisted housing; supporting programs to reduce homelessness; developing viable communities through public and private partnerships; and facilitating initiatives to make homes healthier, greener and more efficient for residents.

Fundamental changes have been implemented in the HUD structure and delivery of technical assistance for the improvement of its program and services. As an example, building requirements have been changed to adapt to the environment and address social needs and fair housing concerns which have taken on a greater prominence in administering the various programs and services. So as you can see, HUD's has and will continue to reinvent itself by implementing a number of initiatives and mandates in fully supporting all of its program efforts.

ESSENTIAL ELEMENTS

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.

- The previous HUD Secretary affirmed his commitment to the principles of EEO, and diversity and inclusion by issuing an EEO Policy Statement, Alternative Dispute Resolution (ADR) Policy Statement, and Unlawful Harassment Policy Statement on March 17, 2015, thus illustrating his desired commitment to safeguarding EEO and strategic diversity management principles. All respective policy statements were disseminated to all HUD employees via global email, internet and intranet sites.
- A “Memorandum of Understanding (MOU)” was established between HUD and the American Federal of Government Employees (AFGE) Council 222 to redefine the composition and operation of HUD’s Diversity Council and any subcommittee by providing clarity of its framework for which members may engage in wide-ranging discussions focused on promoting and enhancing EEO, and diversity and inclusion. This forum will serve as a vehicle for advising top leadership on the adoption and implementation of creative strategies, policies, and programs to build and maintain a high quality diverse workforce. In addition, the primary role of the Diversity Council is to serve as a change agent by identifying and communicating to leadership the principal issues affecting the business case for EEO, and diversity and inclusion across the Department. The Diversity Council will consider what policies, strategies, and initiatives will strengthen the impact and cohesiveness of the Department’s EEO, and diversity and inclusion efforts, and will discuss how to implement such initiatives, including the identification of resources that may be leveraged throughout the Department.

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 all of the agency’s policies, procedures and practices while in supporting the agency’s strategic mission.

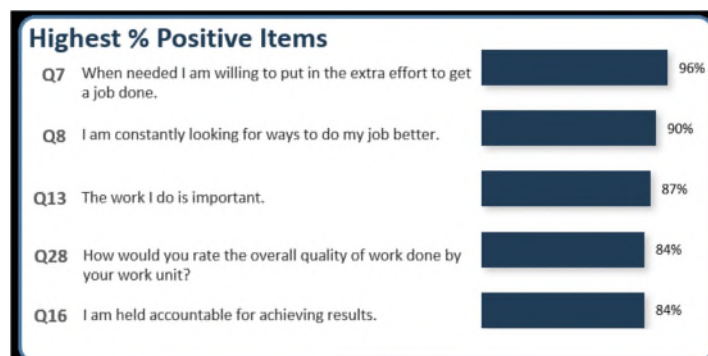
- The Secretary and Deputy Secretary of HUD delegate all responsibilities for the administration, management, and enforcement of all applicable EEO, civil rights, and diversity laws, regulations, and related matters to the Director and Deputy Director for the Office of Departmental Equal Employment Opportunity (ODEEO).
- ODEEO, program goals and objectives are integrated into HUD’s Strategic Plan 2014-2018) found at <http://portal.hud.gov/hudportal/documents/huddoc?id=hudstrategicplan2014-2018.pdf>, serves as HUD’s equal employment opportunity policy arm and is responsible for ensuring the enforcement of federal laws relating to the elimination of all forms of discrimination in the Department’s employment practices and to ensure equal employment opportunity (EEO). ODEEO promotes diversity and inclusion, fosters a workplace culture that respects differences, and empowers the full and fair participation of all employees in all aspects of HUD work life. Additionally, ODEEO is responsible for leading the Department’s efforts to proactively prevent unlawful discrimination. ODEEO also seeks to foster an agency culture in which disputes are resolved at the lowest possible level and before a formal complaint is filed. ODEEO will continue to offer training to the HUD workforce on the EEO process and the responsibilities of the workforce regarding Equal Employment Opportunity and serve as a resource to the program office leadership by providing direction, guidance, and monitoring of key activities to ensure the successful implementation of the principles of EEO throughout the Department.
- Pursuant to Executive Order 13583 “Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce”, HUD, in March 2012, established its

performance goals and priorities to develop strategic plans that would identify steps to further create and promote a workforce that would include and engage HUD employees and draw from all segments of society in strengthening its recruitment, hiring, professional development, and retention practices. Since then, HUD has been fully committed to this strategy by conducting regular monitoring and oversight reviewing, updating, and analysis to ensure that the plan remains relevant and current. However, HUD is now in the midst revising its “Inclusion and Diversity Strategic Plan” based on the lessons learned from the 2011 Government-wide Diversity and Inclusion Strategic Plan and will provide a more robust framework for the many initiatives that have been realized, the efforts that are currently underway, and the overarching strategy, offering a cohesive and comprehensive part moving forward. .

- HUD has undertaken other measures to mitigate deficiencies in its workplace and prevent discrimination, which includes utilizing its Office of Strategic Planning and Management (OSPM) to drive change and process improvement tools in obtaining optimum efficiency and effectiveness across all program and services. In addition, HUD has also invested in utilizing the “Toyota” business improvement model as well as “Lean Six Sigma”.
- Each year and through HUD’s Virtual University (HVV), HUD employees are provided five (5) critical training courses that are required and aligned to all employee’s “Learning Plan” in support of their annual Performance Plan. For FY 2016, these training courses included the following: Information Security Awareness (includes Rules of Behavior); Privacy Awareness (includes the HUD Privacy Statement); Record Retention; USERRA - Uniformed Services Employment and Reemployment Rights Act; and Sexual Harassment Prevention for Employees. NO FEAR Training will be conducted for all employees in 2017.

Essential Element C: Management and Program Accountability – 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.

- HUD achieved its highest level of participation and in all of the FEVS indices in recent years with a score of 77%! Here’s some of the highlights as follows:
 - **HUD again set a participation record with an agency-wide response rate of 77%.** That’s an incredible 3.5 percentage point increase from last year and is the highest level of participation of any cabinet-level agency! Nine (9) of our program offices exceeded 80% participation and 50 sub-offices had 100% participation. This is important because the more we hear from employees, the better we can serve as leaders.
 - **HUD continued its record-setting trend with an all-time high engagement score that puts us above the federal government-wide average.** Our overall [engagement score](#) increased 4% percentage points to **66%!** All of our program offices have engagement scores of at least 60% and 5 of these offices have a score of at least 70%.
 - **HUD’s global satisfaction index shows additional improvement.** We increased our [global satisfaction](#) score by 4 percentage points to the highest level in 5 years! Two (2) of our program offices increased their scores by 9%.



- Through “Unlock Federal Talent”, a comprehensive data visualization dashboard used to help government leaders make data-driven decisions and design initiatives to improve overall engagement and employee satisfaction, reported that HUD’s Employee Engagement Index through <https://unlocktalent.gov/employee-engagement> scored an overall 66% (based on 5,464 responses with a response rate of 77%), which is a plus 1% over the Government-wide Score of 65%. This data is comprised from the Employee Engagement Index of the Federal Employee Viewpoint Survey (FEVS), which is an overarching model comprised of three sub-factors: Leaders Lead, Supervisors, and Intrinsic Work Experience. The Employee Engagement Index provides a guide to the critical areas that agencies can focus on to foster an engaged workforce. In addition, HUD’s Global Satisfaction Index through <https://unlocktalent.gov/global-satisfaction> scored an overall 61% (based on 5,464 responses with a response rate of 77%) which is equal to the Government-wide Score of 61%. The Global Satisfaction Index of the Federal Employee Viewpoint Survey (FEVS) measures Job, Organizational, and Pay Satisfaction, as well as whether or not an employee would recommend their agency as a good place to work.
- For the second consecutive year, the Housing and Urban Development Department ranks as one of the most improved large agencies on this year’s FEVS. HUD boosted employee engagement by 4 percent in 2016, improving its overall score from 62 percent in 2015 to 66 percent this year. HUD also improved its on 73.5 percent response rate from 2015. About 77 percent of the HUD workforce took the survey this year.

In conducting an analysis on its data supporting the “New IQ” of the Federal Employee Viewpoint Survey (FEVS) which identifies behaviors that help create an inclusive environment and is built on the concept that repetition of inclusive behaviors will create positive habits among team members and managers, HUD reported an overall score of 58% compared to 54% in FY 2015 thus resulting in a net increase of +4%. The “New IQ” which is made up of 20 questions that relate to the five “habits of an inclusive workplace environment (i.e., Fair, Open, Cooperative, Supportive, and Empowered) represents behaviors included that can be learned, practiced, and/or developed. In addition, each “habit of inclusion” resulted in the following and revealed that based on the 20 questions, HUD measured slightly below the median range of 65% which is regarded as challenge areas based on the national benchmark criterion. As HUD continues to make progress each year, here’s the results per those of FY 2015.

New IQ	FY 2016 Results	FY 2015 Results	Net Change
Overall Score	58%	54%	+4%
Fair	45%	41%	+4%
Open	56%	52%	+4%
Cooperative	57%	53%	+4%
Supportive	76%	74%	+2%
Empowered	56%	51%	+5%

Note: The New IQ is comprised of the following sub-factors and items: Fair: Are all employees treated equitably? (Q.23, 24, 25, 37, and 38) Open: Does management support diversity in all ways? (Q.32, 34, 45, and 55) Cooperative: Does management encourage communication and collaboration? (Q.58 and 59) Supportive: Do supervisors value employees? (Q.42, 46, 48, 49, and 50) Empowering: Do employees have the resources and support needed to excel? (Q.2, 3, 11, and 30).

- HUD conducted annual Ethics and Whistleblower Protection Act training for all employees to promote the highest ethical standards for all employees and cultivate a culture in which HUD program and services can be carried out with the utmost impartiality and integrity. The Ethics training was centered around issues related to employee standards of conduct, financial disclosures and the criminal conflicts of interest under Federal law. In addition, the Ethics training also covered training and legal opinions on political and official travel, the Hatch Act, gift acceptance, post-government employment restrictions, and the HUD Reform Act. Further, the Whistleblower Protection Act training was centered around ensuring that employees who disclose allegations of serious wrongdoing or gross mismanagement are free from fear of reprisal for their disclosures.

As a result, HUD received 100% participation and completion on both of the mandatory Annual Ethics and Whistleblower Protection Act trainings.

Essential Element D: Proactive Prevention of Unlawful Discrimination – Requires that the Agency Head make early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

- Along with the Secretary and Deputy Secretary faithfully acknowledging and recognizing all of the commemorative observances and historic events surrounding our Nation, ODEEO creatively implemented multi-cultural web-pages to promote and bring about greater education and awareness in supporting EEO, diversity and inclusion, and the recognition of all national observances and commemorative heritage month activities. This electronic media concept which reaches all HUD-wide employees by way of HUD's intranet (hud@work) <http://hudatwork.hud.gov/HUD/eo/Commemorative%20Observances/>, includes short videos and information references that serve as an effective tool in providing diversity and sensitivity training.
- As a follow up to FY 2015's diversity symposium, HUD presented its 2nd Annual Inclusive and Engagement Conference on May 31, 2016 along with a follow-up session on September 16, 2016, which highlighted, Dr. Steve L. Robbins, a renowned international motivational thinker and innovator, who has captured wide acclaimed notoriety using the fields of cognitive neuroscience, socio-psychology, and communication (among others). During the conference, Dr. Robbins explored with the audience the human need to be recognized, valued and included – and what happens when that need is not met. He demonstrated how our brain views the world through an “insider vs. outsider” lens and how that could lead to the exclusion of others (and their ideas). He examined the concept of “noise,” and how noisy mental models can lead to unconscious bias, unintentional intolerance, reduced productivity, and a negative impact on creativity and innovation. Dr. Robbins also examined traditional perspectives on diversity and how the Federal government can enhance those perspectives with creative and innovative approaches that employ the science of human behavior. This event was also made available to all HUD employees via webcast. <http://webcast.hud.gov/>
- During new employee orientation, HUD reemphasizes the importance for new HUD employees to complete the self-identification and accurately report their race/ethnicity, gender, disability, and veteran status to obtain current demographical information for developing more effective policies, programs, and to comply with government-wide and HUD reporting requirements. In addition, HUD is planning to resurvey its workforce in FY 2017 in an effort maintain its accurate reflection of workforce statistical information. This survey will be a voluntary self-identification process for the purpose of developing, monitoring, and reporting affirmative plans to identify, address, and eliminate potential barriers to recruitment and outreach, hiring, professional development, and the retention of HUD employees
- In reaffirming the Secretary's and Deputy Secretary's commitment to ensuring that a healthy, harmonious, and safe workplace is continuously maintained Department-wide, HUD presented an event entitled “Dispute Prevention Day (ADR Open House)”. This event, made available live to all HUD employees and also via webcast, promoted the use of alternative approaches and methods for identifying and resolving workplace disputes and conflict. In addition, the event highlighted 1) a behavioral-based, interactive approach that equipped participants with practical tools for applying Federal laws and organizational policies and core values to their daily on-the-job conduct; and 2) helped in building better working relationships through joint problem-solving and constructive responses to inevitable conflict. This ultimately improved the ability of the organization to create value for their customers, stakeholders and employees alike, and substantially benefit the national economy. Notably, this ADR event increased everyone's

aptitude within the art of management/supervision and overall professional development as the principles of Alternative Dispute Resolution (ADR), Civil Workplace Treatment, and Workplace Bullying and Harassment would be identified to uncover routes for resolution of micro-inequities, negative workplace behaviors, and deterrents to harassment

- In establishing a business practice to alternate it's No FEAR Act and Sexual Harassment trainings on the mandatory training schedule each year, HUD thereby conducted its annual Sexual Harassment training for all employees to promote the prompt reporting of sexual harassment allegations and to ensure that appropriate corrective actions are taken to address the harassing behavior by providing guidance on the "definition of sexual harassment" and "establishing employer liability" approaches. The mandatory Sexual Harassment training, which was aligned to the Department's Performance Management System (i.e., InCompass), highlighted what verbal and non-verbal behaviors were considered to be inappropriate and/or unwelcome advances. In addition, the Sexual Harassment training also covered vignettes and legal opinions on court related cases. As a result, HUD received 100% participation on the mandatory Sexual Harassment trainings.
- HUD revitalized its Alternative Dispute Resolution (ADR) Program by taking advantage of several out-of-the-box opportunities within the Department which included the "Expo Opportunity" event sponsored by the Office of the Chief Human Capital Officer (OCHCO) for the purpose of promoting and further enhancing its marketing power for various resources and services available to the entire HUD workforce. In supporting this widely advertised opportunity, ODEEO established an information booth along with newly created brochures and reference materials to showcase its redesigned ADR Program

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.

- HUD institutes a zero tolerance standard for all types of discrimination, harassment, and civil rights violations of misconduct in the workplace and continues to be vigilant in taking prompt and immediate steps to address all allegations of discrimination, retaliation, and harassment.
- In addressing workplace disputes and conflict, HUD managers and supervisors are required to use and fully participate in Alternative Dispute Resolution (ADR) as a useful tool in promoting alternative approaches and methods for identifying, minimizing, and/or resolving workplace disputes and conflict in an expeditious, cost effective, non-reoccurring and mutually agreeable manner.

EEO Complaints Activity

- The iComplaints Case Management System allows HUD to track and monitor the complaint processing of EEO claims of discrimination from the initial pre-complaint (informal) stage of the process through its final action and/or closure. Simultaneously, HUD has a strong and distinct ADR program in place to monitor EEO activities in an effort to provide greater consistency in generating status reports throughout the year.
- HUD trains all employees periodically on the EEO complaints process and ADR to increase awareness of an alternative way to resolving EEO complaints and workplace disputes and conflict. In addition, HUD prominently displays EEO complaint posters, brochures, and other related reference materials throughout its Headquarters and field installations, as well as the hud@work intranet site outlining the process and its timeframes.

Essential Element F: Responsiveness and Legal Compliance – Requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

- HUD continues to comply with all statutory, regulatory, Executive Orders, policies and procedures governing Federal sector equal employment opportunity (EEO) and diversity and inclusion related matters that includes EEOC guidance, directives, final orders, and other related instructions.
- Of the five (5) mandatory trainings that the Department identifies each fiscal year, one mandatory training, in particular, is highlighted to support the agency’s responsibility in adhering to and compliance of Federal EEO statutory and regulatory requirements regarding training topics such as Sexual Harassment, No FEAR Act, Disability and Reasonable Accommodation, EEO Complaint Process, etc. Note: In promoting greater accountability, HUD selected and provided mandatory Sexual Harassment training to its workforce in FY 2016 through the alignment of all mandatory training requirements being attached to every employees’ performance plan under the Department’s Performance Management System (InCompass).
- HUD continues to post all required No FEAR Act information on hud@work intranet website, as well as the Department’s external website, and thus requiring all new HUD employees to take the required No FEAR Act training within 30 days of their appointment. All current HUD employees are and have consistently participated in No FEAR Act training on a semi-annual basis. These reports are timely filed as prescribed by Congress, Office of Management and Budget (OMB), EEOC, and the Office of Personnel Management (OPM).
- Per HUD’s Delegation of Authority, the Secretary and Deputy Secretary of the U.S. Department of Housing and Urban Development (HUD) thereby delegates responsibility for the administration, management, and enforcement of all applicable EEO, civil rights, and diversity and inclusion related statutes, regulations, and other related nondiscrimination matters to the Director and Deputy Director of the Office of Departmental Equal Employment Opportunity (ODEEO). In carrying out HUD’s responsibility for ensuring compliance of the agency’s equal employment opportunity (EEO) complaint process and its Alternative Dispute Resolution (ADR) Program by counseling, investigating, and adjudicating complaints filed by HUD employees and applicants for employment, ODEEO has secured a couple of independent vendors and their enhanced product capabilities to assist with effectiveness and efficiency of managing this Model EEO Program.

State of the Agency MD-715 Briefing

- On June 20, 2016, the Office of Departmental Equal Employment Opportunity (ODEEO) presented its “State of the Agency Briefing” to the Secretary, Deputy Secretary, and all Principal Staff (Senior Leadership) of HUD, on maintaining a high performing and robust model EEO program for the Department. This briefing provided a forum to identify potential internal and external factors that may be impeding and/or contributing to triggers/barriers to our corporate mission, with developing keen strategies and approaches to address, mitigate, and eliminate such workplace barriers.
- Upon completion of the Department’s MD-715 Report, HUD will continue to disseminate the final report to the Secretary, Deputy Secretary, all Principal Staff (Senior Leadership), and the Department’s Diversity Council. Note: Although this reporting requirement is a useful management tool, any additional request for copies of this report outside of the Principal Staff (Senior Leadership) of this agency, will be addressed separately and on a case-by-case basis.

PART F

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

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

I, **John P. Benison, Director** am the
Office of Departmental Equal Employment Opportunity, ES-0260-00

(Insert name above) (Insert official
title/series/grade above)

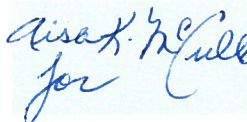
Principal EEO Director/Official for **U.S. Department of Housing and Urban Development (HUD)**

(Insert Agency/Component Name above)

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

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, Sex 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.

 John P. Benison, Director
Office of Departmental Equal Employment Opportunity
U.S. Department of Housing and Urban Development (HUD)

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

Date

March 30, 2017

 Dr. Benjamin S. Carson, Secretary
U.S. Department of Housing and Urban Development (HUD)

Signature of Agency Head or Agency Head Designee

Date

3/31/17

PART G

AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS – EEOC FORM 715-01

**U.S. Department of Housing and Urban Development
Fiscal Year (FY) 2016**

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
		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.			
A.1	Compliance Indicator	EEO policy statements are up-to-date.	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	
A.1.a	Was EEO policy statement issued within 6 - 9 months of installation of Agency Head? (Please list date of agency head installation and date of issuance in the comments column.)		X		The Agency Head was installed on <u>July 28, 2014</u> . An updated EEO policy statement was issued on <u>March 17, 2015</u> .
A.1.b	During current Agency Head's tenure, has EEO policy statement been re-issued annually?			X	Unfortunately, the EEO and other respective Policy Statements were not issued during FY 2016. However, HUD does plan to issue new policy statements upon the arrival of the new Secretary of HUD in early 2017.
A.1.c	Are new employees provided a copy of the EEO policy statement during orientation?		X		
A.1.d	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X	OCHCO is working to create a new manager/supervisory training that will ensure that all new employees promoted into the supervisory ranks will receive a copy of all the EEO and/or related policy statements. Currently, those promoted into the supervisory ranks access these respective policy statements via the hud@work internal website.

A.2	Compliance Indicator	EEO policy statements have been communicated to all employees.	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	
A.2.a	Have the Heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
A.2.b	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		
A.2.c	Has the agency prominently posted such written materials in all personnel and EEO offices, and on the agency's internal website? [29 CFR 1614.102(b)(5)]		X		
A.3	Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
A.3.a	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:				
A.3.a.1	Resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
A.3.a.2	Address concerns, whether perceived or real, raised by employees and following up with appropriate action to correct or eliminate tension in the workplace?		X		
A.3.a.3	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		
A.3.a.4	Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?		X		
A.3.a.5	Ensure a workplace that is free from all forms of discrimination, harassment and retaliation?			X	See Part H – Plan 2 (Updated)
A.3.a.6	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		

A.3.a.7	Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X			
A.3.a.8	Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			
A.3.b	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? If yes, describe what means were utilized by the agency to inform its workforce about penalties for unacceptable behavior in the comments column.	X		HUD institutes a multi-faceted approach due to the range of potential inappropriate behavior. Recognizing the need to be proactive, specific workplace issues are discussed and addressed on HUD@work, (e.g., hostile work environment, sexual harassment, bullying, zero tolerance for workplace violence, ethics and standards of conduct, etc.). In addition, many of these topics are also provided as mandatory training for its workforce, with specific deadlines for completion. HUD's 752 Adverse Actions Handbook, which list the table of penalties for conduct related offenses, is also available on HUD@work to all employees.	
A.3.c	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 procedure available on the World Wide Web or Internet?	X			
A.3.d	Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodations?		X	See Part H – Plan 3 (Updated)	
<p>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</p> <p>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.</p>					
B.1	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	
B.1.a	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	X			

	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?)				
B.1.b	Are the duties and responsibilities of EEO officials clearly defined?		X		
B.1.c	Do the EEO officials have the knowledge, skills and abilities to carry out the duties and responsibilities of their positions?		X		
B.1.d	If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?				N/A
B.1.e	If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for EEO programs within the subordinate reporting components? (If no, please describe how EEO program authority is delegated to subordinate reporting components, in Part H.)				N/A
B.2	Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	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	
B.2.a	Does the EEO Director/Officer have a regular, 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		
B.2.b	Following the submission of the immediately preceding MD-715 report, did the EEO Director/Officer present to the head of the agency and other senior officials the 'State of the Agency' briefly 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		
B.2.c	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	<p>While the EEO Director for ODEEO serves on the Department's Executive Resource Board and participates in executive level decisions on development programs, recruiting and hiring, more collaboration on broader recruitment initiatives will occur going forward.</p> <p>In support of the President's Executive Order 13583 on "Establishing a Coordinated Government-Wide Initiative to Promote Diversity and</p>

				Inclusion in the Federal Workforce”, HUD’s second phase of implementation for HUD’s Inclusive Diversity Strategic Plan for Fiscal Years (FY) 2017-2021 will embody a more collaborative partnership between OCHCO and ODEEO to engage more on these efforts and ensure that all policies, programs, and systems that fully support inclusive diversity through increasingly focused, innovative, and accelerated communication and learning strategies.	
B.2.c.1	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X			
B.2.c.2	Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [See 29 C.F.R. 1614.102(b)(3)]	X			
B.2.d	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			
B.3	Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
B.3.a	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			
B.3.b	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		ODEEO experienced staffing exigencies in FY 2016 due to retirements, transfers, recruitment challenges, and organizational changes. However, ODEEO plans to backfill several vacancies in FY 2017.
B.3.c	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		See Part H – Plan 4 (New)
B.3.c.1	Is the Federal Women's Program sufficiently staffed - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204?	X			

B.3.c.2	Is the Hispanic Employment Program sufficiently staffed - Title 5 CFR, Subpart B, 720.204?		X	See Part H – Plan 4 (New)
B.3.c.3	Is the People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities sufficiently staffed - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(u); 5 CFR 315.709?		X	
B.3.d	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; Black/African American; American Indian/Alaska Native; Asian; and Native Hawaiian/Other Pacific Islander Programs?		X	
B.4	Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO programs.	Measure has been met	
	Measures		Yes	No
				For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
B.4.a	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	See Part H – Plan 1 (Updated)
B.4.b	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	
B.4.c	Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X	
B.4.d	Is there a central funding or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X	
B.4.e	Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X	
B.4.f	Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X	
B.4.f.1	Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [See 29 CFR 1614.102(b)(5)]		X	
B.4.f.2	Is there sufficient funding to ensure that all employees have access to this training and information?		X	

B.4.g	Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:				
B.4.g.1	For ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X		
B.4.g.2	To provide religious accommodations?		X		
B.4.g.3	To provide disability accommodations in accordance with the agency's written procedures?		X		
B.4.g.4	In the EEO discrimination complaint process?		X		
B.4.g.5	To participate in ADR?		X		
<p align="center">Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</p> <p align="center">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.</p>					
C.1	Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area of responsibility.	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	
C.1.a	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
C.1.b	Do EEO program officials coordinate the development and implementation of EEO plans with all appropriate agency managers to include Agency Counsel, Human Resources Officials, Finance and the Chief Information Officer?		X		
C.2	Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives.	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	
C.2.a	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		
C.2.b	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		

C.2.c	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		
C.3	Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	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	
C.3.a	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
C.3.b	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		
C.3.c	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 violation type.			X	ODEEO will hold discussions with OCHCO and the AFGE and NFFE Unions of HUD in an effort to explore ways to strengthen the accountability and enforcement of our “Table of Penalties” by taking the appropriate disciplinary actions against any employee found to have engaged in unlawful discrimination. There were five (5) Agency findings of discrimination rendered in FY 2016 on the basis of race, disability, and reprisal. While the Agency did not take disciplinary action against the responsible parties in these matters, EEO training was provided in accordance with the decision. In addition, one management official did retire from the Agency.
C.3.d	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		
C.3.e	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	See Part H – Plan 3 (Updated)

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.					
D.1	Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	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	
D.1.a	Do senior managers meet with and assist the EEO Director and/or other EEO program officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
D.1.b	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
D.1.c	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
D.1.d	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
D.1.e	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
D.1.f	Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
D.1.g	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
D.1.h	Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex and disability?		X		
D.2	Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
D.2.a	Are all employees encouraged to use ADR?		X		
D.2.b	Is the participation of supervisors and managers in the ADR process required?		X		

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.					
E.1	Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	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	
E.1.a	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
E.1.b	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	See Part H – Plan 1 (Updated)
E.1.c	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		
E.1.d	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		
E.1.e	Are 90 percent of accommodation requests processed within the frame set forth in the agency procedures for reasonable accommodation?			X	See Part H – Plan 3 (Updated)
E.2	Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
E.2.a	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		
E.2.b	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
E.2.c	Does the agency hold contractors accountable for delay in counseling and investigation processing times? If so, briefly describe how:		X		

E.2.d	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		
E.2.e	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		
E.3	Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	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	
E.3.a	Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR Part 1614?		X		
E.3.a.1	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		
E.3.a.2	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		
E.3.a.3	Does the agency complete the investigations within the applicable prescribed time frame?			X	New processes have been put in place to ensure compliance with EEOC mandated time limits. See Part H Plan #
E.3.a.4	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	New processes have been put in place to ensure compliance with EEOC mandated time limits.
E.3.a.5	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		
E.3.a.6	When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
E.3.a.7	Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		

E.4	Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
	Measures		Yes	No		
E.4.a	In accordance with 29 CFR 1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			
E.4.b	Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR 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			
E.4.c	After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X			
E.4.d	Does the responsible management official directly involved in the dispute have settlement authority?		X			
E.5	Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
	Measures		Yes	No		
E.5.a	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			
E.5.b	Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR §1614.102(a)(1)?		X			
E.5.c	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			
E.5.d	Do the agency's EEO programs address all of the laws enforced by the EEOC?		X			
E.5.e	Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its		X			

	obligation under Title VII and the Rehabilitation Act?				
E.5.f	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?			X	See Part H – Plan 1 (Updated)
E.5.g	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		
E.6	Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	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	
E.6.a	Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit that handles agency representation in EEO complaints?			X	ODEEO is working with HUD leadership to ensure that the firewall between the EEO function and the Agency's defensive function is adequate. Both ODEEO and OGC are working diligently to identify a solution that optimally complies with MD 110. See Part H Plan #7
E.6.b	Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
E.6.c	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		
	<p align="center">Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</p> <p align="center">This element requires that Federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</p>				
F.1	Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	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	
F.1.a	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		
F.2	Compliance Indicator	The agency's system of management controls	Measure has been met		For all unmet measures, provide a brief explanation in

	Measures	ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
F.2.a	Does the agency have control over the payroll processing function of the agency? If yes, answer the two questions below.		X		
F.2.a.1	Are there steps in place to guarantee responsive, timely and predictable processing of ordered monetary relief?		X		
F.2.a.2	Are procedures in place to promptly process other forms of ordered relief?		X		
F.3	Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	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	
F.3.a	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
F.3.a.1	If so, please identify the employee by title in the comments section and state how performance is measured.				<ul style="list-style-type: none"> • HUD Senior Leadership • ODEEO Leadership • EEO Compliance Officer <p>The duties and responsibilities of all of the above-mentioned positions are annotated in their annual performance standards and elements.</p>
F.3.b	Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
F.3.b.1	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 column.				N/A
F.3.c	Have the involved employees received any formal training in EEO compliance?		X		
F.3.d	Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
F.3.d.1	Attorney Fees: Copy of check issued for attorney fees and/or a narrative statement by an appropriate agency official or agency payment order?		X		

F.3.d.2	Awards: A narrative statement by an appropriate agency official starting the dollar amount and the criteria used to calculate the award?	X		
F.3.d.3	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		
F.3.d.4	Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
F.3.d.5	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 certain?	X		
F.3.d.6	Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
F.3.d.7	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		
F.3.d.8	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		
F.3.d.9	Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
F.3.d.10	Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
F.3.d.11	Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
F.3.d.12	Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

PART H

EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM – EEOC FORM 715-01

**U.S. Department of Housing and Urban Development
Fiscal Year (FY) 2016**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program
EEOC FORM 715-01 PART H**

FY 2013 - Part H, Plan #1 (Updated)

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.

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.

**STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:**

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?

Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?

Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?

OBJECTIVE:

Establish a comprehensive plan and system to track, analyze, and evaluate recruitment (i.e., applicant flow data) and other related occupational areas by utilizing data-driven approaches and optimizing policies, processes, and programs to drive EEO and inclusive diversity efforts to ultimately accomplish the agency's mission.

**RESPONSIBLE
OFFICIAL:**

Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO)

**DATE OBJECTIVE
INITIATED:**

September 30, 2013

**TARGET DATE FOR
COMPLETION OF
OBJECTIVE:**

September 30, 2018

PLANNED ACTIVITIES TOWARD COMPLETION OF THE OBJECTIVE:

**TARGET DATE
(Must be specific)**

Establish data-driven approaches to recruitment, including analyzing applicant flow data; educating hiring managers; designing fair and effective

September 30, 2016

recruitment and examining strategies for competitive examining and examining for the career SES that cast the broadest net possible and apply merit principles; utilizing applicable special hiring authorities (e.g., Schedule A authority for individuals with certain disabilities, veterans hiring authorities, etc.) as supplements to competitive hiring processes; partnering with diverse organizations and institutions to help recruitment draw from all segments of society, and generate cognitive diversity; and conducting a review of potential implicit biases within the organization.	
Establish data-driven approaches to promotion opportunities and career development, including analyzing applicant flow data; developing career enhancement opportunities; utilizing appropriate collaborative practices and social media technologies; and collaborating with Special Emphasis Program Managers, affinity groups, and employee resource groups.	September 30, 2016
Collect relevant performance data to establish a business case for diversity and inclusion for the agency; collaborate with other agencies and the Diversity and Inclusion in Government (DIG) Council to create models for analyzing performance metrics in correlation with diversity and inclusion metrics.	September 30, 2016
OCHCO and ODEEO jointly participated in a meeting with the Career Connector representatives to discuss HUD's current data collection practices and reporting.	September 30, 2016
HUD officials participated in a "Monster MD-715 Client Information Session" hosted by the U.S. Department of Treasury designed to be an educational session between Monster and its customer base to discuss how the MD-715 reports function within the system and how data is calculated.	September 30, 2016
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
HUD's Office of the Chief Human Capital Officer (OCHCO) acquired Shared Services (Administrative Resource Center, ARC) through the Bureau of Fiscal Service, U.S. Department of Treasury, for support of its HR functions.	September 30, 2014
Collaborative on-going discussions continue to take place with internal/external stakeholder to ensure adequate plan and system is accurately capturing the agency's data collection as required.	September 30, 2015
Incorporated the 2016 Government-wide Inclusive Diversity Strategic Plan which outlines the second phase of implementation of the President's 2011 Executive Order 13583, Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce thus establishing new data-driven goals.	September 30, 2016
Modification of Part H, Plan #1, to include the goal/priorities of the 2016 Government-wide Inclusive Diversity Strategic Plan reflecting the need to apply a more sophisticated inclusive diversity approach by using the latest data-driven techniques to recruitment, including analyzing applicant flow data; educating hiring managers; designing fair and effective recruitment and examining strategies for competitive examining and examining for the career SES that cast the broadest net possible and apply merit principles; utilizing applicable special hiring authorities (e.g., Schedule A authority for individuals with certain disabilities, veterans hiring authorities, etc.) as supplements to competitive hiring processes; partnering with diverse organizations and institutions to help recruitment draw from all segments of society, and generate cognitive diversity; and conducting a review of potential implicit biases within the organization.	September 30, 2016

REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Modification of the target date has been changed since the initiation of this objective on 09/30/2013. Seemingly, and due to a VERA/VSIP, restructurings and process improvement approaches along with the acquisition of Shared Services (Administrative Resource Center, ARC) through the Bureau of Fiscal Service, U.S. Department of Treasury, efforts resolving this matter has been slightly delayed.	September 30, 2016

**U.S. Department of Housing and Urban Development
Fiscal Year (FY) 2016**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program
EEOC FORM 715-01 PART H**

FY 2010 – Part H, Plan #2 (Updated)

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.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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?
OBJECTIVE:	In accordance with EEOC Management Directive (MD)-715, its mandated that Federal agencies must have in place an effective anti-harassment program policy and procedures to address non-sexual harassment and establish a separate independent investigatory process and procedures, and failing to provide clear investigation procedures.
RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)
DATE OBJECTIVE INITIATED:	September 30, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
Reestablish discussions with OCHCO, ODEEO, AFGE, NFFE, and OGC.	Completed (September 30, 2016)
Prepare a draft Anti-Harassment Program plan which outlines the policies and procedures governing this process which should contain at a minimum: 1) a clear explanation of prohibited conduct; 2) assurance that employees who make claims of harassment or provide information related to such claims will be protected against retaliation; 3) a clearly described complaint process that provides accessible avenues for complainants; 4) assurance that employer will protect the confidentiality of the individuals bringing harassment claims to the extent possible; 5) a complaint process that	Completed (September 30, 2016)

provides a prompt, thorough, and impartial investigation; and 6) assurance that the employer will take immediate and appropriate corrective action when it determines that harassment has occurred.	
Submit a final policy document to internal stakeholders for final review and concurrence.	September 30, 2017
Disseminate Anti-Harassment Program policy and procedures to all HUD employees (e.g., new employees at orientation, newly appointed managers and supervisors into the managerial/supervisory ranks, and employees attending related trainings) via hud@work website.	September 30, 2017
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Modification of the target date has been changed since the initiation of this objective on 09/30/2010.	September 30, 2017
Initial deliberations were stalled but have since resumed with a completion coming in FY 2017.	September 30, 2017
Modification of Part H, Plan #2, to provide a clear and more concise objective based on EEOC's guidance in outlining a minimum standard for develop an agency's anti-harassment program policy and procedures. In addition, modified the planned objective to reflect the appropriate Essential Element deficiency.	September 30, 2017
REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Collaborative on-going discussions continue to take place with the respective stakeholder to ensure full compliance of this mandated policy requirement. A rough draft of the proposed policy was circulated for initial thoughts and comments on August 11, 2016.	September 30, 2016
HUD conducted annual Ethics and Whistleblower Protection Act training for all employees to promote the highest ethical standards for all employees and cultivate a culture in which HUD program and services can be carried out with the utmost impartiality and integrity. The Whistleblower Protection Act training was centered around ensuring that employees who disclose allegations of serious wrongdoing or gross mismanagement are free from fear of reprisal for their disclosures.	September 30, 2016
A draft of the proposed Anti-Harassment Program policy and procedures are currently under review by OCHCO.	September 30, 2016

**U.S. Department of Housing and Urban Development
Fiscal Year (FY) 2016**

**U.S. Equal Employment Opportunity Commission
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EEO Plan to Attain the Essential Elements of a Model EEO Program
EEOC FORM 715-01 PART H**

FY 2010 - Part H, Plan #3 (Updated)

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.

Essential Element C: Management and Program Accountability

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.

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.

**STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:**

Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?

Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?

Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?

OBJECTIVE:

Establish a comprehensive Reasonable Accommodation Program (i.e., policies and procedures) and system to track, analyze, and evaluate reasonable accommodation requests of HUD employees, and ensure full compliance in accordance with EEOC guidance "Procedures for Providing Reasonable Accommodation for Individuals With Disabilities", Executive Order 13164 "Requiring Federal Agencies To Establish Procedures To Facilitate the Provision of Reasonable Accommodation", Section 501 of the Rehabilitation Act of 1973, and the ADA Amendments Act of 2008 (ADAAA).

**RESPONSIBLE
OFFICIAL:**

Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)

**DATE OBJECTIVE
INITIATED:**

September 30, 2010

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
Reestablish discussions with OCHCO, ODEEO, AFGE, NFFE, and OGC.	September 30, 2014
Draft new Reasonable Accommodation Program policies and procedures for review/concurrence and submit to the Equal Employment Opportunity Commission (EEOC) for final agency approval.	September 30, 2015
Provide a follow-up response to the EEOC, Office of Federal Operations (OFO) based on the feedback HUD received regarding its submitted RA policies and procedures pursuant to the EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation.	September 30, 2016
Consultations meetings held between OCHCO, ODEEO, AFGE, NFFE, and OGC to address the feedback/comments received from EEOC/OFO regarding the agency's submitted RA policies and procedures.	September 30, 2016
In collaboration and support of OSPM to improve the overall processing, managing, and enforcing of the reasonable accommodation process and its tracking system, OCHCO has decided to revisit its methodology and approach to this functional responsibility.	September 30, 2016
Reasonable Accommodation Project Kick-Off meeting was scheduled and all respective stakeholders invited to participate in the process improvement methodology of the RA process. Last meeting was held on November 9, 2016.	September 30, 2017
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Modification of the target date has been changed since the initiation of this objective on 09/30/2010.	September 30, 2014
On-going discussions regarding the agency's RA Program policies and procedures with OCHCO, ODEEO, AFGE, NFFE, and OGC were stalled resulting in limited success thus causing this objective to be modified.	September 30, 2015
Modification of Part H, Plan #3, to provide a clear and more concise objective based on EEOC's guidance in outlining "Procedures for Providing Reasonable Accommodation for Individuals With Disabilities". In addition, modified the planned objective to reflect the appropriate Essential Element deficiencies.	September 30, 2016
HUD-wide RA working group was established at the beginning of FY 2017 to address process improvement measures in making the RA policies and procedures more uniformed, effective, and efficiently throughout the Department. The RA Working Group meets weekly in hopes of resubmitting its final RA Program policies and procedures to EEOC/OFO asap.	September 30, 2017
REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)

Completed HUD's Reasonable Accommodation Program policies and procedures and submitted to the EEOC for final agency approval.	September 30, 2015
Consultations meetings held between OCHCO, ODEEO, AFGE, NFFE, and OGC to address the feedback/comments received from EEOC/OFO regarding the agency's submitted RA policies and procedures.	September 30, 2016
Invested in modeling the Toyota Production System (TPS) Process Improvement Methodology to assist in making the agency's Reasonable Accommodation Program policies and procedures more efficient and effective (i.e., customer friendly to all HUD employees).	September 30, 2016
Established an HUD-wide working group to assist with implementing a new RA Program policies and procedures and finalize the agency's policy for resubmission to EEOC/OFO.	September 30, 2017

**U.S. Department of Housing and Urban Development
Fiscal Year (FY) 2016**

**U.S. Equal Employment Opportunity Commission
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EEO Plan to Attain the Essential Elements of a Model EEO Program
EEOC FORM 715-01 PART H**

FY 2016 - Part H, Plan #4 (New)

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.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed? - Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204
OBJECTIVE:	Establish an effective full-time equivalent position in support of the Hispanic Employment Program within the Department to identify barriers that may impede the recruitment, hiring, promotion, professional development, and/or retention of Hispanic employees and applicants and advise management officials on the implementation of actions designed to correct the under-representation of Hispanics specific occupational fields and upper grade levels. This HEPM position will interface regularly with local community groups, civil rights advocacy groups, professional organizations, and Hispanic Serving Institutions (HSIs), and serve as a permanent fixture on the agency's Diversity Council.
RESPONSIBLE OFFICIAL:	Director, Office of Departmental Equal Employment Opportunity (ODEEO)
DATE OBJECTIVE INITIATED:	September 30, 2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
Recruit and hire a full-time Hispanic Employment Program Manager (HEPM) in the Office of Departmental Equal Employment Opportunity, Affirmative Employment Division (AED), to represent the Department and serve as a principal advisor on all Hispanic related matters involving the recruitment, hiring, promotion, professional development, and retention of Hispanic employees.	September 30, 2017
Post an announcement via internally/externally to recruit for an HEPM.	September 30, 2017

Hire an HEPM within the Office of Departmental Equal Employment Opportunity, Affirmative Employment Division (AED), to fulfil the mandated requirement of EEOC Management Directive (MD) 110.	September 30, 2017
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Posted and recruited an HEPM through the agency's Rotational Assignment Program (RAP) and who served in this capacity for 120 days.	September 30, 2016
In March 2016, advertised a Lead Equal Employment Opportunity Specialist position to serve as the Hispanic Program Manager in providing strategic advice and counsel to the Department's senior management on diversity-related issues, as outlined by the Department's Strategic Goals for advancing EEO and Diversity & Inclusion. A selection was made but the candidate declined the position.	September 30, 2016

**U.S. Department of Housing and Urban Development
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**U.S. Equal Employment Opportunity Commission
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EEOC FORM 715-01 PART H**

FY 2016 – Part H, Plan #5 (New)

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

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	- Does the agency complete the investigations within the applicable prescribed time frame? When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?
OBJECTIVE:	In accordance with 29 CFR 1614 and EEOC Management Directive (MD)-715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days and final agency decisions within 60 days of the request.
RESPONSIBLE OFFICIAL:	Director, Office of Departmental Equal Employment Opportunity (ODEEO)
DATE OBJECTIVE INITIATED:	September 30, 2017
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018
PLANNED ACTIVITIES TOWARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
Hire additional staff to process cases at conclusion of continuing resolution and government wide hiring freeze	September 30, 2019
Hire new EEO Division Director and Team Leader	February 5, 2017
Put new processes in place for processing cases (white board, establish due dates on all assignments)	November 1, 2017
Holding staff accountable. New elements on performance plans.	February 29, 2017
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTSS TO THE OBJECTIVE	TARGET DATE (MUST BE SPECIFIC)

**U.S. Department of Housing and Urban Development
Fiscal Year (FY) 2016**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program
EEOC FORM 715-01 PART H**

FY 2016 – Part H, Plan #6 (New)

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

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Low resolution rate in ADR process. There is a perception that management is unwilling to settle complaints.	
OBJECTIVE:	To obtain more ADR resolution and settlements	
RESPONSIBLE OFFICIAL:	Director, Office of Departmental Equal Employment Opportunity (ODEEO)	
DATE OBJECTIVE INITIATED:	September 30, 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2019	
PLANNED ACTIVITIES TOWARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)	
Heavily promote ADR	2017-2022	
Develop videos utilizing social media platforms	September 30, 2017	
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)	
REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)	

**U.S. Department of Housing and Urban Development
Fiscal Year (FY) 2016**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program
EEOC FORM 715-01 PART H**

FY 2016 – Part H, Plan #7 (New)

Essential Element E: EFFICIENCY

Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit that handles agency representation in EEO complaints?

**STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:**

Legal Sufficiency: While the current legal sufficiency review process is not optimal in terms of ensuring an adequate firewall, both ODEEO and OGC are committed to identifying a better solution. Given staffing challenges, the current approach, while not ideal, has at least enabled the EEO office to obtain legal reviews on critical documents. In addition, OGC has taken measures to establish as much of a firewall as possible within the constraints of the current structure and staffing availability. HUD, OGC, and ODEEO leadership are working to establish a Senior Level Attorney Advisor position that will report to the Principal Deputy General Counsel and be dedicated to the needs of ODEEO, including legal sufficiency. Pending approval, the SL position may be advertised and filled during Fiscal Year 2017.

OBJECTIVE:

To create the appropriate firewall between OGC legal sufficiency review and litigation.

**RESPONSIBLE
OFFICIAL:**

Director, Office of Departmental Equal Employment Opportunity (ODEEO);
Office of General Counsel (OGC)

**DATE OBJECTIVE
INITIATED:**

September 30, 2017

**TARGET DATE FOR
COMPLETION OF
OBJECTIVE:**

September 30, 2018

PLANNED ACTIVITIES TOWARD COMPLETION OF THE OBJECTIVE:

**TARGET DATE
(Must be specific)**

ODEEO was promised that a Senior Level Attorney Advisor position would be created and that person would be dedicated to the needs of ODEEO, including legal sufficiency. The SL position would report directly to the Principal Deputy General Counsel. To date, that position has neither been advertised or filled.

September 30, 2018

REPORT OF MODIFICATIONS TO THE OBJECTIVE:

**TARGET DATE
(Must be specific)**

REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:

**TARGET DATE
(Must be specific)**

PART I

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT - EEO PLAN TO ELIMINATE IDENTIFIED BARRIER(S)

EEOC FORM 715-01 PART I		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Housing and Urban Development		FY 2016	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		HUD's permanent workforce representation of individuals with targeted disabilities is 1.07% and continues to fall short of the federal government-wide goal of 2% of the Agency's workforce. In addition, HUD's total workforce representation of individuals with disabilities is 9.47% and is significantly below the federal government-wide set goal of 12% for Federal agency workforces.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		Reviewed existing workforce data, along with specialized data that was captured for MD- 715. Data show individuals with targeted disabilities are underrepresented compared to the federal goal of 2%. There appears to be a lack of awareness on the part of hiring managers of the special hiring authorities that could be used to non-competitively hire individuals with targeted disabilities and of established organizations whose mission is to assist Federal agencies in finding qualified candidates with disabilities.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Reeducate hiring managers and human capital professionals on the special hiring authorities and conduct specialized recruitment and outreach efforts to increase the number of new hires with disabilities and targeted disabilities.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Improve recruitment, outreach, and hiring efforts of individuals with disabilities and targeted disabilities.	
RESPONSIBLE OFFICIAL:		Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)	
DATE OBJECTIVE INITIATED:		October 1, 2016 (newly modified from FY 2015)	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		On-going	
Establish HUD's five year goals/plans to increase the participation rates of individuals with disabilities and targeted disabilities to reach the government-wide goal of 2%, and set new goals as deemed necessary.		September 30, 2018	
Provide training to managers/supervisors on Schedule A Hiring Authorities.		September 30, 2018	
Promote the participation in all HUD-wide related activities aimed at increasing the participation of individuals with disabilities.		September 30, 2018	
Use OPM's contract vendor and other resources to recruit and hire qualified individuals with disabilities and targeted disabilities.		September 30, 2018	

Make a proposal to HUD Program Offices on the need to develop a supplemental five-year plan for increasing and improving the hiring, recruitment, and retention of individuals with disabilities as required by Executive Order 13548 using OPM guidance issued in November 2010. All plans should be geared to the commitment of 2% for all new hires over the next five-years in support of individuals with targeted disabilities.	September 30, 2018
Plan to reaffirm its commitment to resurvey its workforce every two years and will do so during FY 2017 to update the race, ethnicity, gender, veteran, and disability codes identified in supporting workforce statistical information. This survey will be conducted through a voluntary self-identification process for the purpose of assisting in the development of affirmative and diversity and inclusion plans to address and eliminate potential barriers to recruitment/outreach, hiring, professional development, promotion, and retention of individuals with disabilities (including targeted disabilities).	September 30, 2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>Throughout the year and through HUD Learn, managers/supervisors and employees are provided a series of courses designed to enlighten their understanding and awareness on the benefits of being well versed with disability related matters and resources. In addition, Treasury Executive Institute (TEI) provides a forum for HUD's managers/supervisors and senior executives to learn and grow by exposing them to the best leadership models, new technologies, and best practices in addressing government-wide initiatives such as "Increasing Federal Employment of Individuals with Disabilities".</p> <p>HUD provides easy access in requesting "assistive technology" through its Assistive Technology Program (ATP) for accommodating HUD employees who have visual, hearing, mobility, cognitive, or other impairments. As HUD program offices and/or managers encounter individuals in need of "assistive technology", they may follow the policy and procedures that have been prominently displayed on the hud@work intranet site at http://hudatwork.hud.gov/HUD/cio/po/i/it/usersupp/enabled/.</p> <p>In addition, "Interpreter Services", a program under the Reasonable Accommodation Branch, Employee Assistance Program Health and Wellness Division, OCHCO, is a contracted program to provide sign language/oral interpreting services to HUD employees who are deaf or hard of hearing. All request for sign language interpreting services of HUD sponsored meetings or events are typically submitted by the respective Program Office's Administrative Officer (AO), Program Manager, Supervisors and/or Employee to Interpreter Services at InterpreterServices@hud.gov and/or by contacting (202) 708-0738.</p> <p>Through a collaborative effort, HUD reaffirmed its commitment to the reenactment of Section 508 of the Rehabilitation Act by reestablishing the roles, responsibilities, and clearinghouse in providing access to and the use of electronic and information technology (EIT) by individuals with disabilities. In addition, HUD consulted with the U.S. Access Board to focus on how HUD's facilities can be made more accessible to individuals with disabilities. Note: The U.S. Access Board is responsible for the enforcement of accessibility standards issued under the Architectural Barriers Act, which has required that federal facilities be accessible to individuals with disabilities. http://hudatwork.hud.gov/HUD/cio/po/i/508/index</p> <p>HUD, in its partnering agreement with Computer/Electronic Accommodations Program (CAP), constantly receives invitations of their engaging presentations/assessments being conducted throughout the country and often shared with the HUD headquarter and field office staff members.</p> <p>HUD promotes the use of the Job Accommodation Network (JAN) as a resource in providing expert advice and consultation on reasonable accommodation matters for HUD employees and job applicants for employment.</p>	

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Housing and Urban Development	FY 2016	
<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>In light of the persistent low representation of Hispanics in the Government-wide workforce, OPM and the EEOC agreed to a recommendation from the Hispanic Council on Federal Employment (HCFE), to require Federal agencies to conduct a barrier analysis on their Hispanic employment. This analysis should include the identification and implementation of corrective actions to address and/or eradicate all barriers and prohibited practices of EEO, and diversity and inclusion and engagement, involving Hispanic employees of HUD at the GS-12 through Senior Executive Service (SES) levels or equivalent. At a minimum, the barrier analysis should consist of the following elements: Workforce Analysis, Root Cause Analysis, Solution Development, and Best Practices.</p> <p>In addition, there continues to be a low participation rate of Hispanics (Latinos) in mission critical occupations (i.e., Economist Series (0110); Human Resources Management Series (0201); Miscellaneous Administration and Program Series (0301); Equal Opportunity Compliance Series (0360); Auditing Series (0511); General Business and Industry Series (1101); Contracting Series (1102); and Information Technology Management Series (2210).</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of workforce data tables revealed that HUD is experiencing lower than expected participation rates as well as in several of the mission critical occupations for Hispanics (Latinos). HUD employed 642 (8.08%) permanent Hispanic employees in its workforce which is slightly below the government-wide participation rate of 8.5% and significantly below the civilian labor force (CLF) participation rate of 9.96%. In addition, the participation rate for the permanent Hispanics workforce decreased by 20 employees from 662 (8.00%) in FY 2015 to 642 (8.08%) in FY 2016.</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>HUD has not fully established its targeted recruitment/outreach plan to tap into underutilized, diverse talent pools, and those aligned to our mission critical occupations and anticipated skills gaps.</p> <p>Reeducate hiring managers and Human Capital professionals on the importance of securing a high</p>	

	performing workforce that's drawn from all segments of society.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Formalize organizational recruitment and succession planning strategies to increase targeted recruitment and outreach efforts for all Hispanics (Latinos) and in mission critical related occupations. In addition, identify specific goals to achieve HUD's diversity and inclusion, and engagement vision; conduct an organizational assessment, using multiple measures, which will provide baseline research to assist HUD in better understanding the organizational climate, and to be used to further strategic diversity management goals; and provide policy recommendations to the Secretary, Deputy Secretary, and Principal Staff as well as an annual report documenting the progress of any established strategic planning efforts.
RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)
DATE OBJECTIVE INITIATED:	October 1, 2016 (newly modified from FY 2015)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	On-going
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Per EEOC Management Directive (MD) 110 dated August 5, 2015, "the head of the agency shall designate an Equal Employment Opportunity Officer(s) and such Special Emphasis Program Managers (i.e., Hispanic Employment Program Manager) to carry out the functions described in Part 1614 in all organizational units of the agency and at all agency installations. 29 C.F.R. § 1614.102(b)(4)". For this purpose, the HEPM would participate in and monitor the coordination and compliance of EEO guidelines and principles affecting Hispanics (Latinos) and the various reporting requirements associated with this group.	September 30, 2018
Establish partnerships with colleges, universities, alumni groups, professional organizations, and all other groups for targeting a diverse pool of candidates.	September 30, 2018
Utilize HUD's Diversity Council and specifically the "Latino Network" and "HUD National Image	September 30, 2018

Chapter" (two vital affinity groups) to assist with the Department's efforts and serve as a "change agent" to promote an inclusive work environment that furthers HUD's vision for diversity.	
Develop a more comprehensive POL planning process that identifies and addresses HUD's underrepresented workforce shortfalls, and offers corrective actions through each Program Office's hiring projections (i.e., mission critical occupations) for FY 2017, FY 2018 and beyond.	September 30, 2018
Conduct an assessment of mission critical occupations to determine if these current occupations remain critical to the Department carrying out its mission and/or are other noted occupations now required.	September 30, 2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In support of HUD's Strategic Plan, 2014 – 2018, Human Capital Strategic Plan (HCSP) for 2015 – 2018, Human Capital Succession Planning for 2015-2018, and Strategic Workforce Planning for 2015-2018, here's just a few noteworthy accomplishments in achieving operational excellence of its human capital management objectives:

- HUD's ODEEO approached AFGE local 222 in headquarters and three national Hispanic organizations, the League of United Latin American Citizens (LULAC), the National Organization for Mexican American Rights (NOMAR) and National Image to develop partnerships designed to maximize recruitment and outreach efforts to the Hispanic community.
- A "Memorandum of Understanding (MOU)" was established between HUD and the American Federal of Government Employees (AFGE) Council 222 to redefine the composition and operation of HUD's Diversity Council and any subcommittee by providing clarity of its framework for which members may engage in wide-ranging discussions focused on promoting and enhancing EEO, and diversity and inclusion. This forum will serve as a vehicle for advising top leadership on the adoption and implementation of creative strategies, policies, and programs to build and maintain a high quality diverse workforce. In addition, the primary role of the Diversity Council is to serve as a change agent by identifying and communicating to leadership the principal issues affecting the business case for EEO, and diversity and inclusion across the Department. The Diversity Council will consider what policies, strategies, and initiatives will strengthen the impact and cohesiveness of the Department's EEO, and diversity and inclusion efforts, and will discuss how to implement such initiatives, including the identification of resources that may be leveraged throughout the Department.
- The Latino Network has established a Share Point site that is available upon becoming a member along with a "Yammer" (internal social media) site for connecting and keeping open communication with its members and the HUD workforce. The Latino Network continues to provide notices for job opportunities, free training and leadership articles through their Yammer site referenced as "Conexiones" and seeks to transform high-potential, mid-career Latino professionals into innovative executives by sharing developmental information, training opportunities and job/vacancy announcements.
- The Latino Network also facilitated leadership conference calls entitled "Conversaciones" which translates to conversations. The purpose of the leadership calls was to identify leaders in the public and private sector that were willing to share their professional/career stories with the members as a "mentoring" approach. It should be duly noted that these conference calls would

serve as opportunities in providing members with leadership pointers, motivation, and guidance for their own self and professional development.

- HUD National Image Chapter held several meetings with their membership in an effort to formalize their chapter at HUD.
- The Latino Network and HUD's National Image Chapter in recognition of this year's Hispanic Heritage Month (September 15 – October 15), not only hosted an event in HUD's Headquarters but also promoted and coordinated several observances/events throughout the Regional Offices which included: Region II - Special Employee Committee, who held a panel discussion covering their theme entitled "Afro Latinos: An Untaught History". Also, Region VIII sponsored an event with a theme entitled "History of the Kitiyama Strike" in Brighton, CO back in the late 60's. This event featured Rodolfo Briseno talking about the history of the strike as well as he gave uplifting advice and comments on the need to continue the movement started in the 60's and 70's for better housing, jobs, and the representation of Hispanics. A newsletter reporting this event was prominently display on HUD's National Image Chapter site on "Yammer".
- HUD employees fully supported and participated by attending LULAC's 2016 Federal Training Institute Partnership and the 2016 National Image Training Conference in Albuquerque, NM, whereby HUD's Raul Cenicerros served as one of the conference trainers.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U.S. Department of Housing and Urban Development		FY 2016
<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>HUD's non-compliance in establishing and maintaining an effective Reasonable Accommodation Program that complies with the governing laws and principles set forth in Section 501 of the Rehabilitation Act of 1973, Americans with Disabilities Act (ADA) of 1990, Executive Order 13163 "Establishing Procedures to Facilitate the Provision of Reasonable Accommodation", Americans with Disabilities Act Amendment Act of 2008, and other related statutes and Executive Orders which requires Federal agencies to establish procedures to facilitate the provisions of reasonable accommodations.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>In conducting an analysis of Part G (Agency's Self-Assessment Checklist Measuring Essential Elements), along with noting that the Department still doesn't have an approved RA process and procedures by EEOC, HUD has, therefore, failed to implement sound procedures for reasonable accommodation for individuals with disabilities and targeted disabilities that have been made readily available/accessible to all employees and applicants for employment.</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>In addition, HUD has failed to train employees and managers/supervisors on their responsibilities under the Department's process and procedures for reasonable accommodation.</p> <p>Further, HUD lacks an RA web-based tracking system that manages/monitors the reasonable accommodation process, disabilities/targeted disabilities, accommodation approved/disapproved, and resources of assistance.</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>Finalize the HUD's Reasonable Accommodation Policies and Procedures, as approved by EEOC, and formalize communications which outlines the responsibilities of all parties involved in this process. In addition, train all employees and managers/supervisor on the RA process, and disseminate such procedures during new employee orientations, periodic employee and manager/supervisor training sessions, as well as making these RA procedures available via HUD's hud@work (Intranet Website) and www.hud.gov (External Website).</p>	

RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)
DATE OBJECTIVE INITIATED:	October 1, 2016 (newly modified from FY 2015)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Per EEOC Management Directive (MD) 110, sufficiently staff a Disability Employment Program Manager (DEPM) to administer, manage/monitor, and enforce the provisions governing the Department's Reasonable Accommodation Program in accordance with Section 501 of the Rehabilitation Act of 1973, Americans with Disabilities Act (ADA) of 1990, Executive Order 13163 "Establishing Procedures to Facilitate the Provision of Reasonable Accommodation", Americans with Disabilities Act Amendment Act of 2008, and other related statutes and Executive Orders which requires Federal agencies to establish procedures to facilitate the provisions of reasonable accommodations.	September 30, 2017
Collaborate with HUD's Diversity Council and specifically "Advocates for HUD Employees with Disabilities (AHED)" to assist with the Department's efforts and serve as a "change agent" to promote an inclusive work environment that furthers HUD's vision for diversity.	September 30, 2017
Develop a more comprehensive RA process that complies with the statutory, regulatory, Executive Orders, and other related policies governing Federal agencies by EEOC.	September 30, 2017
Conduct an assessment of all approved/disapproved RA request to determine what trends, commonalities, and/or barriers exist for immediate process improvements.	September 30, 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<ul style="list-style-type: none"> Drafted new Reasonable Accommodation Program policies and procedures for review/concurrence and submit to the Equal Employment Opportunity Commission (EEOC) for final agency approval. Completed HUD's Reasonable Accommodation Program policies and procedures and submitted to the EEOC for final agency approval. 	

- Consultations meetings were held between OCHCO, ODEEO, AFGE, NFFE, and OGC to address the feedback/comments received from EEOC/OFO regarding the agency's submitted RA policies and procedures.
- Provided a follow-up response from the EEOC, Office of Federal Operations (OFO) based on the feedback HUD received regarding its submitted RA policies and procedures pursuant to the EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation.
- Invested in modeling the Toyota Production System (TPS) Process Improvement Methodology to assist in making the agency's Reasonable Accommodation Program policies and procedures more efficient and effective (i.e., customer friendly to all HUD employees).
- In collaboration and support of OSPM to improve the overall processing, managing, and enforcing of the reasonable accommodation process and its tracking system, OCHCO has decided to revisit its methodology and approach to this functional responsibility.
- Reasonable Accommodation Project Kick-Off meeting was scheduled and all respective stakeholders invited to participate in the process improvement methodology of the RA process. Last meeting was held on November 9, 2016.
- HUD-wide RA working group was established at the beginning of FY 2017 to address process improvement measures in making the RA policies and procedures more uniformed, effective, and efficiently throughout the Department. The RA Working Group meets weekly in hopes of resubmitting its final RA Program policies and procedures to EEOC/OFO asap. Note: Developing a Reasonable Accommodation Case Management System to track and monitor all request for reasonable accommodation for status updates and reporting, and determine commonalities for expedient and proactive processing.

PART J

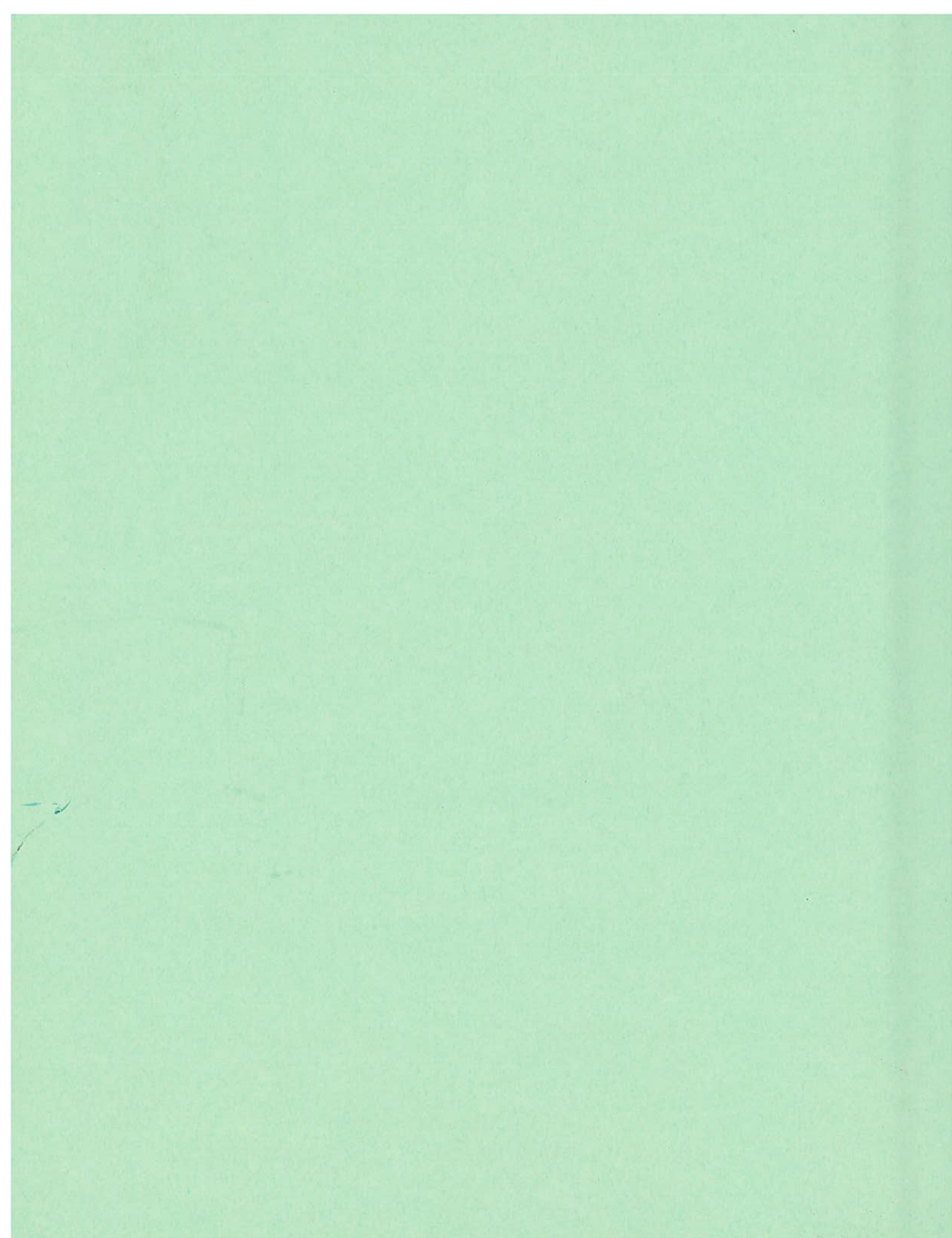
SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING, AND ADVANCEMENT OF INDIVIDUALS WITH TARGETED DISABILITIES

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 Disabilities								
PART I Department or Agency Information	1. Agency	1. U.S. Department of Housing and Urban Development								
	1.a. 2 nd Level Component	1.a.								
	1.b. 3 rd 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	8419	100.00%	8074	100.00%	-345	-4.10%			
	Reportable Disability	790	9.38%	765	9.47%	-25	-3.16%			
	Targeted Disability*	95	1.13%	87	1.08%	-8	-8.42%			
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total work force, a barrier analysis should be conducted (see below).									
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						503			
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						5			
	PART III Participation Rates In Agency Employment Programs									
	Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
#			%	#	%	#	%	#	%	
3. Competitive Promotions (GS-13 through SES)	4	0	0.00	0	0.00	0	0.00	4	100.0	
4. Non-Competitive Promotions	12	0	0.00	0	0.00	1	8.33	11	91.67	
5. Employee Career Development Programs										
5.a. Grades 01 - 12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5.b. Grades 13 - 15	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5.c. Grade SES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6. Employee Recognition and Awards										
6.a. Time-Off Awards (total 1-9 hrs awarded)	669	74	11.06	2	0.30	10	1.49	585	87.44	
6.b. Cash Awards (total # awarded)	1714	190	11.09	8	0.47	33	1.93	1491	86.99	
6.c. Cash Awards (total \$\$\$ awarded)	805,090	100,534	12.49	3,570	0.44	16,354	2.03	688,202	85.48	
6.d. Quality-Step Increase (total \$\$\$ awarded)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

*Professional Development Data by race/ethnicity/disability is not collected by a workforce data reporting system.

**SES awards and award amounts are not included in this analysis.

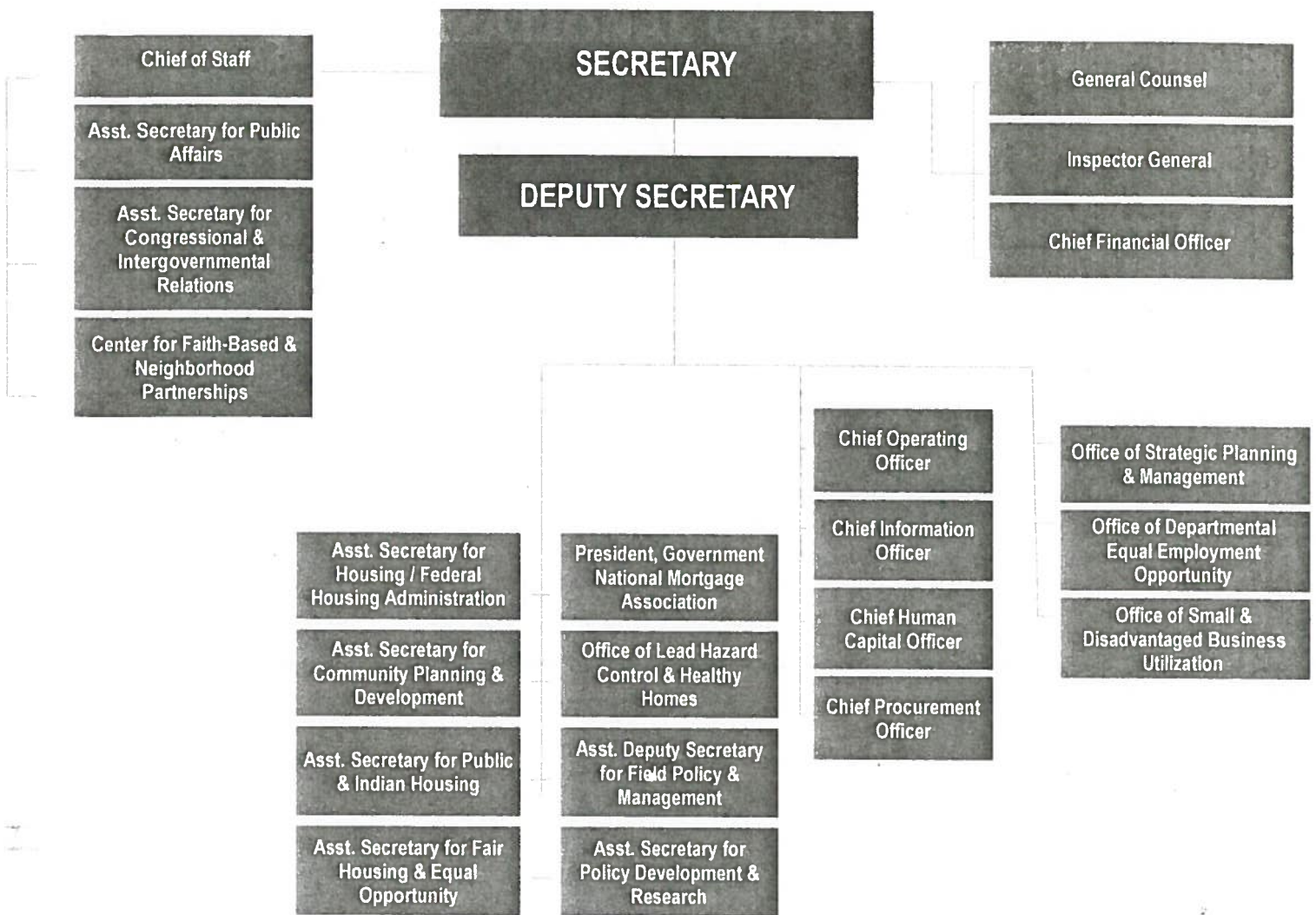
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
<p>Part IV</p> <p>Identification and Elimination of Barriers</p>	<p>HUD's limited analysis has identified two key focus areas for increasing the participation rate of individuals with disabilities and targeted disabilities.</p> <p>1) OCHCO and ODEEO professionals have indicated that hiring officials lack functional knowledge on the use of special hiring authorities available for non-competitively recruiting and hiring of veterans and individuals with disabilities and targeted disabilities.</p> <p>2) OCHCO and ODEEO professionals must conduct extensive barrier analysis and improve its targeted recruitment and outreach efforts by expanding their resource base to include non-traditional organizations assistance to hiring officials who are unaware of the various professional organizations that may assist in identifying qualified individuals with disabilities who has the skill sets and are not aware of the availability of established organizations whose mission is to assist agencies in finding qualified candidates with disabilities.</p>
<p>Part V</p> <p>Goals and Strategies for Targeted Disabilities</p>	<p>Goal #1: Increase HUD's participation rate of individuals with disabilities and targeted disabilities as set forth by EEOC and OPM collectively. Some strategies should include:</p> <ul style="list-style-type: none"> • Re-evaluate and set new numerical hiring goals to increase participation rates for individuals with disabilities and targeted disabilities over the next five (5) years. • Educate potential students with disabilities on the special hiring appointing authorities (Schedule A) through Workforce Recruitment Program (WRP) by sending an HUD OCHCO and ODEEO representative to serve as a WRP recruitment liaison. • Establish a list of Certified Schedule A Candidates (with talent and skills supporting the HUD mission and its mission critical occupations). It is duly noted that this list be provided to senior management, and managers/supervisors on a monthly basis. • Provide extensive training to senior management, and managers/supervisors on Schedule A hiring authority usage. • Present to HUD hiring officials a list of pre-screen individuals with disabilities candidates when vacancies occur within the respective HUD Program Offices. <p>Goal #2: Retain current employees with targeted disabilities</p> <ul style="list-style-type: none"> • HUD's Disability Employment Program Manager shall work with senior management, managers/supervisors, OCHCO, and BFS in establishing career ladder positions (based on series, grade, and mission critical occupation) for individuals with disabilities and targeted disabilities. • HUD's Disability Employment Program Manager shall work with OCHCO, senior management, managers/supervisors in establishing robust Individual Development Plans (IDPs) to assist with for individuals with disabilities and targeted disabilities achieving their professional goals and reaching their full potential. • Conduct a comprehensive assessment in identifying, addressing, and eliminating potential barriers to recruitment/outreach, hiring, professional development, promotion, and retention of individuals with disabilities and targeted disabilities.

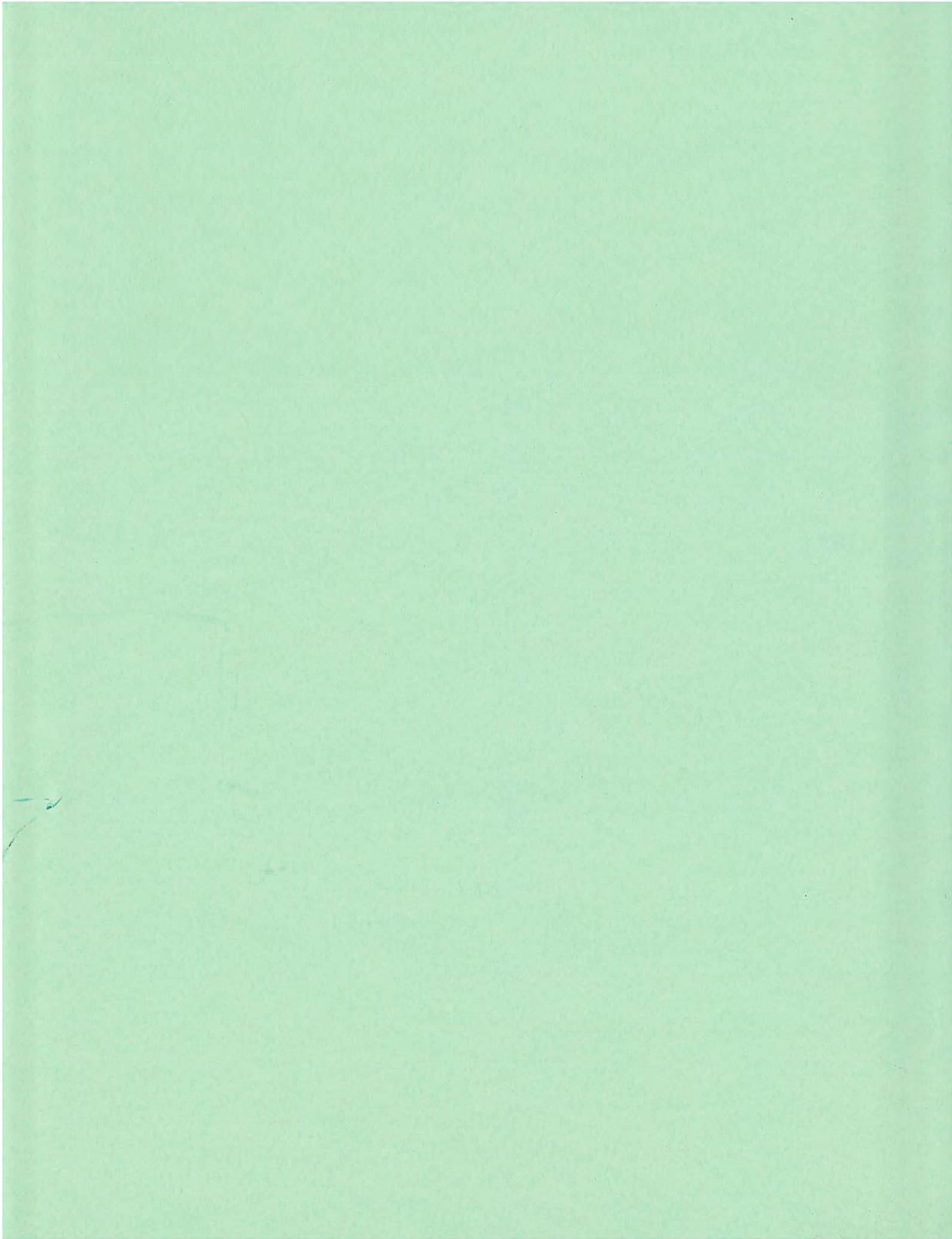




ORGANIZATIONAL CHART

HUD's Organization and Reporting Structure





DELEGATION OF AUTHORITY CONCERNING EQUAL OPPORTUNITY PROGRAMS

Frequency of submission: Quarterly,
Annually.

	Number of respondents	×	Annual responses	×	Hours per response	=	Burden hours
Reporting Burden	11,000		2.2		4.511		109,175

Total estimated burden hours:
109,175.

Status: Reinstatement with change of
a previously approved collection.

Authority: Section 3507 of the Paperwork
Reduction Act of 1995, 44 U.S.C. 35, as
amended.

Dated: June 16, 2011.

Colette Pollard,

Departmental Reports Management Officer,
Office of the Chief Information Officer.

[FR Doc. 2011-15514 Filed 6-21-11; 8:45 am]

BILLING CODE 4210-67-P

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

[Docket No. FR-5521-D-01]

Delegation of Authority for the Office of Departmental Equal Employment Opportunity

AGENCY: Office of the Secretary, HUD.

ACTION: Notice of delegation of
authority.

SUMMARY: In this notice, the Secretary of
HUD delegates concurrent authority to
the Director and Deputy Director, Office
of Departmental Equal Employment
Opportunity (ODEEO) with respect to
all matters pertaining to the work of
ODEEO and supersedes any prior
delegation of authority from the
Secretary to the Director, ODEEO.

DATES: Effective Date: June 14, 2011.

FOR FURTHER INFORMATION CONTACT:
Michelle A. Cottom, Acting Director,
Office of Departmental Equal
Employment Opportunity, Department
of Housing and Urban Development,
Room 2134, 451 7th Street, SW.,
Washington, DC 20410-6000, telephone
number 202-402-5627. (This is not a
toll-free number.) Persons with hearing
or speech impairments may access this
number through TTY by calling the toll-
free Federal Relay Service at 1-800-
877-8339.

SUPPLEMENTARY INFORMATION: For HUD,
a commitment to equal opportunity is
fundamental, not only relative to the
public's expectations of fair housing
without discrimination, but also to
HUD's employment of a workforce that
reflects the communities it serves. HUD
remains committed to building a leading
equal employment opportunity (EEO)

program. Section 1614.102 of title 29,
Code of Federal Regulations requires
that the agency's EEO program be
organized and structured to maintain a
workplace that is free from
discrimination in any of the agency's
policies, procedures, or practices. It also
provides that the EEO program support
the agency's strategic mission and that
the ODEEO Director be under the direct
supervision of the agency head. The
ODEEO Director, Deputy Director, and
other ODEEO professional staff that are
responsible for EEO programs must have
regular and effective means of informing
the agency head and senior management
officials of the status of EEO programs
and must be involved in, and consulted
on, management/personnel actions.

Section A. Authority Delegated

The Secretary hereby delegates to the
Director and Deputy Director, ODEEO
concurrent authority and responsibility
to promulgate and implement all
policies, procedures, and practices to
operate a model EEO program. The
Secretary may revoke the authority
authorized herein, in whole or part, at
any time.

Section B. Authority Excepted

The authority delegated in this
document does not include the
authority to sue or be sued or to issue
or waive regulations.

Section C. Authority To Redelegate

The authority delegated in this
document may be redelegated.

Section D. Authority Superseded

This delegation supersedes any
previous delegations of authority from
the Secretary to the Director, ODEEO.

Authority: Section 7(d) of the United States
Department of Housing and Urban
Development Act, 42 U.S.C. 3535(d).

Dated: June 14, 2011.

Shaun Donovan,

Secretary.

[FR Doc. 2011-15512 Filed 6-21-11; 8:45 am]

BILLING CODE 4210-67-P

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

[FR-5415-FA-08]

Announcement of Funding Awards; Indian Community Development Block Grant Program; Fiscal Year 2010

AGENCY: Office of Native American
Programs, Office of Public and Indian
Housing, HUD.

ACTION: Announcement of funding
awards.

SUMMARY: In accordance with Section
102(a)(4)(C) of the Department of
Housing and Urban Development
Reform Act of 1989, this announcement
notifies the public of funding decisions
made by the Department in a
competition for funding under the
Fiscal Year 2010 (FY 2010) Notice of
Funding Availability (NOFA) for the
Indian Community Development Block
Grant (ICDBG) Program. This
announcement contains the
consolidated names and addresses of
this year's award recipients under the
ICDBG.

FOR FURTHER INFORMATION CONTACT: For
questions concerning the ICDBG
Program awards, contact the Area Office
of Native American Programs (ONAP)
serving your area or Deborah M.
Lalancette, Office of Native Programs,
1670 Broadway, 23rd Floor, Denver, CO
80202, telephone (303) 675-1600.
Hearing or speech-impaired individuals
may access this number via TTY by
calling the toll-free Federal Information
Relay Service at (800) 877-8339.

SUPPLEMENTARY INFORMATION: This
program provides grants to Indian
Tribes and Alaska Native Villages to
develop viable Indian and Alaska Native
communities, including the creation of
decent housing, suitable living
environments, and economic
opportunities primarily for persons with
low and moderate incomes as defined in
24 CFR 1003.4.

The FY 2010 awards announced in
this Notice were selected for funding in
a competition posted on HUD's Web site
on August 24, 2010. Applications were
scored and selected for funding based
on the selection criteria in that notice
and Area ONAP geographic
jurisdictional competitions.





SECRETARY'S EEO POLICY STATEMENT



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

MAR 17 2015

MEMORANDUM FOR: All HUD Employees
FROM: Julián Castro 
SUBJECT: POLICY STATEMENT—Equal Employment Opportunity

I am issuing this Equal Employment Opportunity (EEO) Policy Statement to illustrate my commitment that the U.S. Department of Housing and Urban Development is a workplace where all employees, as well as applicants seeking employment with our organization, are given equal employment opportunity and are free from discrimination.

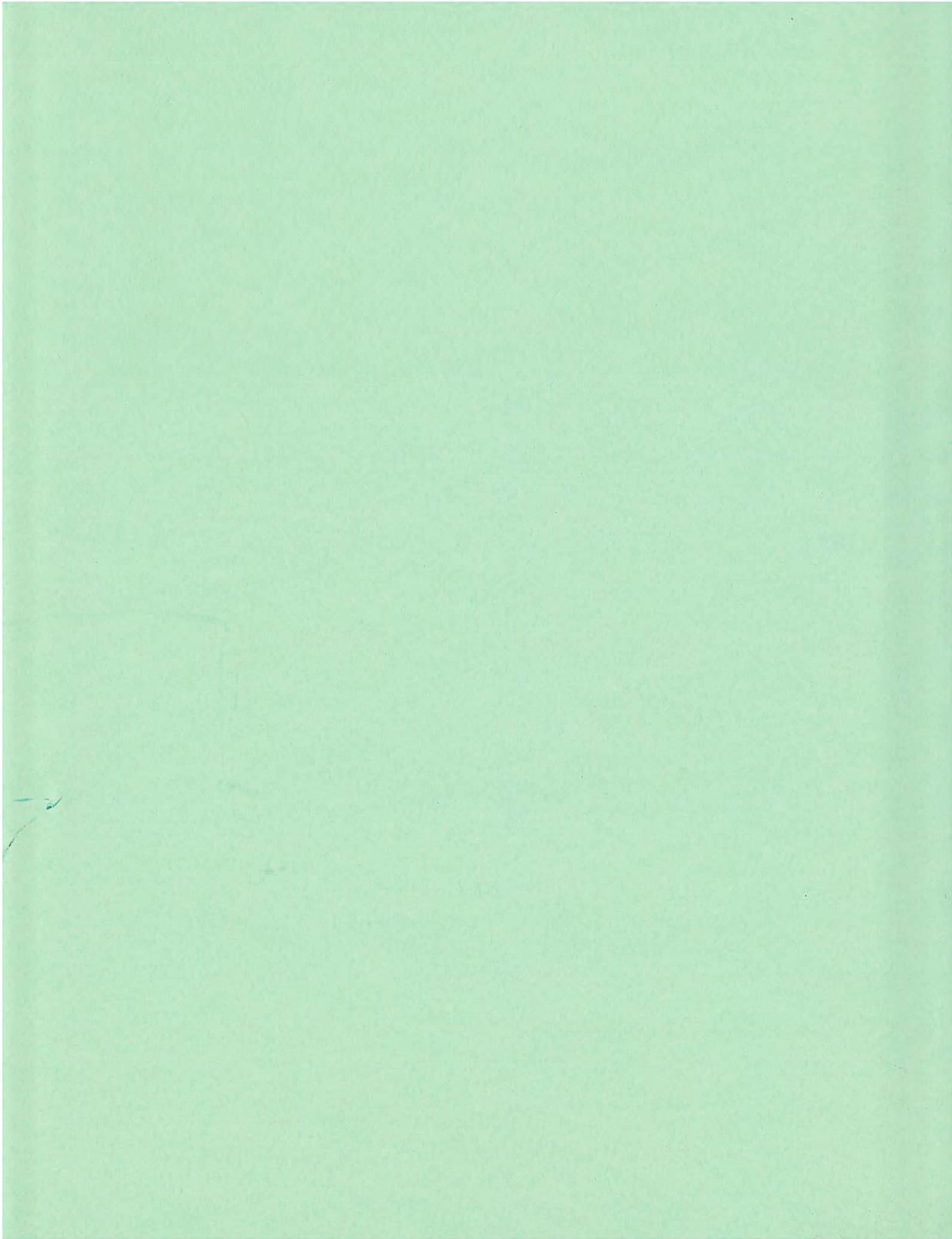
Building on the founding Housing Act of 1949, and through continued efforts in creating strong, sustainable, inclusive communities and quality affordable homes, HUD's responsibilities touch the lives and dreams of all Americans. To do this work fairly and equitably, HUD is committed to a work environment that promotes equal opportunity for all employees, job applicants, and those that benefit from HUD programs and activities—regardless of their race, color, sex, religion, national origin, age (40 and over), disability, veteran status, protected genetic information, protected activity, sexual orientation, gender identity and expression, marital status, or parental or pregnancy status.

HUD has a zero tolerance standard for all types of discrimination, harassment, and civil rights violations in the workplace. We will continue to be vigilant in taking seriously all allegations of discrimination, retaliation, and harassment, and expect managers and leaders to respond promptly and appropriately to any reported concerns. All employees will continue to be held accountable for compliance with EEO laws and policies and for treating colleagues with respect, dignity, and professionalism. It is HUD's policy that any employee who engages in inappropriate or unacceptable behavior or condones behavior that violates this EEO policy will be subject to disciplinary action, including removal.

Ensuring the principles of equal opportunity at HUD is a strategic imperative, and must be promoted through the fundamentals of fairness and equity. Managers and employees have a responsibility to foster positive, inclusive, and professional work environment that respects and values the differences of HUD's employees, and capitalizes on their diverse talents and fulfillment of their potential.

I am confident that with all of us working together, HUD will continue to make important strides in safeguarding equal opportunity for all employees. A commitment to equal opportunity is the responsibility of every HUD employee, and is essential to the Department's continued








U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

MAR 17 2015

MEMORANDUM FOR: All HUD Employees
FROM: Julián Castro 
SUBJECT: POLICY STATEMENT—Alternative Dispute Resolution

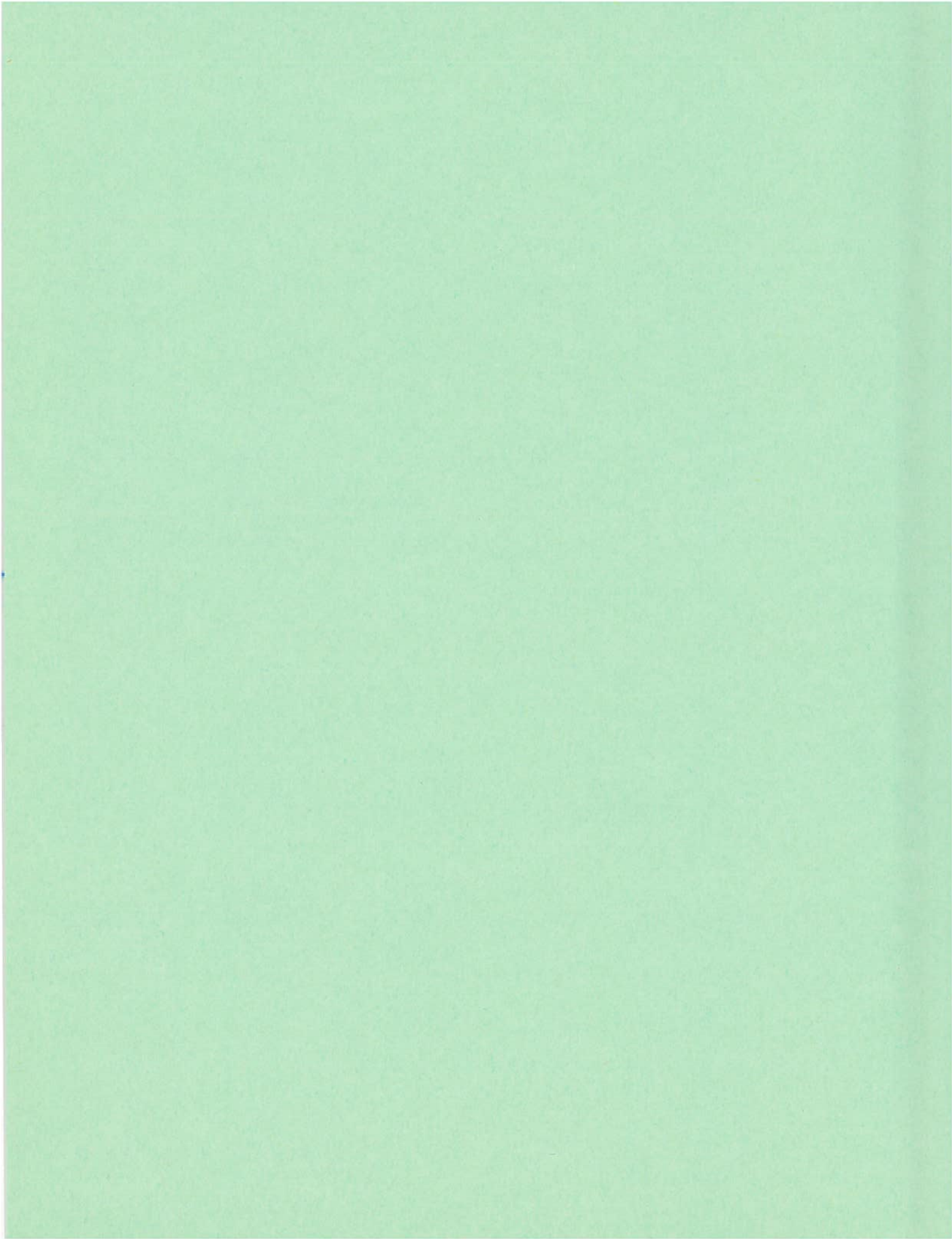
As an advocate of Alternative Dispute Resolution (ADR), I pledge my commitment to maintain a healthy and safe environment within the U.S. Department of Housing and Urban Development that fosters communication, trust, and a workplace where all employees, as well as applicants seeking employment with our organization, are treated with dignity and respect free from discrimination and harassment.

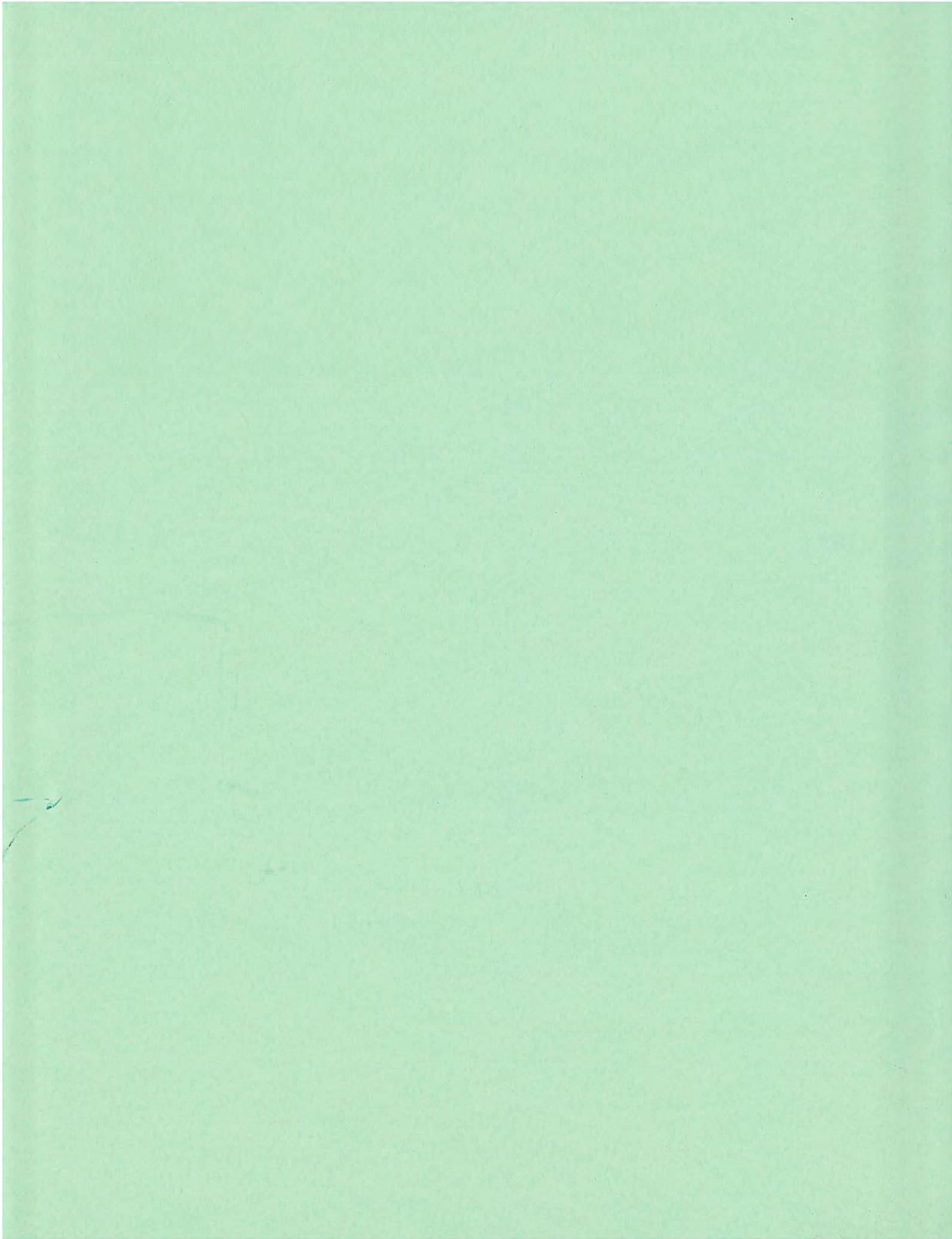
ADR is the resolution of workplace disputes through informal, voluntary, consensual techniques (settlements, negotiations, arbitration, mediation, and facilitation) without litigation or formal administrative complaint processes. ADR is designed to supplement, not limit or replace, the formal grievance and Equal Employment Opportunity (EEO) complaint procedures already established in the Department.

Participation in ADR is strongly encouraged and may be initiated prior to, or after, the filing of a formal EEO complaint through the traditional administrative processes. ADR can be a valuable tool to resolve EEO complaints, grievances, and other unresolved disputes in the workplace. Managers and supervisors are required to use and participate in ADR as a tool to resolve disputes at the earliest stage possible, and prevent and minimize the escalation of disputes in an expeditious, cost-effective, and mutually acceptable manner.

Fairness of ADR is manifested by incorporating such principles as voluntariness, neutrality, confidentiality, enforceability, flexibility, training, and evaluation. HUD's ADR program is available to all employees, former employees, and applicants for employment who believe that they have suffered discrimination in the workplace because of their race, color, national origin, religion, veteran status, sex (including pregnancy and gender identity), genetic information, age (40 and over), disability, or sexual orientation, or for participating in a protected activity in the EEO complaint process or having opposed a practice that is illegal under the EEO statutes.

I fully endorse the use of ADR and encourage all employees to work together to resolve workplace disputes, building a stronger HUD. I encourage all managers and supervisors to embrace my ADR philosophy, and I look forward to seeing the benefits of ADR throughout the Department.







U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

MAR 17 2015

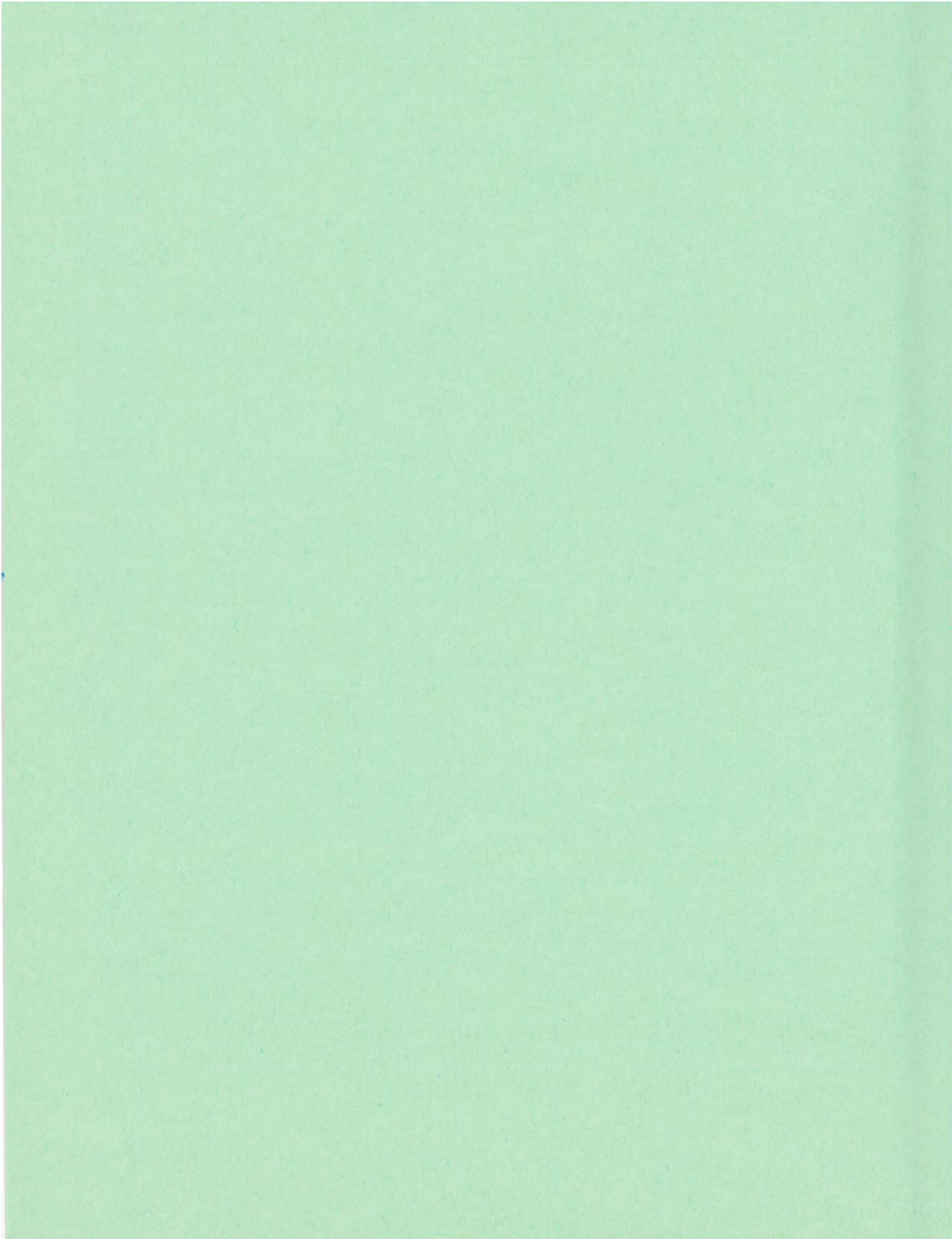
MEMORANDUM FOR: All HUD Employees
FROM: Julián Castro 
SUBJECT: POLICY STATEMENT — Unlawful Harassment

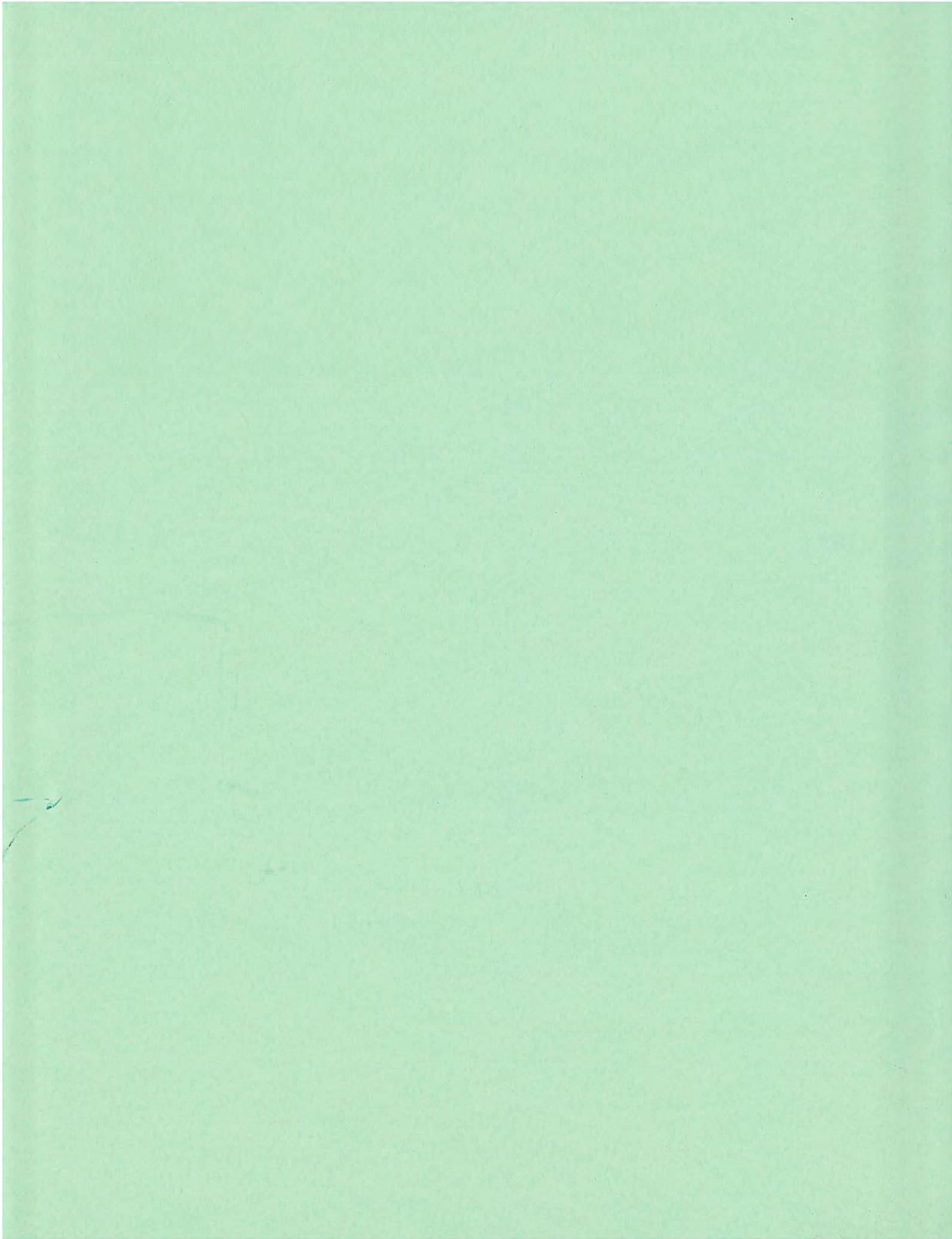
I am issuing this Prevention of Harassment Policy Statement as a means of demonstrating my commitment to assuring that the U.S. Department of Housing and Urban Development provides and maintains a work environment that is free from all forms of harassing conduct, and to prevent any harassing conduct before it becomes severe or pervasive. This policy applies to all employees in their working relationships and includes harassment by coworkers, supervisors, or nonemployees.

Harassment, whether sexual or nonsexual, is defined as any unwelcome verbal, nonverbal, or physical conduct that is based on race, color, religion, sex (sexual orientation, gender identity and expression, marital status, parental status, or pregnancy), national origin, age (40 or over), disability, veteran, or genetic information. Harassment becomes unlawful when (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a complaint of discrimination; testifying, or participating in any way, in an investigation, proceeding, or a lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

HUD is committed to addressing and eliminating harassing conduct. A hostile environment claim under Title VII usually requires showing a pattern of offensive conduct. HUD will not wait for such a pattern to emerge. Rather, HUD will act before the harassing conduct becomes so pervasive and offensive as to constitute a hostile environment. It is HUD's policy that any employee who engages in unacceptable behavior or condones behavior that violates this policy will be subject to disciplinary action, including removal.

HUD will enforce a "zero tolerance" policy for harassing behavior, which extends to retaliation against any employee for making a good faith report of harassing conduct under this or any other policy or procedure, or for assisting in any inquiry into such a report. Complaints of retaliation will be handled pursuant to the Department's statutory Equal Employment Opportunity (EEO) complaint process, and/or union collective bargaining agreements covering harassment.





ANALYSIS OF EEOC 462 REPORT

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK		COUNSELING	INDIVIDUALS
TOTAL COMPLETED/ENDED COUNSELING			
C TOTAL COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS
C 1. COUNSELED WITHIN 30 DAYS		95	94
C 2. COUNSELED WITHIN 31 TO 90 DAYS		30	30
C 2 a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		63	62
C 2 b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		23	23
C 2 c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		38	38
C 3. COUNSELED BEYOND 90 DAYS		2	2
C 4. COUNSELED DUE TO REMANDS		0	0
D. PRE-COMPLAINT ACTIVITIES		COUNSELING	INDIVIDUALS
D 1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD		11	11
D 2. INITIATED DURING THE REPORTING PERIOD		106	104
D 3. COMPLETED/ENDED COUNSELINGS		95	94
D 3 a. SETTLEMENTS (MONETARY AND NON-MONETARY)		11	11
D 3 b. WITHDRAWALS/NO COMPLAINT FILED		28	28
D 3 c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD		52	52
D 3 d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		4	4
D 4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD		22	21

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E 1. COMPENSATORY DAMAGES	0	0	\$0.00
E 2. BACKPAY/FRONTPAY	0	0	\$0.00
E 3. LUMP SUM PAYMENT	0	0	\$0.00
E 4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E 5	0	0	\$0.00
E 6	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	2	2
F 1. HIRES	0	0
F 1 a. RETROACTIVE	0	0
F 1 b. NON-RETROACTIVE	0	0
F 2. PROMOTIONS	0	0
F 2 a. RETROACTIVE	0	0
F 2 b. NON-RETROACTIVE	0	0
F 3. EXPUNGEMENTS	1	1
F 4. REASSIGNMENTS	2	2
F 5. REMOVALS RESCINDED	1	1
F 5 a. REINSTATEMENT	0	0
F 5 b. VOLUNTARY RESIGNATION	1	1
F 6. ACCOMMODATIONS	0	0
F 7. TRAINING	0	0
F 8. APOLOGY	0	0
F 9. DISCIPLINARY ACTIONS	1	1
F 9 a. RESCINDED	1	1
F 9 b. MODIFIED	0	0
F 10. PERFORMANCE EVALUATION MODIFIED	1	1
F 11. LEAVE RESTORED	0	0
F 12. NEUTRAL REFERENCE	0	0
F 13	0	0
F 14	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$3,500.00
G 1. COMPENSATORY DAMAGES	0	0	\$0.00
G 2. BACKPAY/FRONTPAY	0	0	\$0.00
G 3. LUMP SUM PAYMENT	1	1	\$1,000.00
G 4. ATTORNEY FEES AND COSTS	1	1	\$2,500.00
G 5	0	0	\$0.00
G 6	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	9	9
H 1. HIRES	0	0
H 1 a. RETROACTIVE	0	0
H 1 b. NON-RETROACTIVE	0	0
H 2. PROMOTIONS	1	1
H 2 a. RETROACTIVE	0	0
H 2 b. NON-RETROACTIVE	1	1
H 3. EXPUNGEMENTS	1	1
H 4. REASSIGNMENTS	6	6
H 5. REMOVALS RESCINDED	0	0
H 5 a. REINSTATEMENT	0	0
H 5 b. VOLUNTARY RESIGNATION	0	0
H 6. ACCOMMODATIONS	1	1
H 7. TRAINING	2	2
H 8. APOLOGY	1	1
H 9. DISCIPLINARY ACTIONS	1	1
H 9 a. RESCINDED	1	1
H 9 b. MODIFIED	0	0
H 10. PERFORMANCE EVALUATION MODIFIED	6	6
H 11. LEAVE RESTORED	1	1
H 12. NEUTRAL REFERENCE	0	0
H 13. Telework	2	2
H 14	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	2	2

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART II - FORMAL COMPLAINT ACTIVITIES

201	A COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
54	B COMPLAINTS FILED
3	C REMANDS (sum of lines C1+C2+C3)
2	C 1. REMANDS (NOT INCLUDED IN A OR B)
1	C 2 REMANDS (INCLUDED IN A OR B)
0	C 3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C 1 OR C 2 ABOVE
0	C 4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F OR H THAT RESULTED FROM REMANDS
257	D. TOTAL COMPLAINTS
257	E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
67	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
191	I COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + ((C2 + C3) - C4)
54	J INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A 1. WORKFORCE				
A 1 a TOTAL WORK FORCE	8,074			
A 1 b PERMANENT EMPLOYEES	7,947			
A 2. COUNSELOR	7		0	
A 2 a FULL-TIME	2	28.57	0	0
A 2 b PART-TIME	5	71.43	0	0
A 2 c COLLATERAL DUTY	0	0	0	0
A 3. INVESTIGATOR	0		111	
A 3 a FULL-TIME	0	0	56	50.45
A 3 b PART-TIME	0	0	25	22.52
A 3 c COLLATERAL DUTY	0	0	30	27.03
A 4. COUNSELOR/INVESTIGATOR	0		0	
A 4 a FULL-TIME	0	0	0	0
A 4 b PART-TIME	0	0	0	0
A 4 c COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B 1. NEW STAFF (NS) - TOTAL	1	0	0	0	0	0
B 1 a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	1	0	0	0	0	0
B 1 b STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B 1 c STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B 2. EXPERIENCED STAFF (ES) - TOTAL	6	0	0	111	0	0
B 2 a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	6	0	0	111	0	0
B 2 b STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B 2 c STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1	EEO DIRECTOR'S NAME	John P. Benison
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES NO X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	
PERSON	Nani A. Coloretta	
TITLE	Deputy Secretary	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	
PERSON	Stephen D Smith	
TITLE	EEO Manager	
4.	WHO DOES THAT PERSON REPORT TO?	
PERSON	Aisa K. McCullough	
TITLE	Deputy Director	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part I)
BASES OF ALLEGED DISCRIMINATION

BASES OF ALLEGED DISCRIMINATION	RACE							RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR					
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	3	0	0	0	1	4	12	7	7
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/TERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	3	0	0	2	0	3	15	6	6
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	1	1	1
E.2. REPRIMAND	0	0	0	3	0	0	1	0	2	9	3	3
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	1	0	1	5	1	1
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF EVAL/APPRASAL	0	0	0	4	0	0	1	0	8	24	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	0	0	10	0	0	7	1	16	65	24	24
I.1. NON-SEXUAL	1	0	0	10	0	0	7	1	15	62	22	22
I.2. SEXUAL									1	3	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	0	0	2	1	1
L. PROMOTION/NO-N-SELECTION	0	0	0	11	1	0	4	0	5	49	19	19
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	12	10	10
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	1	1	1
P. RELIGIOUS ACCOMMODATION									0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING									0	0	0	0
S. TELEWORK	0	0	0	1	0	0	0	0	0	2	1	1
T. TERMINATION	0	0	0	2	0	0	0	0	2	9	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	8	0	0	5	0	12	45	16	16
V. TIME AND ATTENDANCE	0	0	0	3	0	0	1	0	3	15	5	5
W. TRAINING	0	0	0	2	0	0	0	1	1	8	3	3
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1	0	0	0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	1	0	0	48	1	0	20	3	54			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2016

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part I)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										TOTAL ALL COMPLAINANTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE							RELIGION	REPRISAL	TOTAL ALL BASIS BY ISSUE		
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR					
TOTAL ALL COMPLAINTS FILED BY BASES	1	0	0	24	1	0	12	1	28			
TOTAL ALL COMPLAINANTS BY BASES	1	0	0	24	1	0	12	1	28			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2016

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

BASES OF ALLEGED DISCRIMINATION

ISSUES OF ALLEGED DISCRIMINATION	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL			
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	1	0	1	0	0	0	1	0	1	12	7	7
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	0	0	0	1	0	0	1	1	2	15	6	6
E.1 DEMOTION	1	0	0	0	0	0	0	0	0	0	1	1	1
E.2 REPRIMAND	0	0	0	0	0	0	0	0	0	2	9	3	3
E.3 SUNDOWN	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4 REMOVAL	0	0	0	0	1	0	0	1	1	0	5	1	1
E.5 DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	1	1	0	0	0	0	0	0	2	4	24	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	2	7	0	0	1	0	0	0	2	8	65	24	24
I.1 NON-SEXUAL	2	5	0	0	1	0	0	0	2	8	62	22	22
I.2 SEXUAL	0	2	0	0	0	0	0	0	0	0	3	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	0	0	0	0	2	1	1
L. PROMOTION/NO-N-SELECTION	5	5	0	1	1	0	0	11	1	4	49	19	19
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1 DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2 DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISMIL	0	0	0	0	0	0	0	0	4	7	12	10	10
O. REINSTATEMENT	0	0	0	0	0	0	0	0	1	0	1	1	1
P. RELIGIOUS ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING	0	0	0	0	0	0	0	0	0	0	0	0	0
S. TELEWORK	0	1	0	0	0	0	0	0	0	0	2	1	1
T. TERMINATION	1	0	0	0	0	0	0	1	2	0	9	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	1	6	1	0	0	0	0	3	3	6	45	16	16
V. TIME AND ATTENDANCE	0	2	0	0	0	0	0	1	0	1	15	5	5
W. TRAINING	0	2	0	0	0	0	0	0	0	0	8	3	3
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	11	26	3	2	4	0	0	33	16	36	1	0	0

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASIS OF ALLEGED DISCRIMINATION												TOTAL ALL COMPLAINANTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX			PREGNANCY/ DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY				
	MALE	FEMALE	LGBT		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	GINA		
TOTAL ALL COMPLAINTS FILED BY BASES	9	12	1	0	2	2	0	0	19		9	18	1	
TOTAL ALL COMPLAINANTS BY BASES	9	12	1	0	2	2	0	0	19		9	18	1	

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)
BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF DISCRIMINATION IN SETTLEMENTS	RACE							RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR							
A. APPOINTMENT/HIRE	0	0	0	2	0	0	0	0	0	0	0	0	4	2
B. ASSIGNMENT OF DUTIES	0	0	0	1	0	0	0	0	2	2	1	1	5	4
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL-TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	1	1	0	1	0	1	2	1	1	8	3
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	1	1
E.2. REPRIMAND	0	0	0	1	1	0	1	0	1	2	1	1	5	1
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	2	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERFORM EVAL/APPRaisal	0	0	0	3	0	0	2	0	6	11	4	4	9	6
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	5	0	0	3	0	5	13	4	4	20	10
L1. NON-SEXUAL	0	0	0	5	0	0	3	0	4	13	4	4	17	8
L2. SEXUAL	0	0	0	0	0	0	0	0	1	0	0	0	3	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	3	0	0	0	0	2	0	0	0	11	6
M. REASSIGNMENT	0	0	0	2	0	0	0	0	2	0	0	0	4	2
M.1. DENIED	0	0	0	1	0	0	0	0	1	0	0	0	2	1
M.2. DIRECTED	0	0	0	1	0	0	0	0	1	0	0	0	2	1
N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	2	2	1	1	4	3
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	1	0	0	0	0	0	2	1	1	0	0
T. TERMINATION	0	0	0	1	0	0	0	0	1	3	1	1	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	5	1	0	2	0	6	14	7	7	7	4
V. TIME AND ATTENDANCE	0	0	0	1	0	0	1	0	0	3	1	1	0	0
W. TRAINING	0	0	0	0	0	0	0	1	0	0	0	0	2	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	12	2	0	7	0	9	0	0	0	0	0

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REPORTING PERIOD: FY 2016

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS										
ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				
1.A. NUMBER OF COUNSELINGS SETTLED	0	0	0	6	1	0	3	0	5	
1.B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	6	1	0	3	0	5	
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	13	0	0	2	1	18	
2.A. NUMBER OF COMPLAINTS SETTLED	0	0	0	8	0	0	2	1	10	
2.B. NUMBER OF COMPLAINTANTS SETTLED WITH	0	0	0	8	0	0	2	1	10	

NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASIS OF ALLEGED DISCRIMINATION IN SETTLEMENTS																
ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	SEX		EQUAL PAY ACT		NATIONAL ORIGIN	DISABILITY			AGE	GINA			NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COMPLAINANTS SETTLED BY ESTE	NUMBER COMPLAINANTS SETTLED BY ESTE	NUMBER COMPLAINANTS SETTLED BY ESTE
	MALE	FEMALE	MALE	FEMALE		MENTAL	PHYSICAL	GINA								
A. APPOINTMENT/HIRE	0	0	0	0	0	1	0	0	0	0	0	0	0	0	2	2
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	4
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	2	2	0	0	0	0	0	0	2	1	1	1	1	8	3	3
E.1. DEMOTION	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
E.2. REPRIMAND	1	1	0	0	0	0	0	0	2	1	1	1	5	1	1	1
E.3. SUSPENSION	0	1	0	0	0	0	0	0	0	0	0	0	2	1	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	1	0	0	0	1	1	3	0	11	4	4	9	6	6	6
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	7	0	0	0	0	0	4	0	13	4	4	20	10	10	10
I.1. NON-SEXUAL	1	5	0	0	0	0	0	4	0	13	4	4	17	8	8	8
I.2. SEXUAL	0	2	0	0	0	0	0	0	0	0	0	0	3	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0	0	0	0	0	0	0	11	6	6	6
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	4	2	2	2
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	1
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	1
N. REASONABLE ACCOMMODATION DISABILITY	0	0	0	0	0	0	1	3	0	2	1	1	4	3	3	3
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0
T. TERMINATION	0	1	0	0	0	0	0	0	0	3	1	1	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	1	1	0	0	0	0	0	1	0	14	7	7	7	4	4	4
V. TIME AND ATTENDANCE	1	0	0	0	0	0	0	0	0	3	1	1	0	0	0	0
W. TRAINING	1	0	0	0	0	0	0	0	0	0	0	0	2	1	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	4	3	0	0	0	1	0	0	10	1	2	0	0	0	0	0

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELING SETTLED BY EEOE	NUMBER INDIVIDUALS SETTLED WITH EEOE	NUMBER COMPLAINT SETTLED BY ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY EEOE	NUMBER COMPLAINANTS SETTLED BY EEOE
	MALE	FEMALE		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
1.A. NUMBER OF COUNSELINGS SETTLED	2	2	0	0	1	0	0	3	1	1	0	0	0	0	0	0
1.B. NUMBER OF COUNSELINGS SETTLED WITH	2	2	0	0	1	0	0	3	1	1	0	0	0	0	0	0
2. COMPLAINT SETTLEMENT ALLEGATIONS	2	11	0	0	1	0	0	13	2	10	0	0	0	0	0	0
2.A. NUMBER OF COMPLAINTS SETTLED	2	8	0	0	1	0	0	8	1	5	0	0	0	0	0	0
2.B. NUMBER OF COMPLAINTS SETTLED WITH	2	8	0	0	1	0	0	8	1	5	0	0	0	0	0	0

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV D - BASES AND ISSUES FOUND IN FAD'S AND FINAL ORDERS (Part 1)

BASIS OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS	RACE						RELIGION	REPRISAL	NUMBER OF FAD FINDINGS BY ISSUE	NUMBER OF FAD'S WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER ADJUDICATION FINDINGS BY ISSUE	NUMBER WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES										
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/TERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERFORM EVAL/APPRaisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NO-N-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part I)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE					COLOR	RELIGION	REPRISAL	NUMBER OF FAD's ISSUED BY ISSUE	NUMBER OF FAD's WITH FINDINGS BY ISSUE	NUMBER OF FAD's WITH FINDINGS BY ISSUE	NUMBER OF FAD's WITH FINDINGS BY ISSUE	NUMBER OF FAD's WITH FINDINGS BY ISSUE	NUMBER OF FAD's WITH FINDINGS BY ISSUE	NUMBER OF FAD's WITH FINDINGS BY ISSUE	NUMBER OF FAD's WITH FINDINGS BY ISSUE	COMPLAINANTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	#
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES												
1. Issues of Discrimination Found in FAD's with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.1a Number FAD's with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.1b Number Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. AD Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.1a Number AD Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.1a # of Final Orders (Findings) Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.1b # of Complaints Issued FAD's with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS										# COMPLAINTS ISSUED w/ FINDINGS FULLY IMPLEMENTED BY ISSUE					
	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		DISABILITY			NUMBER OF FINDINGS BY ISSUE		NUMBER COMPLAINTS ISSUED w/ FINDINGS BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE		
MALE	FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	NUMBER OF FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED w/ FINDINGS BY ISSUE	NUMBER ADJUDICATION FINDINGS BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/TITLE	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E.6	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0		0	0	2	0	0	2	2	2	2
N. REASONABLE ACCOMMODATION DISABILITY	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
X.1	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0
Final Agency Decision Findings	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

REPORTING PERIOD: FY 2016

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX		NATIONAL ORIGIN			EQUAL PAY ACT		DISABILITY		GINA	NUMBER OF FAD's WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDER'S w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDER'S w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	WHITE	HISPANIC LATINO	OTHER	MALE	FEMALE	MENTAL	PHYSICAL							
1. Issues of Discrimination Found in FAD's and Final Orders																
1.1a. Number FAD's with Findings	0	0	0	0	0	0	0	0	0	0						
1.1b. Number Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	0	0						
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0						
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0						
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0						
3.2a. # of Final Orders (FAD) With Findings Implemented	0	0	0	0	0	0	0	0	0	0						
3.3b. # of Complaints Issued FAD's with Findings Implemented	0	0	0	0	0	0	0	0	0	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART V - SUMMARY OF CLOSURES BY STATUTE

55	A.1. TITLE VII
0	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
28	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
24	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
107	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	67	56261	839.72
A.1. WITHDRAWALS	8	6309	788.63
A.1.a. NON-ADR WITHDRAWALS	8	6309	788.63
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	25	16841	673.64
A.2.a. NON-ADR SETTLEMENTS	23	16245	706.30
A.2.b. ADR SETTLEMENTS	2	596	298.00
A.3. FINAL AGENCY ACTIONS	34	33111	973.85
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	18	10014	556.33
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	12	9157	763.08
B.3. DISMISSAL OF COMPLAINTS	6	857	142.83
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	16	23097	1,443.56
C.1. AJ DECISION FULLY IMPLEMENTED	16	23097	1,443.56
C.1.a. FINDING DISCRIMINATION	3	4771	1,590.33
C.1.b. FINDING NO DISCRIMINATION	12	16937	1,411.42
C.1.c. DISMISSAL OF COMPLAINTS	1	1389	1,389.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	12	2372	197.67
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	3	308	102.67
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	3	308	102.67
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	5	1372	274.40
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	5	1372	274.40
D.3. HEARING REQUESTED, AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	4	692	173.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	4	692	173.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	28	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	18	\$1,320,367.79
B.1. BACK PAY/FRONT PAY	3	\$50,431.99
B.2. LUMP SUM PAYMENT	6	\$43,300.00
B.3. COMPENSATORY DAMAGES	7	\$537,000.00
B.4. ATTORNEY FEES AND COSTS	11	\$689,635.80
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	25	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	2	3
F.2.a. RETROACTIVE	2	1
F.2.b. NON-RETROACTIVE	0	2
F.3. EXPUNGEMENTS	4	2
F.4. REASSIGNMENTS	1	4
F.5. REMOVALS RESCINDED	3	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	3	0
F.6. ACCOMMODATIONS	2	0
F.7. TRAINING	7	1
F.8. APOLOGY	11	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	5	1
F.11. LEAVE RESTORED	3	4
F.12. NEUTRAL REFERENCE	1	0
F.13. Telework	1	1
F.14	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	191	160237			
A 1 COMPLAINTS PENDING WRITTEN NOTIFICATION	6	556	92.67	413	
A 1a COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	9	478	53.11	466	
A 2 COMPLAINTS PENDING IN INVESTIGATION	37	18191	491.65	1191	
A 2a COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A 3 COMPLAINTS PENDING IN HEARINGS	105	107531	1024.1	3139	532-2011-00106X
A 4 COMPLAINTS PENDING A FINAL AGENCY ACTION	34	33481	984.74	2470	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	55	21669	393.98
AGENCY INVESTIGATIONS			
A 1 INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A 1a INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A 1b INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A 1b1 TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A 1b2 UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A 1c INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A 2 AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A 3 INVESTIGATIONS COMPLETED BY CONTRACTORS	55	21669	393.98
A 3a INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	3	453	151.00
A 3b INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	28	7615	271.96
A 3b1 TIMELY COMPLETED INVESTIGATIONS	11	2978	270.73
A 3b2 UNTIMELY COMPLETED INVESTIGATIONS	17	4637	272.76
A 3c INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	24	13601	566.71
A 4 CONTRACTOR INVESTIGATION COSTS	\$160,108.36		\$2,911.06

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B 1. ADR OFFERED BY AGENCY	94	93		
B 2. REJECTED BY INDIVIDUAL (COUNSELEE)	56	56		
B 3. INTENTIONALLY LEFT BLANK				
B 4. TOTAL ACCEPTED INTO ADR PROGRAM	38	38		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	30	30		
C 1. INHOUSE	0	0		
C 2. ANOTHER FEDERAL AGENCY	30	30		
C 3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
C 4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C 5. FEDERAL EXECUTIVE BOARD	0	0		
C 6.	0	0		
C 7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	30	30	1566	52.20
D 1. MEDIATION	30	30	1566	52.20
D 2. SETTLEMENT CONFERENCES	0	0	0	0.00
D 3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D 4. FACTFINDING	0	0	0	0.00
D 5. FACILITATION	0	0	0	0.00
D 6. OMBUDSMAN	0	0	0	0.00
D 7. PEER REVIEW	0	0	0	0.00
D 8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D 9.	0	0	0	0.00
D 10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E 1. TOTAL CLOSED	38	38	1935	50.92
E 1 a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	9	9	447	49.67
E 1 b. NO FORMAL COMPLAINT FILED	9	9	435	48.33
E 1 c. COMPLAINT FILED				
E 1 c i. NO RESOLUTION	15	15	764	50.93
E 1 c ii. NO ADR ATTEMPT (aka Part X E 1 d)	4	4	211	52.75
E 1 e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1	78	78.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES
FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B 1. ADR OFFERED BY AGENCY		5	5		
B 2. REJECTED BY COMPLAINANT		0	0		
B 3. INTENTIONALLY LEFT BLANK					
B 4. TOTAL ACCEPTED INTO ADR PROGRAM		5	5		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		2	2		
C 1. INHOUSE		0	0		
C 2. ANOTHER FEDERAL AGENCY		2	2		
C 3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		0	0		
C 4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C 5. FEDERAL EXECUTIVE BOARD		0	0		
C 6.		0	0		
C 7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		2	2	159	79.50
D 1. MEDIATION		2	2	159	79.50
D 2. SETTLEMENT CONFERENCES		0	0	0	0.00
D 3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D 4. FACTFINDING		0	0	0	0.00
D 5. FACILITATION		0	0	0	0.00
D 6. OMBUDSMAN		0	0	0	0.00
D 7. MINI-TRIALS		0	0	0	0.00
D 8. PEER REVIEW		0	0	0	0.00
D 9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D 10.		0	0	0	0.00
D 11.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E 1. TOTAL CLOSED		5	5	233	46.60
E 1 a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		2	2	209	104.50
E 1 b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E 1 c. NO RESOLUTION		2	2	4	2.00
E 1 d. NO ADR ATTEMPT		1	1	20	20.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F 1. MONETARY (INSERT TOTALS)		2	2	\$9,700.00	
F 1 a. COMPENSATORY DAMAGES		0	0	\$0.00	
F 1 b. BACKPAY/FRONTPAY		0	0	\$0.00	
F 1 c. LUMP SUM		1	1	\$6,000.00	
F 1 d. ATTORNEY FEES AND COSTS		1	1	\$3,700.00	
F 1 e.		0	0	\$0.00	
F 2. NON-MONETARY (INSERT TOTALS)		2	2		
F 2 a. HIRES		0	0		
F 2 a.i. RETROACTIVE		0	0		
F 2 a.ii. NON-RETROACTIVE		0	0		
F 2 b. PROMOTIONS		0	0		
F 2 b.i. RETROACTIVE		0	0		
F 2 b.ii. NON-RETROACTIVE		0	0		
F 2 c. EXPUNGEMENTS		1	1		
F 2 d. REASSIGNMENTS		0	0		
F 2 e. REMOVALS RESCINDED		1	1		
F 2 e.i. REINSTATEMENT		0	0		
F 2 e.ii. VOLUNTARY RESIGNATION		1	1		
F 2 f. ACCOMMODATIONS		1	1		
F 2 g. TRAINING		1	1		
F 2 h. APOLOGY		2	2		
F 2 i. DISCIPLINARY ACTIONS		0	0		
F 2 i.i. RESCINDED		0	0		
F 2 i.ii. MODIFIED		0	0		
F 2 j. PERFORMANCE EVALUATION MODIFIED		1	1		
F 2 k. LEAVE RESTORED		0	0		
F 2 l. NEUTRAL REFERENCE		0	0		
F 2 m.		0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED

B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR

8074

C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X & XI.)

1

C.1 IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)

0

C.2 IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)

0

C.3 IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)

1

C.4 CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)

0

AMOUNT

D. EEO ADR FUNDING SPENT

\$9,080.00

E. EEO ADR CONTACT INFORMATION

E.1 NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER

Aissa K. McCullough

E.2 TITLE

Deputy Director

E.3 TELEPHONE NUMBER

202-402-5582

E.4 EMAIL

Aissa.K.McCullough

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?

YES

NO

X

F.1a. If yes, is there a written policy requiring the participation?

X

F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?

X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2015 through September 30, 2016 is accurate and complete.

NAME OF CERTIFYING OFFICIAL

John Benison

TITLE OF CERTIFYING OFFICIAL

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SIGNATURE OF CERTIFYING OFFICIAL
(Enter PIN to serve as your electronic signature)

DATE

01-11-2016

NAME OF PREPARER

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DATE

01-11-2016

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2016

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

Form 462 Comments

Part Name COMMENT expression left evaluation symbol expression right value1 value2 comment

Part I

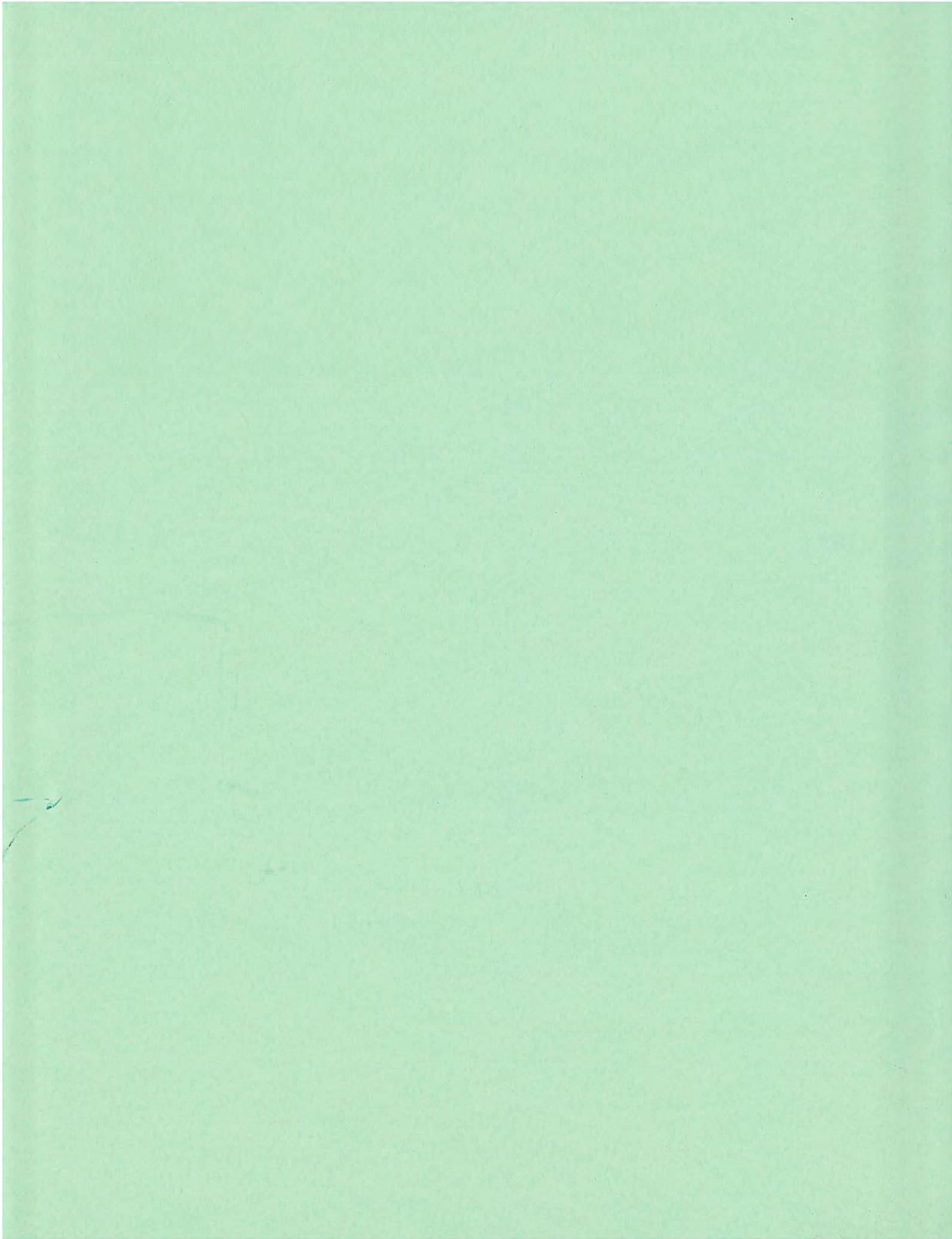
D1 - On Hand At The Beginning Of The Reporting Period, Counselings (Current Year) = D4 - Counselings Pending At The End Of The Reporting Period (Previous Year) | 11 | 12 | Entries occurred in
complaints and case data was changed
D1 - On Hand At The Beginning Of The Reporting Period, Individuals Pending At The End Of The Reporting Period (Previous Year) | 11 | 12 | Entries occurred in
complaints and case data was changed
D3c - Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II J | 52 | 54 | Entries occurred in complaints and case data was changed
D3c - Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Complaints = Part II B | 52 | 54 | Entries occurred in complaints and case data was changed

Part II

A - Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) = | 1 - Complaints On Hand At The End Of The Reporting Period (Previous Year) | 20 | 208 | Entries
occurred in complaints and case data was changed

PART XI

E1a - Settlements with Benefits (Monetary & Non-monetary) - Average: Days | between | 0 and 100 | 104.5 | 100 | Waiting on ADR Concurrence from Legal





GLOSSARY OF TERMS & ACRONYMS



Office of Departmental Equal Employment Opportunity
U.S. Department of Housing and Urban Development
Glossary of Terms & Acronyms

ADR Closures

The number of counseling's or complaints resolved through the ADR process during the fiscal year.

ADR Election Rate

Of the total counseling's or complaints that received an ADR offer, the election rate represents the percentage that participated in the ADR process.

ADR Offer Rate

The percentage of completed/ended counseling's or the complaint closures that received an ADR offer.

ADR Participation Rate

The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

ADR Resolution Rate

The percentage of ADR closures resolved by either settlement or withdrawals from the EEO process.

Affirmative Action

Positive steps taken by an employer to ensure equal employment opportunities for minorities, women, and persons with disabilities. In federal employment, extra effort must be made to include qualified women, minorities, and persons with disabilities at grade levels and in job categories where they are underrepresented.

Affirmative Employment Plans

Written plans for programs required by Executive Order 11478 and other laws and regulations. AEP's may contain studies, which show how the workforce at the activity has been used, and may include goals and timetables for increasing the representation of women, minorities, and persons with disabilities in those areas where they have been underrepresented.

Age Discrimination

Age discrimination is present if an individual covered under this provision is treated unfavorably in the terms and conditions of his/her employment because of his or her age. The Age Discrimination in Employment Act (ADEA) forbids discrimination based on age for those individuals who are 40 years of age or older. An individual is covered when an employer discriminates in hiring, firing, wage benefits, hours worked, and availability of overtime based on age.

Agency

Executive departments as defined in 5 U.S.C. § 101 (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the federal government having positions in the competitive service.

Allegation

An assertion, declaration, or statement made in a complaint that sets out or identifies what the alleging party expects to be proved.

Alternative Dispute Resolution (ADR)

Any number of conflict resolution techniques which uses a neutral third party to assist employees, applicants, managers and supervisors, and/or customers in resolving disputes.

American Community Survey

ACS is an on-going statistical survey that samples a small percentage of the population every year -- giving communities the current information they need to plan investments and services that may help them determine how more than \$400 billion in federal and state funds are distributed each year. Throughout the federal government, agencies use ACS estimates to inform public policymakers, distribute funds, and assess programs. For example, the Department of Justice, the Department of Labor, and the EEOC use ACS estimates to enforce employment antidiscrimination laws. The Department of Veterans Affairs uses ACS estimates to evaluate the need for health care, education, and employment programs for those who have served in the military, and the Department of Education uses ACS estimates to develop adult education and literacy programs.

Annual Reports

Reports required to be submitted to EEOC on an agency's affirmative employment program accomplishments pursuant to EEOC MD-715.

Appeal Closures

The number of appeals decided by the EEOC during a fiscal year.

Applicant

An individual who applies for employment or an internship with the federal government.

Applicant Flow Data

Information reflecting the characteristics of the pool of individuals applying for an employment opportunity.

Average Age of Open Pending Inventory

Average number of days of all complaints, hearings or appeals which are not yet resolved at the end of the reporting period.

Average Processing Time

The total number of days divided by the number of investigations, complaint closures, hearing closures, or appeal closures.

Barrier

A policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on their disability status.

Basis

The reason(s) the complainant believes that he or she has been subjected to prohibited discriminatory behavior. The bases on which discrimination is prohibited are race, color, religion, national origin, sex, age, disability, reprisal (for prior participation in the EEO complaint process), sexual orientation, parental status, and protected genetic information.

Civilian Labor Force (CLF)

Data derived from the 2010 Census reflecting all members of the population aged 16 or over in the United States who are not in the military or institutions such as prisons or mental hospitals and who are either employed or are unemployed and actively seeking and available for work (all Americans who are eligible to work in the everyday U.S. economy).

Class Complaint/Class Action

A complaint articulated or filed by a group of people who feel that personnel or management policies or practices discriminate against them as a group. Members of the group believe that a characteristic they share -- race, color, religion, sex, national origin, age, or disability is the basis for the discrimination. For example, a class may be made up of women who believe they have been consistently discriminated against because of their sex. In such a case, all female employees, past and present, and all female applicants would be included in the complaint. When a class complaint goes to court, it becomes a class action. As with complaints by individuals, illegal discrimination may or may not have occurred.

Color Discrimination

Discrimination based on color occurs when individuals are treated less favorably than others who are similarly situated because of the color of their skin. This is a separately identifiable type of discrimination, which can also occur in conjunction with race discrimination.

Complainant

Any person (either employee or applicant) who presents a complaint that alleges discrimination in an employment matter to an EEO counselor against a federal agency during the fiscal year.

Complaint

A complaint is a claim of illegal discrimination that is handled through an administrative procedure. A complaint may result when an employee believes he or she has been unfairly treated because of race, color, etc. The claim itself is not proof that illegal discrimination has taken place. The investigation that follows the filing of a complaint will determine if illegal discrimination has, in fact, occurred. A person who files a complaint is called a complainant.

Complaint Closures

The number of complaints that were completed in the formal complaint process during the fiscal year.

Complaint Rate

The percentage of individuals who filed a complaint per the total work force.

Complaints Filed

The number of complaints that were filed against the Treasury Departmental Offices during the fiscal year.

Completed/Ended Counseling's

The number of counseling's which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

Conflict

Any disagreement, discord, argument, complaint, or legal action, as well as the circumstances leading up to it.

Counseling Rate

The percentage of individuals who completed counseling per the total work force.

Counseling's Initiated

The number of new counseling's that began during the current fiscal year.

Counselor

An individual designated to discuss and attempt to resolve informal complaints within a federal agency. All counselors are expected to function as mediators on the issues raised if any initial explanation does not satisfy the complainant.

Current Population Survey

Sponsored jointly by the Census Bureau and the Bureau of Labor Statistics (BLS), CPS is the primary source of labor force statistics for the population of the United States. In addition, the CPS is the source of numerous high-profile economic statistics, including the national unemployment rate, and provides data on a wide range of issues relating to employment and earnings. The CPS also collects extensive demographic data that complement and enhance our understanding of labor market conditions in the nation overall, among many different population groups, in the states and sub-state areas.

Disability

A mental or physical impairment that substantially limits one or more of the major life activities (e.g., breathing, standing, walking, bending, lifting), has a record of such impairment, or is regarded as having such impairment.

Discrimination

Discrimination is defined in civil rights law as unfavorable or unfair treatment of a person or class of persons in comparison with others who are not members of the protected class because of race, sex, color, religion, national origin, age, physical/mental disability, or reprisal for opposition to discriminatory practices or participation in the EEO process.

Discrimination against Persons with Disabilities

Discrimination against a person with a disability occurs when an employee or applicant is treated less favorably on the basis of a disabling condition. It can also happen when an organization fails to make reasonable accommodation for a qualified disabled employee or applicant able to meet the requirements of the position through reasonable accommodation or job modification.

A person with a disability is defined as one who has a physical or mental impairment that substantially limits one or more of such person's major life activities, has a record of such impairment, or is regarded as having such impairment.

Physical or mental impairment means any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin and endocrine, or any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

Major life activities include (but are not limited to) functions such as caring for oneself, performing manual tasks, walking, seeing, standing, hearing, speaking, breathing, learning and working.

Has a record of such an impairment, has a history of, or has been classified (or misclassified) as having a mental or physical impairment that substantially limits major life activities.

Dismissals

An agency's final action on a complaint of discrimination that meets the criteria set forth in 29 C.F.R. § 1614.107(a).

Disparate Impact

Less favorable effect for one group than for another. Disparate or adverse impact results when policies and practices applied to all employees or applicants have a different and more inhibiting effect on one group than they do on another. For example, nonessential educational requirements for certain jobs can have a disparate impact on minority groups looking for work, as they are often limited in their access to educational opportunities.

Disparate Treatment

Inconsistent application of rules and policies to an individual or one group of people over another. Discrimination may result when rules and policies are applied differently to members of protected classes. Disciplining Hispanic and African-American employees for tardiness, while ignoring tardiness among other employees, is an example of disparate treatment. Such inconsistent application of rules often leads to complaints.

Diversity

The collective mixture of differences and similarities current and potential employees and customers possess. Generally, the differences we recognize first about each other are race, color, religion, national origin, sex, age, and disability. Diversity goes beyond those obvious differences to recognize other differences among us such as gender orientation, parental status, thinking style, geographical location, education, religion, veteran's status, political affiliation, functional area, and personality type, as well as similarities.

Employees

Members of an agency's permanent or temporary workforce, whether full-time or part-time, and whether in a competitive and/or excepted service positions.

Employment Decisions

Any decisions affecting the terms, conditions, and/or privileges of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.

Equal Employment Opportunity (EEO)

The goal of laws which make some types of discrimination in employment illegal. Equal employment opportunity (EEO) will become a reality when each U.S. citizen has an equal chance to enjoy the benefits of employment. EEO is not a guarantee of employment for anyone. Under EEO law, only job related factors can be used to determine if an individual is qualified for a particular job. Ideally, EEO laws and Affirmative Action programs combine to achieve equal employment opportunities. See EEO law, Affirmative Action and Affirmative Employment Plans. Providing equal opportunity in employment on the basis of merit and fitness without regard to race, color, religion, sex, national origin, age, disability condition, marital status, sexual orientation, and political affiliation.

EEO Advisory/Special Emphasis Committees

Serve as a communication link between employees, management and the Office of Equal Employment Opportunity and Diversity on issues and concerns affecting equal employment opportunity and workforce diversity in the agency. They provide recommendations to improve program effectiveness and evaluate employment data to identify trends, accomplishments, or problems.

EEOC Form 462 Report

The document in which federal agencies report their discrimination complaint process statistics by October 31st of each year.

Equal Employment Opportunity Laws

Five laws which prohibit discrimination on the basis of race, color, religion, sex, age, national origin, physical and mental disability in any terms, conditions, or privileges of employment. The five EEO laws are:

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 and the Pregnancy Disability Act of 1978.

The Equal Pay Act of 1963, as amended.

The Rehabilitation Act of 1973, as amended.

The Age Discrimination in Employment Act of 1967, as amended.

The Civil Rights Act of 1991.

EEO versus Preferential Treatment

Federal EEO laws do not require an employer to extend preferential treatment to any person or group because of race, color, religion, sex, national origin, age, or disability condition. EEO merely demands that all persons receive the same opportunities for hiring, training, promotion, etc. Where those opportunities were not available to all groups in the past because of discrimination, affirmative employment is required to overcome the effects of such bias.

Ethnic Group

A group of peoples who share a common religion, color, or national origin. Irish-Americans, Mexican-Americans, German-Americans, Italian-Americans, Hindus, Moslems, and Jews are examples of ethnic groups. Some members of ethnic groups participate in the customs and practices of their groups, while others do not. Discrimination based on these customs and practices is illegal. Also See Minority.

Fact-finding

The inquiry conducted by an EEO counselor during the pre-complaint or informal complaint process.

Final Decision

A determination of whether or not discrimination has occurred based on an analysis of the facts gathered in a thorough and impartial investigation of a formal EEO complaint of discrimination.

A complainant may request a final decision (issued by the Department of the Treasury) on the 180th day after filing an informal complaint or on receipt of the completed report of investigation (ROI), whichever comes first.

General Schedule Positions

Positions OPM classifies as those whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature.

Hearing Closures

The number of hearings decided by EEOC Administrative Judges during the fiscal year.

Hearing Requests

The number of hearings requested by complainants during the fiscal year.

Hearings Inventory

The number of hearing requests on hand at the end of the fiscal year.

Inclusion

The process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee; uses employee skills to achieve the agency's objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility, and fairness. We define inclusion as a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging.

Inclusive Diversity

The transparency of human capital processes throughout the Federal workplace as an approach to foster the inclusion that leads to the diversity of the workforce. We define inclusive diversity as a set of modeled behaviors that promote collaboration amongst a diverse group.

Investigations

The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

Job Related

Essential to job performance. The knowledge, skills, abilities, and experience necessary to perform a particular job. Tests are job related if they test whether an applicant or employee can perform the job in question. A rule or practice is job related if it is necessary for the safe and

efficient performance of a particular job. For example, a rule prohibiting employees from wearing loose, flowing clothing around high speed rotating equipment is job related. However, the same rule applied in an office with no rotating equipment is not job related, and may have a disparate impact on some ethnic minorities.

Labor Force / Labor Market

Labor Force describes all civilians who are at least 16 years old and not in the military and employed or looking for work. The labor market is a group within the labor force whose members could fill a particular job. To be considered part of the labor market for a GS-5 clerical position, for instance, an individual must meet all minimum job-related requirements for that grade and classification. For most jobs, employers can find enough applicants in the local labor market. For jobs that have high minimum qualifications, employers may need to tap the national labor market to find enough applicants.

Major Occupations

Agency occupations that are mission related and heavily populated relative to other occupations within the agency.

Merit Decisions

Decisions that determine whether or not discrimination was proven (these decisions are issued by either a federal agency or an EEOC Administrative Judge).

MD-110

EEOC Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission's regulations in 29 CFR Part 1614.

MD-715

EEOC Management Directive 715 describes program responsibilities and reporting requirements relating to federal agencies EEO programs.

MD-715 Report

The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964, and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

Mediation

An alternative dispute resolution technique that involves a confidential discussion among two or more parties in conflict, with one or more mediators present to facilitate the discussion in an attempt to reach a resolution that is acceptable to all parties.

Merit Principles

Rules established by OPM for the federal government to follow in hiring, promoting, and all terms and conditions of employment. One of those rules states that selection and advancement shall be made on the basis of applicants or employee's ability, knowledge, and skills in fair and open competition.

Merit Systems Protection Board (MSPB)

A forum for resolving certain employee complaints and appeals, to safeguard the merit system, and to protect individual employees against abuse and unfair personnel practices such as removals, suspensions for more than 14 days, and reduction in grade or pay.

Minority

The smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. According to EEOC guidelines, minority is used to mean four particular groups who share a race, color or national origin.

These groups are:

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian Americans - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black (Not of Hispanic origin) - All persons having origins in any of the black racial groups of Africa.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian/Other Pacific Islanders - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islanders.

The many people with origins in Europe, North Africa, or the Middle East make up the dominant White population. Of course, there are many more identifiable minority groups in the American

population that are not classified separately under EEO principles. It should be noted that women are not classified as a minority. However, they have experienced the same kind of systematic exclusion from the economy as the various minorities. Thus, they are considered as having "minority status."

Monetary Benefits

A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award, or in compliance with an Office of Federal Operations appellate decision that ordered a payment.

National Origin Discrimination

National origin discrimination has been broadly defined as including, but not limited to, the denial of equal employment opportunity because of an individual's or his/her ancestor's country of origin or because an individual has the physical, cultural, or linguistic characteristics of a particular national origin group.

Numerical Goal

A target number of qualified women, minorities or persons with disabilities hired and advanced within a given period of time through an Affirmative Employment Program. A numerical goal is not a quota, as it may not be reached within the time frame. It does not permit the hiring or advancement of unqualified employees. Numerical goals provide a standard, which allows an activity to measure the effectiveness of its Affirmative Employment Program. When numerical goals are reached, the percentage of women and minority group members working at appropriate grade levels and classifications will be closer to their percentage in the labor market.

Outreach

Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

Overt Discrimination

Overt discrimination is a specific, observable action taken against a person or class of persons because of protected status (e.g., national origin). This treatment also is referred to as "intentional discrimination." An example would be failing to interview job applicants based solely on their race.

Participation Rate

The extent to which members of a specific demographic group are represented in an agency's workforce.

Permanent Work Force

Full-time, part-time and/or intermittent employees of a particular agency. For purposes of this Report, those persons employed as of the end of the fiscal year.

Prima Facie

At first sight; on the first appearance; on the face of it, so far as can be judged from the first disclosure; presumably. A litigating party is said to have a prima facie case when the evidence in his or her favor is sufficiently strong for his or her opponent to be called on to answer it. A prima facie case is one, which is established by evidence, and can be overthrown only by rebutting evidence addressed on the other side.

Protected Class

The groups protected from employment discrimination by law. These groups include men and women on the basis of sex; any group, which shares a common race, religion, color, or national origin; people over 40; and people with physical or mental disability. Every U.S. citizen is a member of some protected class (includes White males), and is entitled to the benefits of EEO law. However, EEO laws were passed to correct a history of unfavorable treatment of women and minorities and person with disabilities.

Quota

Fixed hiring and promotion rates based on race, sex, or other protected class standards, which must be met at all costs. In extreme cases, the courts have assigned quotas to some employers who have continued to practice illegal discrimination. An agency or any other employer cannot use quotas to meet their affirmative employment goals unless a court orders it.

Race/Ethnicity

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian Americans - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black (Not of Hispanic Origin) - All persons having origins in any of the black racial groups of Africa.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian/Other Pacific Islanders - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islanders.

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Persons of Two or More Races - All persons who identify with two or more of the above race categories.

Reportable Disability - Any self-identified disability reported by an employee to the employing agency.

Racial Discrimination

Racial discrimination is present when people are treated differently than others who are similarly situated because they are members of a specific race. It can occur when individuals are treated differently because of unalterable characteristics, such as physical feature, indigenous to their race. The courts have also found that racial discrimination in employment can occur when employees are treated differently than other employees similarly situated because of their interracial dating or marriages, racially oriented expression of attitudes and beliefs, and/or membership in racially oriented groups.

Reasonable Accommodation

Adjustments and changes an employer must make in the work schedule or work environment to meet the needs of his employees. These changes could be made to allow a person with a disability to perform his or her job. Adaptive equipment, a reader or sign language interpreter, removal of an architectural barrier, accessible parking, and providing materials in alternative formats are all considered reasonable accommodations for a person with a disability. Schedule changes that allow employees time off for religious observances are also reasonable accommodations. Adjustments or changes are considered reasonable, if they do not have a negative effect on workflow or production, or impose an undue burden on an organization.

Relevant Civilian Labor Force

RCLF is the civilian labor force (CLF) data that is directly comparable (or relevant) to the occupational population being considered in the federal workforce (i.e., comparing White Attorneys employed in the federal workforce to White Attorneys in the RCLF). The RCLF will vary from agency to agency because of the differing occupational mix within each agency.

Religious Discrimination

Religious discrimination occurs when an employment rule or policy requires a person to either violate a fundamental precept of his or her religion or lose an employment opportunity. Religious discrimination also occurs when people are treated differently than others who are similarly situated because of their religion. The definition of "religion" is not restricted to the major religions. Since the provisions under religion include a lack of belief, atheists are also covered. The coverage under religion includes all aspects of religious observances and practices as well as belief.

Reprisal/Retaliation

A complaint may be filed by an individual who alleges restraint, interference, coercion, discrimination or retaliation for raising a claim of discrimination; or for representing one who has alleged discrimination; or for advocating equal opportunity for others; or for acting as an EEO official in processing such complaints.

Second Level Reporting Component

A subordinate component of a federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01.

Senior Pay Level Positions

Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule in senior leadership positions.

Settlements

Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a complaint of discrimination or to withdraw a complaint of discrimination.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

Submission to such conduct is made either explicitly or implicitly a term condition of employment;

Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

Such conduct has the purpose or effect or unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Special Emphasis Program

A tool used in accomplishing affirmative employment goals. These programs are directed at improving employment opportunities for particular groups and they are required by regulation. Specific efforts of a special emphasis program may include targeting resources and identifying specific individuals to benefit from the resources available. The Federal Women's Program, Hispanic Employment Program and Disability Placement Program are all identified in regulation and addressed in affirmative employment plans.

Targeted Disabilities

Disabilities identified for emphasis in affirmative action planning. These are deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

Temporary Work Force

Employees in positions established for a limited period of time, usually for less than a year.

Term or Condition of Employment

A prerequisite to an employment agreement that qualifies, restricts, or makes employment contingent upon some other occurrence that may or may not be expressly mentioned; a stated, implied, or presumed stipulation that suspends, rescinds, modifies, or destroys an employment agreement.

Total Work Force

All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal, and permanent employees.

Training

The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's equal opportunity responsibilities.

Trend Analysis

An aspect of technical analysis that tries to predict the future movement of something based on past data. Trend analysis is based on the idea that what has happened in the past gives us an idea of what will happen in the future.

Trigger

A condition which may cause a barrier analysis to be conducted under EEOC Management Directive (MD) 715. In MD-715, EEOC requires agencies to prepare statistical tables representing various segments of employment data. The triggers alert the agency to possible barriers that may exist to equal employment opportunity.

Under-representation

Inadequately represented in the work force of a particular activity. This term is used to describe the extent to which women, minorities, and persons with disabilities are represented in particular grade levels and job categories. The percentage of women, minorities and persons with disabilities in the labor market is used as a standard to determine under-representation. For example, suppose there are 100 GS-12's at an agency; three of them or 3% are black. However, the black labor market for GS-12 positions at that particular activity is 15%. In this case, blacks are underrepresented at the GS-12 grade level.

Under-utilization

To use less than fully; below potential use. This term is often applied to categories of employees who are working at jobs that do not make full use of their skills and abilities, although they may have been hired for those skills and abilities. When an employee is consistently assigned to "dead end" jobs, he or she may be underutilized because they are often seen as able to perform only limited tasks.

Unfair Treatment versus Unlawful Discrimination

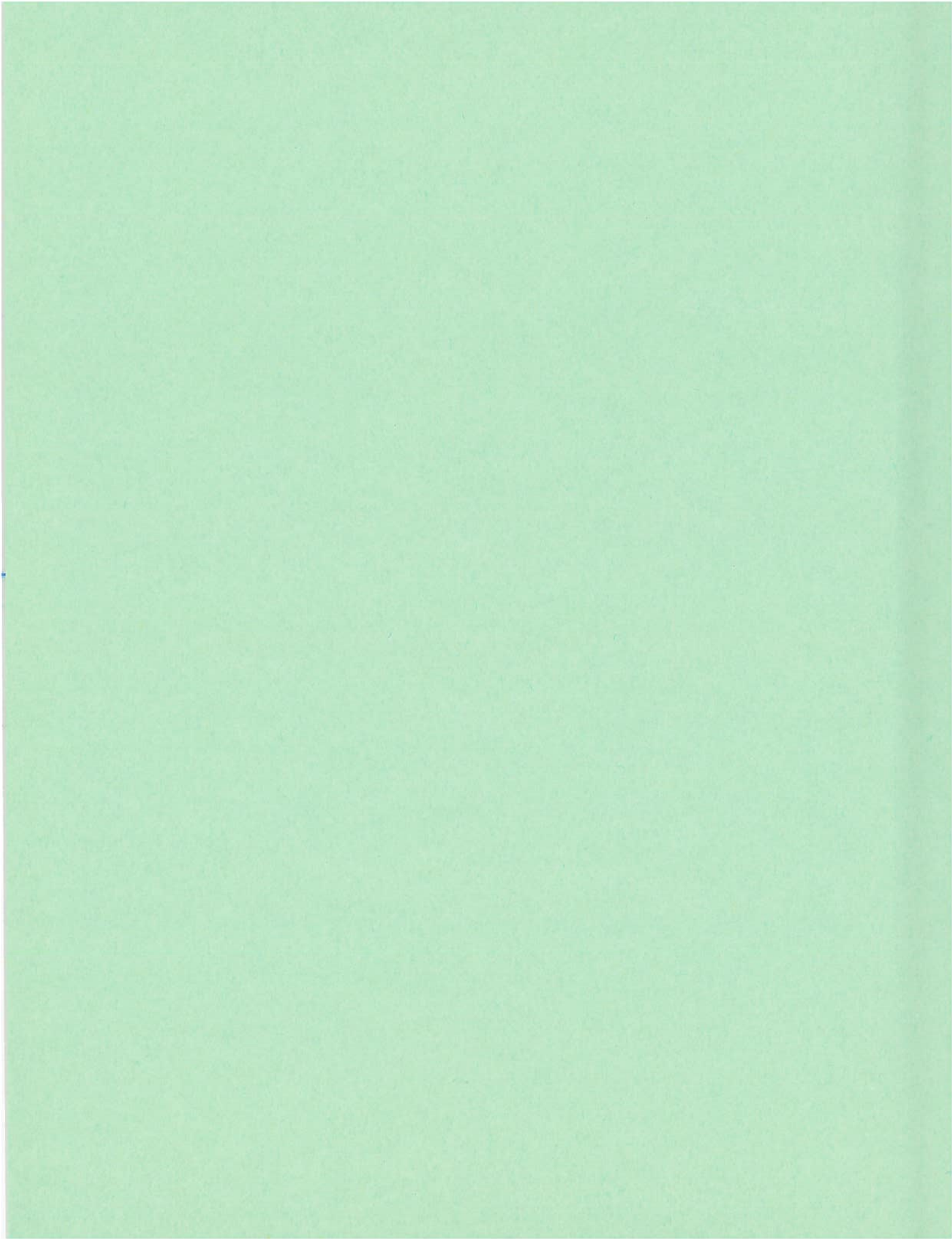
Unfair treatment is not necessarily unlawful discrimination. Treating a person unfavorably in comparison to others may violate EEO laws only when that person's protected status is a factor in the treatment. For example, giving one white female better assignment than another white female similarly qualified may be unfair, but not discriminatory. Giving a white female a better assignment than a similarly qualified minority female may be discriminatory. Employment decisions should be based only on job-related merit factors. All employees should avoid conduct that undermines fair and equal treatment. Although all unfair treatment may not be discriminatory, it is poor personnel management and should be avoided.

Voluntary Early Retirement Authority (VERA)

Allows agencies that are undergoing substantial restructuring, reshaping, downsizing, transfer of function, or reorganization to temporarily lower the age and service requirements in order to increase the number of employees who are eligible for retirement. The authority encourages more voluntary separations and helps the agency complete the needed organizational change with minimal disruption to the work force. By offering these short term opportunities, an agency can make it possible for employees to receive an immediate annuity year before they would otherwise be eligible.

Voluntary Separation Incentive Payment Authority (VSIP)

Also known as the buyout authority, allows agencies that are downsizing or restructuring to offer employees lump-sum payments up to \$25,000 as an incentive to voluntarily separate. When authorized by the Office of Personnel Management (OPM), an agency may offer VSIP to employees who are in surplus positions or have skills that are no longer needed in the workforce who volunteer to separate by resignation, optional retirement, or by voluntary early retirement, if approved. By allowing employees to volunteer to leave the Government, agencies can minimize or avoid involuntary separations through the use of costly and disruptive reductions in force (RIFs).





Workforce Data Tables

A1 – A14

Sub Organization(s) Codes Included: 11,01,02,03,04,05,06,07,08,09,10

All

Employment Tenure		TOTAL EMPLOYEES				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
TOTAL																			
FY2015	#	8419	3400	5019	275	397	1981	1911	878	2342	207	270	7	8	39	63	13	28	
	%	100	40.38	59.62	3.27	4.72	23.53	22.70	10.43	27.82	2.46	3.21	0.08	0.10	0.46	0.75	0.15	0.33	
FY2016	#	8074	3298	4776	275	379	1916	1811	833	2215	213	282	5	8	39	56	17	25	
	%	100.00	40.85	59.15	3.41	4.69	23.73	22.43	10.32	27.43	2.64	3.49	0.06	0.10	0.48	0.69	0.21	0.31	
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28	
Difference	#	-345	-102	-243	0	-18	-65	-100	-45	-127	6	12	-2	0	0	-7	4	-3	
Ratio Change	%	0.00	0.46	-0.46	0.14	-0.02	0.20	-0.27	-0.11	-0.38	0.18	0.29	-0.02	0.00	0.02	-0.05	0.06	-0.02	
Net Change	%	-4.10	-3.00	-4.84	0.00	-4.53	-3.28	-5.23	-5.13	-5.42	2.90	4.44	-28.57	0.00	0.00	-11.11	30.77	-10.71	
PERMANENT																			
Prior FY	#	8274	3342	4932	272	390	1959	1874	850	2306	203	265	6	8	39	63	13	26	
	%	100	40.39	59.61	3.29	4.71	23.68	22.65	10.27	27.87	2.45	3.20	0.07	0.10	0.47	0.76	0.16	0.31	
Current FY	#	7947	3247	4700	271	371	1893	1773	817	2194	206	274	5	8	39	56	16	24	
	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30	
Difference	#	-327	-95	-232	-1	-19	-66	-101	-33	-112	3	9	-1	0	0	-7	3	-2	
Ratio Change	%	0.00	0.47	-0.47	0.12	-0.05	0.14	-0.34	0.01	-0.26	0.14	0.25	-0.01	0.00	0.02	-0.06	0.04	-0.01	
Net Change	%	-3.95	-2.84	-4.70	-0.37	-4.87	-3.37	-5.39	-3.88	-4.86	1.48	3.40	-16.67	0.00	0.00	-11.11	23.08	-7.69	

All

TEMPORARY

NON-APPROPRIATED

Prior FY	#	%
Current FY	#	%
Difference	#	%
Net Change	%	

Distribution by Race/Ethnicity and Gender

Employment Tenure		TOTAL EMPLOYEES						Hispanic or Latino		Non-Hispanic or Latino															
		All	male	female	male	female		White	male	female	Black or African	male	female	Asian	male	female	Native Hawaiian	male	female	American Indian	male	female	Two or more	male	female
TOTAL		#	7947	3247	4700	271	371	1893	1773	817	2194	206	274	5	8	39	56	16	24						
		%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30						
CLF		%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28						
HUD		#	7346	2914	4432	229	350	1665	1643	778	2114	185	241	5	7	36	54	16	23						
		%	100.00	39.67	60.33	3.12	4.76	22.67	22.37	10.59	28.78	2.52	3.28	0.07	0.10	0.49	0.74	0.22	0.31						
HUDIG		#	601	333	268	42	21	228	130	39	80	21	33	0	1	3	2	0	1						
		%	100.00	55.41	44.59	6.99	3.49	37.94	21.63	6.49	13.31	3.49	5.49	0.00	0.17	0.50	0.33	0.00	0.17						

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Employment Tenure	TOTAL EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino											
	All		male	female	male	female	White		Black or African		Asian		Native Hawaiian or		American Indian or		Two or more	
							male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#																	
	%	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	0.00
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

Table A3-1 (Permanent) : Occupational Categories

Occupational Categories		TOTAL EMPLOYEES						Hispanic or Latino				Non-Hispanic or Latino												
		All	male	female	male	female	White	male	female	Black or African	male	female	Asian	male	female	Native Hawaiian or	male	female	American Indian	male	female	Two or more	male	female
		846	424	422	24	32	273	188	99	179	19	20	0	0	0	0	0	2	0	1	0	0	0	0
1a. Official & Managers	#																							
	%	100.00	50.12	49.88	2.84	3.78	32.27	22.22	11.70	21.16	2.25	2.36	0.00	0.00	1.06	0.24	0.00	0.24	0.00	0.12	0.00	0.00	0.00	0.12
1b. MID-LEVEL (GRADES 13-14)	#	535	263	272	25	19	160	115	58	118	16	19	0	0	4	1	0	1	0	0	0	0	0	0
	%	100.00	49.16	50.84	4.67	3.55	29.91	21.50	10.84	22.06	2.99	3.55	0.00	0.00	0.75	0.19	0.00	0.19	0.00	0.00	0.00	0.00	0.00	0.00
1d. Other	#	4625	1688	2937	138	230	947	1083	491	1428	83	135	3	7	16	34	10	34	10	20	20	10	20	20
	%	100.00	36.50	63.50	2.98	4.97	20.48	23.42	10.62	30.88	1.79	2.92	0.06	0.15	0.35	0.74	0.22	0.74	0.22	0.43	0.22	0.43	0.43	0.43
1. Officials and Managers	#	6006	2375	3631	187	281	1380	1386	648	1725	118	174	3	7	29	37	10	37	10	21	21	10	21	21
	%	100.00	39.54	60.46	3.11	4.68	22.98	23.08	10.79	28.72	1.96	2.90	0.05	0.12	0.48	0.62	0.17	0.62	0.17	0.35	0.17	0.35	0.35	0.35
Category CLF		100.00	56.10	43.90	3.70	3.40	45.70	32.70	3.70	5.10	2.20	1.90	0.10	0.10	0.40	0.40	0.20	0.40	0.20	0.20	0.20	0.20	0.20	0.20
2. Professionals	#	1250	645	605	63	47	377	248	118	215	74	83	2	0	7	11	4	11	4	1	4	1	4	1
	%	100.00	51.60	48.40	5.04	3.76	30.16	19.84	9.44	17.20	5.92	6.64	0.16	0.00	0.56	0.88	0.32	0.88	0.32	0.08	0.32	0.08	0.08	0.08
Category CLF		100.00	45.30	54.70	2.70	3.40	36.00	41.40	3.10	5.50	3.10	3.40	0.00	0.00	0.30	0.50	0.20	0.50	0.20	0.20	0.20	0.20	0.20	0.20
3. Technicians	#	5	3	2	0	0	2	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	60.00	40.00	0.00	0.00	40.00	0.00	20.00	40.00	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
Category CLF		100.00	36.80	63.20	3.40	4.70	26.90	45.30	3.60	9.20	2.30	2.90	0.10	0.10	0.40	0.60	0.20	0.60	0.20	0.40	0.40	0.40	0.40	0.40
5. Administrative Support Workers	#	515	94	421	5	35	37	112	40	248	9	15	0	1	1	8	2	8	2	2	2	2	2	2
	%	100.00	18.25	81.75	0.97	6.80	7.18	21.75	7.77	48.16	1.75	2.91	0.00	0.19	0.19	1.55	0.39	1.55	0.39	0.39	0.39	0.39	0.39	0.39
Category CLF		100.00	24.70	75.30	3.10	7.70	16.50	55.70	3.70	8.60	1.00	2.10	0.00	0.10	0.20	0.80	0.10	0.80	0.10	0.40	0.40	0.40	0.40	0.40
9. Service Workers	#	171																						

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

[illegible]

GS/GM, SES and Related Grade		TOTAL EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino											
								White		Black or		Asian		Native Hawaiian or		American Indian		Two or more	
		All	male	female		male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	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-03	#	4	3	1	0	0	1	2	0	0	0	0	0	0	0	0	0	1	0
	%	100.00	75.00	25.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00
GS-04	#	8	2	6	0	0	1	0	1	6	0	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	0.00	12.50	0.00	12.50	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	19	8	11	1	0	2	1	5	10	0	0	0	0	0	0	0	0	0
	%	100.00	42.11	57.89	5.26	0.00	10.53	5.26	26.32	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	12	3	9	0	1	1	2	2	6	0	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	8.33	8.33	16.67	16.67	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	323	70	253	4	21	31	77	25	133	8	11	0	0	1	9	1	2	0.62
	%	100.00	21.67	78.33	1.24	6.50	9.60	23.84	7.74	41.18	2.48	3.41	0.00	0.00	0.31	2.79	0.31	0.62	0.00
GS-08	#	41	6	35	0	3	2	5	3	24	1	3	0	0	0	0	0	0	0
	%	100.00	14.63	85.37	0.00	7.32	4.88	12.20	7.32	58.54	2.44	7.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	179	62	117	7	4	34	28	17	78	3	6	0	1	1	0	0	0	0
	%	100.00	34.64	65.36	3.91	2.23	18.99	15.64	9.50	43.58	1.68	3.35	0.00	0.56	0.56	0.00	0.00	0.00	0.00
GS-10	#	25	3	22	0	2	1	1	2	18	0	0	0	0	0	1	0	0	0
	%	100.00	12.00	88.00	0.00	8.00	4.00	4.00	8.00	72.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00
GS-11	#	346	115	231	17	15	56	70	31	131	8	11	0	0	0	1	3	3	0.87
	%	100.00	33.24	66.76	4.91	4.34	16.18	20.23	8.96	37.86	2.31	3.18	0.00	0.00	0.00	0.29	0.87	0.87	0.00
GS-12	#	1588	526	1062	48	105	285	367	155	514	27	44	2	1	7	23	2	8	0.50
	%	100.00	33.12	66.88	3.02	6.61	17.95	23.11	9.76	32.37	1.70	2.77	0.13	0.06	0.44	1.45	0.13	0.50	0.00
GS-13	#	2802	1200	1602	110	123	709	636	279	707	79	108	3	6	13	13	7	9	0.32
	%	100.00	42.83	57.17	3.93	4.39	25.30	22.70	9.96	25.23	2.82	3.85	0.11	0.21	0.46	0.46	0.25	0.32	0.00
GS-14	#	1542	708	834	52	58	428	353	164	351	54	64	0	0	8	7	2	1	0.06
	%	100.00	45.91	54.09	3.37	3.76	27.76	22.89	10.64	22.76	3.50	4.15	0.00	0.00	0.52	0.45	0.13	0.06	0.00
GS-15	#	922	473	449	26	33	295	201	118	190	26	23	0	0	8	1	0	1	0.11
	%	100.00	51.30	48.70	2.82	3.58	32.00	21.80	12.80	20.61	2.82	2.49	0.00	0.00	0.87	0.11	0.00	0.11	0.00
Executive (EX)	#	7	4	3	1	1	3	1	0	0	0	1	0	0	0	0	0	0	0
	%	100.00	57.14	42.86	14.29	14.29	42.86	14.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Level Position	#	128	63	65	5	5	45	30	12	26	0	3	0	0	1	1	0	0	0

All HU

Report Executed: 11/2/2016

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: All

	%	100.00	49.22	50.78	3.91	3.91	35.16	23.44	9.38	20.31	0.00	2.34	0.00	0.00	0.78	0.78	0.00	0.00	0.00
Total GS Permanent Workforce	#	7947	3247	4700	271	371	1893	1773	817	2194	206	274	5	8	39	56	16	16	24
	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.20	0.30
Total Permanent Workforce	#	7947	3247	4700	271	371	1893	1773	817	2194	206	274	5	8	39	56	16	16	24
	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.20	0.30

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: All

GS/GM, SES and Related Grade	TOTAL EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino				American Indian				Two or more	
	All		White		Black or		Asian		Native Hawaiian or		male		female		male	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.01	0.03	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-03	4	3	1	0	0	0	1	2	0	0	0	0	0	0	1	0
%	0.05	0.09	0.02	0.00	0.00	0.00	0.06	0.24	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00
GS-04	8	2	6	0	0	0	0	1	6	0	0	0	0	0	0	0
%	0.10	0.06	0.13	0.00	0.00	0.00	0.12	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	19	8	11	1	0	2	1	5	10	0	0	0	0	0	0	0
%	0.24	0.25	0.23	0.00	0.00	0.11	0.06	0.61	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	12	3	9	0	1	1	2	2	6	0	0	0	0	0	0	0
%	0.15	0.09	0.19	0.00	0.27	0.05	0.11	0.24	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	323	70	253	4	21	31	77	25	133	8	11	0	0	1	9	2
%	4.06	2.16	5.38	1.48	5.66	1.64	4.34	3.06	6.06	3.88	4.01	0.00	0.00	2.56	16.07	8.33
GS-08	41	6	35	0	3	2	5	3	24	1	3	0	0	0	0	0
%	0.52	0.18	0.74	0.00	0.81	0.11	0.28	0.37	1.09	0.49	1.09	0.00	0.00	0.00	0.00	0.00
GS-09	179	62	117	7	4	34	28	17	78	3	6	0	0	1	0	0
%	2.25	1.91	2.49	2.58	1.08	1.80	1.58	2.08	3.56	1.46	2.19	0.00	12.50	2.56	0.00	0.00
GS-10	25	3	22	0	2	1	1	2	18	0	0	0	0	0	1	0
%	0.31	0.09	0.47	0.00	0.54	0.05	0.06	0.24	0.82	0.00	0.00	0.00	0.00	0.00	1.79	0.00
GS-11	346	115	231	17	15	56	70	31	131	8	11	0	0	0	1	3
%	4.35	3.54	4.91	6.27	4.04	2.96	3.95	3.79	5.97	3.88	4.01	0.00	0.00	0.00	1.79	12.50
GS-12	1588	526	1062	48	105	285	367	155	514	27	44	2	1	7	23	8
%	19.98	16.20	22.60	17.71	28.30	15.06	20.70	18.97	23.43	13.11	16.06	40.00	12.50	17.95	41.07	33.33
GS-13	2802	1200	1602	110	123	709	636	279	707	79	108	3	6	13	13	9
%	35.26	36.96	34.09	40.59	33.15	37.45	35.87	34.15	32.22	38.35	39.42	60.00	75.00	33.33	43.75	37.50
GS-14	1542	708	834	52	58	428	353	164	351	54	64	0	0	8	7	1
%	19.40	21.80	17.74	19.19	15.63	22.61	19.91	20.07	16.00	26.21	23.36	0.00	0.00	20.51	12.50	4.17
GS-15	922	473	449	26	33	295	201	118	190	26	23	0	0	8	1	1
%	11.60	14.57	9.55	9.59	8.89	15.58	11.34	14.44	8.66	12.62	8.39	0.00	0.00	20.51	1.79	4.17
Executive (EX)	7	4	3	1	1	3	1	0	0	0	1	0	0	0	0	0

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: __All

[illegible]

Table A5-1 (Permanent) : Participation Rates Across Wage Grades

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

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Sub Organization(s) Codes Included : 01,02,03,04,05,06,07,08,09,10,11

[illegible]

Report Executed: 4/4/2004

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Distributions by Race/Ethnicity and Gender

Report Executed:
11/2/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino													
	All		male		female		male		female		Black or African		Asian		Native Hawaiian		American Indian		Two or more	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0110	60		41		19		3		1		31		10		1		6		2	
Occupational CLF	100.00		68.33		31.67		5.00		1.67		51.67		16.67		10.00		3.33		0.00	
	100.00		67.10		32.90		3.30		1.80		55.80		25.20		2.70		3.10		0.10	
0201	82		24		68		0		3		9		12		52		0		1	
	100.00		26.09		73.91		0.00		3.26		9.78		13.04		56.52		1.09		0.00	
Occupational CLF	100.00		39.70		60.30		3.70		5.90		30.40		44.20		7.10		2.40		0.10	
0301	1093		435		658		40		50		247		236		328		25		32	
	100.00		39.80		60.20		3.66		4.57		22.60		21.59		30.01		2.29		2.93	
Occupational CLF	100.00		36.70		63.30		2.80		5.80		27.10		43.80		8.90		2.60		0.10	
0360	322		105		217		21		33		40		51		123		4		9	
	100.00		32.61		67.39		6.52		10.25		12.42		15.84		38.20		1.24		2.80	
Occupational CLF	100.00		53.90		46.10		4.30		4.30		41.40		32.10		6.70		2.70		1.90	
0511	329		161		168		24		10		96		65		60		16		29	
	100.00		48.94		51.06		7.29		3.04		29.18		19.76		18.24		4.86		8.81	
Occupational CLF	100.00		39.90		60.10		2.20		3.90		31.80		44.20		5.70		3.00		5.50	
1101	2454		940		1514		72		136		568		672		612		34		61	
	100.00		38.30		61.70		2.93		5.54		23.15		27.38		24.94		1.39		2.49	
Occupational CLF	100.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
1102	85		38		47		1		3		13		9		34		4		1	
	100.00		44.71		55.29		1.18		3.53		15.29		10.59		40.00		4.71		1.18	
Occupational CLF	100.00		46.20		53.80		3.30		3.80		38.10		41.90		5.50		1.40		1.70	
2210	232		134		98		9		4		60		32		43		19		19	
	100.00		57.75		42.24		3.88		1.72		25.86		13.79		18.53		8.19		8.19	
Occupational CLF	100.00		70.40		29.60		5.40		2.20		52.20		20.90		4.50		5.10		1.50	

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

RACE/ETHNICITY																	
Total				Non- Hispanic or Latino													
				Hispanic or Latino		White		Black or African		Asian		Native		American		Two or More	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0028 Environmental Protection Specialist																	
Total Received	#	1189															
Voluntarily Identified	#	835	472	363	55	35	264	160	111	126	26	19	3	1	6	11	7
	%	100%	56.50%	43.50%	6.60%	4.20%	31.60%	19.20%	13.30%	15.10%	3.10%	2.30%	0.40%	0.10%	0.70%	1.30%	0.80%
Qualified of those Identified	#	584	319	265	36	19	190	128	63	91	21	14	2	0	4	6	3
	%	100%	54.60%	45.40%	6.20%	3.30%	32.50%	21.90%	10.80%	15.60%	3.60%	2.40%	0.30%	0.00%	0.70%	1.00%	0.50%
Selected of those Identified	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0
	%	100%	66.70%	33.30%	0.00%	0.00%	66.70%	33.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			71.82%	28.18%	2.22%	1.34%	64.84%	23.87%	2.02%	1.58%	1.79%	1.03%	0.11%	0.01%	0.60%	0.31%	0.23%
Job Title/Series: 0080 Physical Security Specialist																	
Total Received	#	425															
Voluntarily Identified	#	282	238	44	33	3	74	10	114	28	9	0	0	0	3	0	5
	%	100%	84.40%	15.60%	11.70%	1.10%	26.20%	3.50%	40.40%	9.90%	3.20%	0.00%	0.00%	0.00%	1.10%	0.00%	1.80%
Qualified of those Identified	#	117	104	13	16	1	30	3	51	9	5	0	0	0	0	0	2
	%	100%	88.90%	11.10%	13.70%	0.90%	25.60%	2.60%	43.60%	7.70%	4.30%	0.00%	0.00%	0.00%	0.00%	0.00%	1.70%
Selected of those Identified	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%
Job Title/Series: 0089 Emergency Management																	
Total Received	#	22															
Voluntarily Identified	#	14	9	5	2	0	6	3	1	2	0	0	0	0	0	0	0
	%	100%	64.30%	35.70%	14.30%	0.00%	42.90%	21.40%	7.10%	14.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	1	0	1	0	0	0	1	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%
Selected of those Identified	#	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%
CLF			64.95%	35.05%	3.64%	1.82%	52.96%	27.31%	6.22%	4.55%	1.18%	0.00%	0.00%	0.46%	0.00%	0.46%	1.52%
Job Title/Series: 0101 Social Science Analyst																	
Total Received	#	994															
Voluntarily Identified	#	705	277	428	19	48	118	119	106	202	24	39	0	0	4	0	6
	%	100%	39.30%	60.70%	2.70%	6.80%	16.70%	16.90%	15.00%	28.70%	3.40%	5.50%	0.00%	0.00%	0.60%	0.00%	0.90%
Qualified of those Identified	#	417	150	267	9	33	70	72	45	122	17	24	0	0	3	0	6
	%	100%	36.00%	64.00%	2.20%	7.90%	16.80%	17.30%	10.80%	29.30%	4.10%	5.80%	0.00%	0.00%	0.70%	0.00%	1.40%
Selected of those Identified	#	2	0	2	0	0	0	2	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%
CLF			48.02%	51.97%	2.81%	3.36%	38.77%	40.68%	4.16%	4.59%	1.52%	2.30%	0.04%	0.02%	0.43%	0.73%	0.28%
Job Title/Series: 0110 Economist																	
Total Received	#	621															
Voluntarily Identified	#	436	291	145	29	9	121	50	96	65	41	18	0	0	0	3	4
	%	100%	71.00%	47.50%	4.60%	1.40%	19.30%	8.00%	14.00%	10.30%	6.60%	2.90%	0.00%	0.00%	0.00%	0.00%	0.30%

Qualified of those Identified	%	100%	66.70%	33.30%	6.70%	2.10%	27.80%	11.50%	22.00%	14.90%	9.40%	4.10%	0.00%	0.00%	0.70%	0.90%	0.00%
	#	184	117	67	13	4	44	24	41	35	16	4	0	0	0	3	0
	%	100%	63.60%	36.40%	7.10%	2.20%	23.90%	13.00%	22.30%	19.00%	8.70%	2.20%	0.00%	0.00%	0.00%	1.60%	0.00%
Selected of those Identified	#	4	3	1	1	0	2	0	0	1	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	25.00%	0.00%	50.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CLF		67.07%	32.93%	3.34%	1.85%	55.79%	25.20%	2.84%	2.66%	4.46%	3.02%	0.00%	0.05%	0.47%	0.13%	0.02%

Job Title/Series: 0201 Human Resources Specialist

Total Received		#	619														
Voluntarily Identified	#	361	185	176	30	17	72	44	72	104	2	2	0	0	3	2	6
	%	100%	51.20%	48.80%	8.30%	4.70%	19.90%	12.20%	19.90%	28.80%	0.60%	0.60%	0.00%	0.00%	0.80%	0.60%	1.70%
	CLF																
Qualified of those Identified	#	180	87	93	13	3	40	26	33	60	0	1	0	0	0	0	1
	%	100%	48.30%	51.70%	7.20%	1.70%	22.20%	14.40%	18.30%	33.30%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	1.70%
	CLF																
Selected of those Identified	#	5	3	2	1	0	2	1	0	1	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	20.00%	0.00%	40.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CLF		39.70%	60.30%	3.66%	5.84%	30.39%	44.18%	3.32%	7.11%	1.85%	2.33%	0.04%	0.08%	0.27%	0.48%	0.17%

Job Title/Series: 0260 Equal Employment Specialist

Total Received		#	371														
Voluntarily Identified	#	277	108	169	22	25	11	22	67	107	4	6	1	0	2	1	1
	%	100%	39.00%	61.00%	7.90%	9.00%	4.00%	7.90%	24.20%	38.60%	1.40%	2.20%	0.40%	0.00%	0.70%	0.40%	0.40%
	CLF																
Qualified of those Identified	#	231	87	144	19	16	10	21	52	95	4	5	0	0	2	0	0
	%	100%	37.70%	62.30%	8.20%	6.90%	4.30%	9.10%	22.50%	41.10%	1.70%	2.20%	0.00%	0.00%	0.90%	0.00%	3.00%
	CLF																
Selected of those Identified	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CLF		53.57%	46.43%	4.37%	4.33%	41.05%	32.18%	4.26%	6.89%	2.89%	2.11%	0.05%	0.10%	0.63%	0.52%	0.31%

Job Title/Series: 0301 Web Reporting Specialist

Total Received		#	16184														
Voluntarily Identified	#	10776	4616	6160	672	635	1870	1517	1697	3535	228	247	12	8	68	68	150
	%	100%	42.80%	57.20%	6.20%	5.90%	17.40%	14.10%	15.70%	32.80%	2.10%	2.30%	0.10%	0.10%	0.60%	0.60%	1.40%
	CLF																
Qualified of those Identified	#	6035	2477	3558	345	353	1029	962	877	1948	154	150	3	6	33	46	93
	%	100%	41.00%	59.00%	5.70%	5.80%	17.10%	15.90%	14.50%	32.30%	2.60%	2.50%	0.00%	0.10%	0.50%	0.80%	1.50%
	CLF																
Selected of those Identified	#	84	24	60	1	6	14	26	6	22	3	5	0	0	0	0	1
	%	100%	28.60%	71.40%	1.20%	7.10%	16.70%	31.00%	7.10%	26.20%	3.60%	6.00%	0.00%	0.00%	0.00%	0.00%	1.20%
	CLF		36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.39%

Job Title/Series: 0303 Staff Assistant

Total Received		#	8945														
Voluntarily Identified	#	6137	1488	4649	201	385	320	727	836	3220	69	139	9	12	11	65	42
	%	100%	24.20%	75.80%	3.30%	6.30%	5.20%	11.80%	13.60%	52.50%	1.10%	2.30%	0.10%	0.20%	0.20%	1.10%	0.70%
	CLF																
Qualified of those Identified	#	3573	816	2757	111	239	171	445	451	1878	44	84	6	10	7	35	26
	%	100%	22.80%	77.20%	3.10%	6.70%	4.80%	12.50%	12.60%	52.60%	1.20%	2.40%	0.20%	0.30%	0.20%	1.00%	0.70%
	CLF																
Selected of those Identified	#	24	7	17	0	2	1	5	3	9	3	0	0	0	0	1	0
	%	100%	29.20%	70.80%	0.00%	8.30%	4.20%	20.80%	12.50%	37.50%	12.50%	0.00%	0.00%	0.00%	0.00%	4.20%	0.00%
	CLF		24.54%	75.46%	2.67%	7.43%	16.95%	53.10%	3.20%	11.07%	1.18%	2.42%	0.07%	0.14%	0.32%	0.89%	0.15%

Rob Data Series 20201 60-20531 and Information Management Specialist

Total Received		#	836														
		#															
		%															

Job Title/Series: 0501 Supervisory Accounting Specialist

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Job Title/Series: 0505 Financial Management

Total Received	#	43
Voluntarily Identified	#	27
	%	100%
Qualified of those Identified	#	10
	%	100%
Selected of those Identified	#	0
	%	100%
CLF		

Job Title/Series: 0510 Accountant

Total Received	#	2289
Voluntarily Identified	#	1443
	%	100%
Qualified of those Identified	#	920
	%	100%
Selected of those Identified	#	14
	%	100%
CLF		

Job Title/Series: 0511 Auditor

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Job Title/Series: 0560 Budget Analyst

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CLF		36.51%	63.48%	1.98%	4.69%	26.93%	41.07%	4.58%	11.51%	2.33%	4.71%	0.05%	0.19%	0.43%	0.65%	0.21%	0.66%
Job Title/Series: 0801 General Engineer																	
Total Received		#	657														
Voluntarily Identified		#	446														
		%	100%														
Qualified of those Identified		#	257														
		%	100%														
Selected of those Identified		#	6														
		%	100%														
CLF				88.32%	11.68%	4.08%	0.71%	70.69%	7.99%	3.43%	0.93%	9.20%	1.86%	0.06%	0.02%	0.11%	0.35%

Job Title/Series: 0810 Civil Engineer														
Total Received		#	45											
Voluntarily Identified		#	26											
		%	100%	88.50%	11.50%	15.40%	0.00%	0.00%	15.40%	3.80%	11.50%	7.70%	42.30%	0.00%
Qualified of those Identified		#	21	18	3	4	0	0	3	1	3	2	8	0
		%	100%	85.70%	14.30%	19.00%	0.00%	0.00%	14.30%	4.80%	14.30%	9.50%	38.10%	0.00%
Selected of those Identified		#	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%
CLF				87.61%	12.39%	4.02%	0.91%	72.00%	9.11%	3.61%	0.72%	7.04%	1.41%	0.08%

Job Title/Series: 0828 Construction Analyst																			
Total Received		#	897																
Voluntarily Identified		#	596	448	148	89	13	184	40	122	69	25	11	0	0	14	0	14	15
		%	100%	75.20%	24.80%	14.90%	2.20%	30.90%	6.70%	20.50%	11.60%	4.20%	1.80%	0.00%	0.00%	0.00%	2.30%	0.00%	2.50%
Qualified of those Identified		#	391	296	95	53	7	127	23	81	51	19	5	0	0	6	0	10	9
		%	100%	75.70%	24.30%	13.60%	1.80%	32.50%	5.90%	20.70%	13.00%	4.90%	1.30%	0.00%	0.00%	0.00%	1.50%	0.00%	2.30%
Selected of those Identified		#	12	10	2	3	0	2	2	2	0	1	0	0	0	1	0	1	0
		%	100%	83.30%	16.70%	25.00%	0.00%	16.70%	16.70%	16.70%	0.00%	8.30%	0.00%	0.00%	0.00%	0.00%	8.30%	0.00%	0.00%
CLF				36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%

Job Title/Series: 0905 Supervisory Attorney Adviser																	
Total Received		#	246														
Voluntarily Identified	#	129	75	54	12	3	36	25	17	21	6	4	0	1	4	0	0
	%	100%	58.10%	41.90%	9.30%	2.30%	27.90%	19.40%	13.20%	16.30%	4.70%	3.10%	0.00%	0.80%	3.10%	0.00%	0.00%
Qualified of those Identified	#	23	12	11	4	1	4	6	2	2	1	1	0	1	1	0	0
	%	100%	52.20%	47.80%	17.40%	4.30%	17.40%	26.10%	8.70%	8.70%	4.30%	4.30%	0.00%	4.30%	4.30%	0.00%	0.00%
Selected of those Identified	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
C I F			66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	0.02%	0.01%	0.31%	0.23%	0.18%

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Selected of those Identified	#	21	7	14	0	2	2	1	3	9	1	2	0	0	0	1	0
	%	100%	33.30%	66.70%	0.00%	9.50%	9.50%	4.80%	14.30%	42.90%	4.80%	9.50%	0.00%	0.00%	0.00%	4.80%	0.00%
CLF			46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.26%

Job Title/Series: 1109 Grants Management Specialist

Total Received		#	2051																
Voluntarily Identified	#	1479	628	851	88	88	269	290	160	313	44	40	7	0	49	96	11	24	
	%	100%	42.50%	57.50%	5.90%	5.90%	18.20%	19.60%	10.80%	21.20%	3.00%	2.70%	0.50%	0.00%	3.30%	6.50%	0.70%	1.60%	
Qualified of those Identified	#	933	385	548	50	43	167	190	105	220	25	24	3	0	30	56	5	15	
	%	100%	41.30%	58.70%	5.40%	4.60%	17.90%	20.40%	11.30%	23.60%	2.70%	2.60%	0.30%	0.00%	3.20%	6.00%	0.50%	1.60%	
Selected of those Identified	#	13	5	8	1	1	1	0	2	2	0	1	0	0	1	3	0	1	
	%	100%	38.50%	61.50%	7.70%	7.70%	7.70%	0.00%	15.40%	15.40%	0.00%	7.70%	0.00%	0.00%	7.70%	23.10%	0.00%	7.70%	
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%	

Job Title/Series: 1160 Financial Analyst

Total Received		#	4347																
Voluntarily Identified	#	2892	1287	1605	135	129	553	430	430	838	138	168	2	2	10	7	19	31	
	%	100%	44.50%	55.50%	4.70%	4.50%	19.10%	14.90%	14.90%	29.00%	4.80%	5.80%	0.10%	0.10%	0.30%	0.20%	0.70%	1.10%	
Qualified of those Identified	#	2251	972	1279	103	94	414	339	328	684	110	134	1	2	5	4	11	22	
	%	100%	43.20%	56.80%	4.60%	4.20%	18.40%	15.10%	14.60%	30.40%	4.90%	6.00%	0.00%	0.10%	0.20%	0.20%	0.50%	1.00%	
Selected of those Identified	#	16	3	13	0	1	2	2	0	7	1	2	0	0	0	0	0	1	
	%	100%	18.80%	81.20%	0.00%	6.20%	12.50%	12.50%	0.00%	43.80%	6.20%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	6.20%	
CLF			67.10%	32.90%	3.10%	2.00%	54.00%	22.00%	3.50%	3.80%	5.50%	4.20%	0.10%	0.00%	0.00%	0.10%	0.70%	0.60%	

Job Title/Series: 1171 Appraiser

Total Received		#	252															
Voluntarily Identified	#	157	115	42	24	6	59	21	21	12	4	1	0	0	3	1	4	1
	%	100%	73.20%	26.80%	15.30%	3.80%	37.60%	13.40%	13.40%	7.60%	2.50%	0.60%	0.00%	0.00%	1.90%	0.60%	2.50%	0.60%
Qualified of those Identified	#	67	52	15	14	2	31	10	5	1	2	1	0	0	0	0	0	1
	%	100%	77.60%	22.40%	20.90%	3.00%	46.30%	14.90%	7.50%	1.50%	3.00%	1.50%	0.00%	0.00%	0.00%	0.00%	0.00%	1.50%
Selected of those Identified	#	7	6	1	1	0	4	1	1	0	0	0	0	0	0	0	0	0
	%	100%	85.70%	14.30%	14.30%	0.00%	57.10%	14.30%	14.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF				66.10%	33.90%	2.90%	1.90%	59.10%	28.60%	1.80%	1.50%	0.80%	0.00%	0.00%	0.10%	0.30%	0.20%	0.40%

Job Title/Series: 1410 Librarian

Total Received		#	188																
Voluntarily Identified		#	138	41	97	5	9	26	59	6	19	4	4	0	0	0	2	0	4
		%	100%	29.70%	70.30%	3.60%	6.50%	18.80%	42.80%	4.30%	13.80%	2.90%	2.90%	0.00%	0.00%	0.00%	1.40%	0.00%	2.90%
Qualified of those Identified		#	127	39	88	5	9	24	54	6	15	4	4	0	0	0	2	0	4
		%	100%	30.70%	69.30%	3.90%	7.10%	18.90%	42.50%	4.70%	11.80%	3.10%	3.10%	0.00%	0.00%	0.00%	1.60%	0.00%	3.10%
Selected of those 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%
CLF				16.20%	83.80%	0.70%	3.50%	13.80%	71.60%	0.80%	4.80%	0.60%	2.40%	0.00%	0.00%	0.10%	0.40%	0.10%	0.80%

Job Title/Series: 1510 Actuarial Science Series

Total Received	#	61														
Voluntarily Identified	#	33	20	13	1	2	3	2	8	8	8	1	0	0	0	0
Run Date: Nov 2, 2016 3:25 PM	%	100%	60.60%	39.40%	3.00%	6.10%	Start Date: Oct 4, 2015	24.20%	24.20%	24.20%	3.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	11	7	4	0	0	0	2	1	1	6	1	0	0	0	0
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Selected of those Identified	%	100%	63.60%	36.40%	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	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%	0.00%
CLF			67.10%	32.90%	1.30%	0.60%	60.40%	27.00%	1.10%	1.20%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%	0.70%	0.70%

Job Title/Series: 1515 Operations Research Analyst

Total Received		#	217																
Voluntarily Identified	#	124	72	52	3	5	22	12	38	28	7	5	0	0	0	0	2	2	2
	%	100%	58.10%	41.90%	2.40%	4.00%	17.70%	9.70%	30.60%	22.60%	5.60%	4.00%	0.00%	0.00%	0.00%	0.00%	1.60%	1.60%	1.60%
	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified of those Identified	%	100%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	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%	0.00%
CLF			51.40%	48.60%	3.10%	3.30%	40.40%	34.00%	4.10%	7.40%	2.90%	2.90%	0.10%	0.10%	0.10%	0.10%	0.60%	0.50%	0.50%

Job Title/Series: 1529 Mathematical Statistician

Total Received		#	68																
Voluntarily Identified	#	53	24	29	0	0	13	4	8	15	3	8	0	0	0	0	0	2	2
	%	100%	45.30%	54.70%	0.00%	0.00%	24.50%	7.50%	15.10%	28.30%	5.70%	15.10%	0.00%	0.00%	0.00%	0.00%	0.00%	3.80%	3.80%
	#	31	15	16	0	0	9	2	3	7	3	6	0	0	0	0	0	1	1
Qualified of those Identified	%	100%	48.40%	51.60%	0.00%	0.00%	29.00%	6.50%	9.70%	22.60%	9.70%	19.40%	0.00%	0.00%	0.00%	0.00%	0.00%	3.20%	3.20%
	#	4	1	3	0	0	1	0	0	0	0	3	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			52.70%	47.20%	2.10%	2.80%	43.20%	32.60%	2.30%	4.80%	3.70%	5.80%	0.00%	0.30%	0.10%	0.30%	0.90%	0.30%	0.30%

Job Title/Series: 1530 Statistician

Total Received		#	51																
Voluntarily Identified	#	37	17	20	2	0	8	7	2	5	5	8	0	0	0	0	0	0	0
	%	100%	45.90%	54.10%	5.40%	0.00%	21.60%	18.90%	5.40%	13.50%	13.50%	21.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	16	7	9	0	0	4	5	1	1	2	3	0	0	0	0	0	0	0
Qualified of those Identified	%	100%	43.80%	56.20%	0.00%	0.00%	25.00%	31.20%	6.20%	6.20%	12.50%	18.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	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%	0.00%
CLF			52.74%	47.25%	2.13%	2.78%	43.24%	32.61%	2.47%	4.84%	4.11%	5.97%	0.00%	0.31%	0.45%	0.38%	0.34%	0.35%	0.35%

Job Title/Series: 2210 Information Technology Specialist

Total Received		#	1058																
Voluntarily Identified	#	610	457	153	46	21	156	32	130	51	113	43	0	0	10	1	2	5	5
	%	100%	74.90%	25.10%	7.50%	3.40%	25.60%	5.20%	21.30%	8.40%	18.50%	7.00%	0.00%	0.00%	1.60%	0.20%	0.30%	0.80%	0.80%
	#	420	305	115	25	17	111	25	81	35	77	34	0	0	9	0	2	4	4
Qualified of those Identified	%	100%	72.60%	27.40%	6.00%	4.00%	26.40%	6.00%	19.30%	8.30%	18.30%	8.10%	0.00%	0.00%	2.10%	0.00%	0.50%	1.00%	1.00%
	#	14	9	5	0	0	5	0	2	1	2	3	0	0	0	0	0	1	1
	%	100%	64.30%	35.70%	0.00%	0.00%	35.70%	0.00%	14.30%	7.10%	14.30%	21.40%	0.00%	0.00%	0.00%	0.00%	0.00%	7.10%	7.10%
CLF			70.36%	29.64%	5.39%	2.17%	52.21%	20.89%	6.61%	4.50%	5.14%	1.55%	0.10%	0.05%	0.53%	0.29%	0.38%	0.18%	0.18%

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment	TOTAL EMPLOYEES										Hispanic or Latino		Non-Hispanic or Latino											
													White		Black or		Asian		Native Hawaiian or		American Indian		Two or more	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	503	246	257	25	8	148	124	49	92	16	30	0	0	3	2	5	1						
	%	100.00	48.91	51.09	4.97	1.59	29.42	24.65	9.74	18.29	3.18	5.96	0.00	0.00	0.60	0.40	0.99	0.20						
TOTAL	#	503	246	257	25	8	148	124	49	92	16	30	0	0	3	2	5	1						
	%	100.00	48.91	51.09	4.97	1.59	29.42	24.65	9.74	18.29	3.18	5.96	0.00	0.00	0.60	0.40	0.99	0.20						
CLF	%	100.00	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28						

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment	TOTAL EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino											
	All		female		male		female		male		female		male		female		male		female	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0028 ENVIRONMENTAL PROTECTION SPECIALIST	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0080 SECUR ADM	3	100.00	2	66.67	1	33.33	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0110 ECONOMIST	3	100.00	2	66.67	1	33.33	0	0.00	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0201 PERSONNEL MANAGEMENT	7	100.00	3	42.86	4	57.14	0	0.00	2	28.57	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00
0260 EQUAL EMPLOYMENT OPPORTUNITY	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0301 MISCELLANEOUS ADMINISTRATION &	84	100.00	40	47.62	44	52.38	5	5.95	26	30.95	24	28.57	6	7.14	16	19.05	3	3.57	0	0.00
0303 MISCELLANEOUS CLERK & ASSISTANT	21	100.00	7	33.33	14	66.67	0	0.00	4	19.05	9	42.86	2	9.52	2	19.05	1	4.76	0	0.00
0318 SECRETARY	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0340 PROGRAM MANAGEMENT	1	100.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0341 ADMN OFFICER	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0342 SUPPORT SRVCS ADMINISTRATION	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0343 MANAGEMENT & PROGRAM ANALYSIS	47	100.00	14	29.79	33	70.21	0	0.00	10	21.28	17	36.17	3	6.38	0	0.00	3	6.38	0	0.00
0344 MANAGEMENT CLERICAL & ASSISTANCE	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
0360 EQUAL OPPORTUNITY	18	100.00	7	38.89	11	61.11	2	11.11	1	5.56	5	27.78	3	16.67	2	11.11	0	0.00	1	5.56
0361 EQUAL OPPORTUNITY	2	100.00	1	50.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of: 9/30/2016
Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

Table A8S (Permanent) : New Hires by Occupational Series

Report Executed: 11/2/2016

ALL HU

[illegible]

All HU

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1750 INSTRUCTIONAL SYSTEMS	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00	0.00	0.00
1811 CRIMINAL INVESTIGATING	#	12	10	2	0	1	8	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	83.33	16.67	0.00	8.33	66.67	8.33	8.33	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2210 INFORMATION TECHNOLOGY	#	22	15	7	1	0	9	2	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	68.18	31.82	4.55	0.00	40.91	9.09	0.00	0.00	22.73	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	#	503	246	257	25	8	148	124	49	92	16	30	0	0	3	2	5	1	0	0	0	0	0
	%	100.00	48.91	51.09	4.97	1.59	29.42	24.65	9.74	18.29	3.18	5.96	0.00	0.00	0.60	0.40	0.99	0.20	0.00	0.00	0.00	0.00	0.00

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

All HU

Sub Organization(s) Codes Included: 02,03,04,05,11

Type of Appointment	TOTAL EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino											
	male		female		male	female	White		Black or		Asian		Native Hawaiian or		American Indian		Two or more	
							male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#																	
%		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	0.00
CLF	%	100.00	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Table A9: SELECTIONS FOR INTERNAL COMBINATION REPORTS - OCT 1, 2015																		
Total				RACE/ETHNICITY														
				Hispanic or Latino		White		Black or African		Asian		Native		American		Two or More		
All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: 0089 Emergency Management																		
Total Applications Received				#	2	0	2	0	0	0	1	0	0	0	0	0	0	0
Qualified				#	1	0	1	0	0	1	0	0	0	0	0	0	0	0
				%	100%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected				#	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%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0201 Human Resources Specialist																		
Total Applications Received				#	1	0	1	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
				%	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%
Selected				#	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%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0301 Technical Assistance Specialist																		
Total Applications Received				#	139	44	95	5	20	20	24	16	47	1	3	0	0	2
Qualified				#	75	24	51	3	7	12	20	8	23	1	1	0	0	0
				%	100%	32.00%	68.00%	4.00%	9.30%	16.00%	26.70%	10.70%	30.70%	1.30%	1.30%	0.00%	0.00%	0.00%
Selected				#	16	4	12	0	1	2	7	1	4	1	0	0	0	0
				%	100%	25.00%	75.00%	0.00%	6.20%	12.50%	43.80%	6.20%	25.00%	6.20%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0318 Secretary																		
Total Applications Received				#	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
				%	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%
Selected				#	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%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0340 Program Manager																		
Total Applications Received				#	7	4	3	1	0	1	2	1	0	0	1	0	1	0
Qualified				#	3	2	1	0	0	0	0	1	0	0	0	0	1	0
				%	100%	66.70%	33.30%	0.00%	0.00%	0.00%	0.00%	33.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected				#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
				%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0343 Supervisory Program Analyst																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
Relevant Applicant Pool %																		
Total Applications Received				#	200	68	132	19	18	23	23	18	76	3	6	0	0	4
Qualified				#	93	26	67	8	5	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	1.10%	2.20%
				%	100%	28.0												

Selected		#	14	3		11	1	2	1	3	1	5	0	0	0	0	0	U	U
% Relevant Applicant Pool %		%	100%	21.40%		78.60%	7.10%	14.30%	7.10%	21.40%	7.10%	35.70%	0.00%	0.00%	0.00%	0.00%	7.10%	0.00%	0.00%
Job Series of Vacancy: 0344 Management And Program Assistant																			
Total Applications Received		#	13	0	13			1	0	0	0	12	0	0	0	0	0	0	0
Qualified		#	5	0	5		0	1	0	0	0	4	0	0	0	0	0	0	0
% Selected		%	100%	0.00%	100.00%		0.00%	20.00%	0.00%	0.00%	0.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		#	1	0	1		0	0	0	0	0	1	0	0	0	0	0	0	0
% Relevant Applicant Pool %		%	100%	0.00%	100.00%		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0360 Supervisory Equal Opportunity Specialist																			
Total Applications Received		#	100	35	65		4	18	12	14	14	27	2	4	0	0	1	0	2
Qualified		#	43	15	28		3	6	6	10	6	9	0	1	0	0	0	0	2
% Selected		%	100%	34.90%	65.10%		7.00%	14.00%	14.00%	23.30%	14.00%	20.90%	0.00%	2.30%	0.00%	0.00%	0.00%	0.00%	4.70%
		#	18	5	13		2	3	2	4	1	3	0	1	0	0	0	0	2
% Relevant Applicant Pool %		%	100%	27.80%	72.20%		11.10%	16.70%	11.10%	22.20%	5.60%	16.70%	0.00%	5.60%	0.00%	0.00%	0.00%	0.00%	11.10%
Job Series of Vacancy: 0361 Equal Opportunity Assistant																			
Total Applications Received		#	1	0	1		0	0	0	0	0	1	0	0	0	0	0	0	0
Qualified		#	1	0	1		0	0	0	0	0	1	0	0	0	0	0	0	0
% Selected		%	100%	0.00%	100.00%		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		#	1	0	1		0	0	0	0	0	1	0	0	0	0	0	0	0
% Relevant Applicant Pool %		%	100%	0.00%	100.00%		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0399 Student Trainee																			
Total Applications Received		#	1	0	1		0	0	0	0	0	1	0	0	0	0	0	0	0
Qualified		#	1	0	1		0	0	0	0	0	1	0	0	0	0	0	0	0
% Selected		%	100%	0.00%	100.00%		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		#	1	0	1		0	0	0	0	0	1	0	0	0	0	0	0	0
% Relevant Applicant Pool %		%	100%	0.00%	100.00%		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0501 Supervisory Accounting Specialist																			
Total Applications Received		#	36	15	21		3	3	4	3	8	13	0	1	0	0	0	0	1
Qualified		#	18	5	13		1	2	1	2	3	8	0	1	0	0	0	0	0
% Selected		%	100%	27.80%	72.20%		5.60%	11.10%	5.60%	11.10%	16.70%	44.40%	0.00%	5.60%	0.00%	0.00%	0.00%	0.00%	0.00%
		#	9	3	6		0	1	0	2	3	2	0	1	0	0	0	0	0
% Relevant Applicant Pool %		%	100%	33.30%	66.70%		0.00%	11.10%	0.00%	22.20%	33.30%	22.20%	0.00%	11.10%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series of Vacancy: 0510 Accountant																			
Total Applications Received		#	9	4	5		0	0	1	1	3	0	0	0	0	0	0	0	0
Qualified		#	8	4	4		0	0	1	1	3	0	0	0	0	0	0	0	0
% Selected		%	100%	50.00%	50.00%		0.00%	0.00%	12.50%	12.50%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Report Date: Nov 2, 2016 3:32 PM		#	1	0	1		0	0	Start Date: Oct 1, 2015	0	0	0	0	1	0	0	0	0	End Date: Sep 30, 2015
		%	100%	0.00%	100.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

[illegible]

Employment Tenure	TOTAL EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino											
									White		Black or		Asian		Native Hawaiian or		American Indian		Two or more	
	All	male	female		male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total Employees	#	498	236	262	31	8	136	89	48	132	17	24	1	1	1	6	2	2		
Eligible for Promotion Ladder Promotions	%	100.00	47.39	52.61	6.22	1.61	27.31	17.87	9.64	26.51	3.41	4.82	0.20	0.20	0.20	1.20	0.40	0.40		
Time in grade in excess of minimum																				
1-12 Months	#	408	192	216	29	7	109	70	38	115	13	15	1	1	0	6	2	2		
	%	100.00	47.06	52.94	7.11	1.72	26.72	17.16	9.31	28.19	3.19	3.68	0.25	0.25	0.00	1.47	0.49	0.49		
13-24 Months	#	4	4	0	0	0	1	0	2	0	1	0	0	0	0	0	0	0		
	%	100.00	100.00	0.00	0.00	0.00	25.00	0.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
25+ Months	#	15	4	11	0	1	2	2	2	5	0	3	0	0	0	0	0	0		
	%	100.00	26.67	73.33	0.00	6.67	13.33	13.33	13.33	33.33	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
Did not receive	#	71	36	35	2	0	24	17	6	12	3	6	0	0	1	0	0	0		
	%	100.00	50.70	49.30	2.82	0.00	33.80	23.94	8.45	16.90	4.23	8.45	0.00	0.00	1.41	0.00	0.00	0.00		

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

RACE/ETHNICITY																	
Total				Non- Hispanic or Latino													
				Hispanic or Latino		White		Black or African		Asian		Native		American		Two or More	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
13																	
Total Applications Received		#	338	123	215	25	33	50	55	35	105	6	9	0	0	4	3
		%	100%	36.40%	63.60%	7.40%	9.80%	14.80%	16.30%	10.40%	31.10%	1.80%	2.70%	0.00%	0.00%	1.20%	0.90%
Qualified		#	185	63	122	14	14	27	43	16	51	2	5	0	0	2	3
		%	100%	34.10%	65.90%	7.60%	7.60%	14.60%	23.20%	8.60%	27.60%	1.10%	2.70%	0.00%	0.00%	1.10%	1.60%
Selected		#	47	15	32	3	6	7	10	2	10	1	2	0	0	1	2
		%	100%	31.90%	68.10%	6.40%	12.80%	14.90%	21.30%	4.30%	21.30%	2.10%	4.30%	0.00%	0.00%	2.10%	2.10%
Relevant Applicant Pool %																	
14																	
Total Applications Received		#	301	133	168	12	24	53	52	42	73	13	9	0	0	1	2
		%	100%	44.20%	55.80%	4.00%	8.00%	17.60%	17.30%	14.00%	24.30%	4.30%	3.00%	0.00%	0.00%	0.30%	0.70%
Qualified		#	166	69	97	9	12	31	40	20	35	5	5	0	0	1	2
		%	100%	41.60%	58.40%	5.40%	7.20%	18.70%	24.10%	12.00%	21.10%	3.00%	3.00%	0.00%	0.00%	0.60%	1.20%
Selected		#	42	13	29	3	4	7	15	2	7	1	1	0	0	0	1
		%	100%	31.00%	69.00%	7.10%	9.50%	16.70%	35.70%	4.80%	16.70%	2.40%	2.40%	0.00%	0.00%	0.00%	2.40%
Relevant Applicant Pool %																	
15																	
Total Applications Received		#	131	61	70	13	10	21	12	20	43	4	4	0	0	1	0
		%	100%	46.60%	53.40%	9.90%	7.60%	16.00%	9.20%	15.30%	32.80%	3.10%	3.10%	0.00%	0.00%	0.80%	0.00%
Qualified		#	70	27	43	5	6	9	9	9	24	1	3	0	0	1	0
		%	100%	38.60%	61.40%	7.10%	8.60%	12.90%	12.90%	12.90%	12.90%	34.30%	1.40%	4.30%	0.00%	0.00%	1.40%
Selected		#	12	5	7	0	0	2	2	2	3	0	1	0	0	0	1
		%	100%	41.70%	58.30%	0.00%	0.00%	16.70%	16.70%	16.70%	16.70%	25.00%	0.00%	8.30%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																	

Year = FY 2016

TOTAL WORKFORCE				RACE/ETHNICITY													
				Hispanic or Latino				Non-Hispanic or Latino								Two or More Races	
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Career Development Programs for GS 5-12:																	
Slots	#																
	Relevant Pool		%														
	#	16	11	0	0	9	4										
	%	59.3	40.7	0.0	0.0	33.3	14.8	11.1	22.2	7.4	3.7	0.0	0.0	0.0	0.0		
Applied	#	16	11	0	0	9	4	3	6	2	1	0	0	2			
	%	59.3	40.7	0.0	0.0	33.3	14.8	11.1	22.2	7.4	3.7	0.0	0.0	7.4			
	#	16	11	0	0	9	4	3	6	2	1	0	0	2			
	%	59.3	40.7	0.0	0.0	33.3	14.8	11.1	22.2	7.4	3.7	0.0	0.0	7.4			
Career Development Programs for GS 13 - 14:																	
Slots	#																
	Relevant Pool		%														
	#	9	20	0	0	5	4	4	13	0	1	0	0	1			
	%	31.0	69.0	0.0	0.0	17.2	13.8	13.8	44.8	0.0	3.4	0.0	0.0	3.4			
Applied	#	9	20	0	0	5	4	4	13	0	1	0	0	1			
	%	31.0	69.0	0.0	0.0	17.2	13.8	13.8	44.8	0.0	3.4	0.0	0.0	3.4			
	#	9	20	0	0	5	4	4	13	0	1	0	0	1			
	%	31.0	69.0	0.0	0.0	17.2	13.8	13.8	44.8	0.0	3.4	0.0	0.0	3.4			
Career Development Programs for GS 15 and SES:																	
Slots	#																
	Relevant Pool		%														
	#	13	26	0	1	5	9	6	15	1	1	0	0	1			
	%	33.3	66.7	0.0	2.6	12.8	23.1	15.4	38.5	2.6	2.6	0	0	2.6			
Applied	#	13	26	0	1	5	9	6	15	1	1	0	0	1			
	%	33.3	66.7	0.0	2.6	12.8	23.1	15.4	38.5	2.6	2.6	0.0	0.0	2.6			
	#	13	26	0	1	5	9	6	15	1	1	0	0	1			
	%	33.3	66.7	0.0	2.6	12.8	23.1	4.8	38.5	2.6	2.6	0.0	0.0	2.6			
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																	
Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																	

All Housing and

Sub Organization(s) Codes Included:
01,02,03,04,05,06,07,08,09,10,11

Table A13 : Employees Recognition and Awards

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

Report Executed: 11/2/2016

FY2016

Includes NOA Codes: 840,846,849,879,885,886,887,892

Recognition or Award Program # Awards Given Total Cash		TOTAL EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino											
		All		male		female		White		Black or African		Asian		Native Hawaiian		American Indian		Two or more	
		#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$
Total Cash Awards		3318		1249		2069		690		380		58		90		1		9	
Less than \$100																			
%		100.00		37.64		62.36		20.80		11.45		1.75		2.71		0.03		0.27	
Total	\$	1,258,349		477,347		781,002		266,071		142,299		22,499		33,518		500		3,943	
Average	\$	379.25		382.18		377.48		385.61		374.47		387.91		372.42		500.00		371.47	
Total Cash Awards between \$101 and \$200		6405		2652		3753		1641		600		170		232		5		34	
%		100.00		41.41		58.59		25.62		9.37		2.65		3.62		0.08		0.53	
Total	\$	6,233,440		2,618,510		3,614,930		1,654,328		567,173		163,841		224,236		5,323		35,114	
Average	\$	973.21		987.37		963.21		1,008.12		945.29		963.77		966.54		1,064.61		1,032.76	
Total Cash Awards greater than \$200		641		320		321		200		71		19		19		0		5	
%		100.00		49.92		50.08		31.20		11.08		2.96		2.96		0.00		0.78	
Total	\$	1,148,306		574,846		573,460		363,487		124,875		32,179		37,060		0		8,712	
Average	\$	1,791.43		1,796.39		1,786.48		1,817.44		1,758.80		1,693.64		1,950.50		0.00		1,742.47	
Total Time-Off Awards 1-8 Hours		1905		647		1258		412		138		24		69		0		4	
%		100.00		33.96		66.04		21.63		7.24		1.26		3.62		0.00		0.21	
Total	\$	15,069		5,095		9,974		3,250		1,083		188		555		0		32	
Average	\$	7.91		7.87		7.93		7.89		7.85		7.83		8.04		0.00		8.00	
Total Time-Off Awards Over 8 Hours		3598		1276		2322		829		256		62		148		3		14	
%		100.00		35.46		64.54		23.04		7.12		1.72		4.11		0.08		0.39	
Total	\$	85,884		30,216		55,668		19,829		6,025		1,442		3,437		52		382	
Average	\$	23.87		23.68		23.97		23.92		23.54		23.26		23.22		17.33		27.29	

All Housing and

Urban

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: ES,GM,GS,SL

Grade Groups		TOTAL EMPLOYEES				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	
GS 01-08	#	555	116	439	10	41	39	107	55	259	7	13					0	0	2	14	3	5	
	%	100.00	20.90	79.10	1.80	7.39	7.03	19.28	9.91	46.67	1.26	2.34					0.00	0.00	0.36	2.52	0.54	0.90	
Total Monetary Awards	\$	409,319	67,864	341,455	3,133	42,540	15,617	145,565	43,080	139,635	3,476	6,656					0	0	1,525	4,707	1,032	2,352	
Average amount per Award	\$	738	585	778	313	1,038	400	1,360	783	539	497	512					0	0	763	336	344	470	
GS 09-12	#	3012	1010	2002	92	193	542	653	299	1008	53	88					6	3	14	38	4	19	
	%	100.00	33.53	66.47	3.05	6.41	17.99	21.68	9.93	33.47	1.76	2.92					0.20	0.10	0.46	1.26	0.13	0.63	
Total Monetary Awards	\$	2,591,384	806,812	1,784,571	53,338	210,450	435,211	690,996	250,984	700,039	30,848	120,780					27,150	2,432	7,521	50,118	1,760	9,757	
Average amount per Award	\$	860	799	891	580	1,090	803	1,058	839	694	582	1,372					4,525	811	537	1,319	440	514	
GS 13-15	#	7592	3426	4166	263	297	2111	1738	799	1813	206	263					5	5	34	30	8	20	
	%	100.00	45.13	54.87	3.46	3.91	27.81	22.89	10.52	23.88	2.71	3.46					0.07	0.07	0.45	0.40	0.11	0.26	
Total Monetary Awards	\$	7,956,767	3,735,470	4,221,297	280,192	293,953	2,404,567	1,787,272	798,770	1,843,075	179,889	224,836					4,004	4,782	61,864	27,489	6,185	39,890	
Average amount per Award	\$	1,048	1,090	1,013	1,065	990	1,139	1,028	1,000	1,017	873	855					801	956	1,820	916	773	1,994	
SES	#	98	57	41	3	2	47	22	6	17	0	0					0	0	1	0	0	0	
	%	100.00	58.16	41.84	3.06	2.04	47.96	22.45	6.12	17.35	0.00	0.00					0.00	0.00	1.02	0.00	0.00	0.00	
Total Monetary Awards	\$	814,912	461,423	353,489	21,185	25,177	376,463	200,307	54,610	128,005	0	0					0	0	9,165	0	0	0	
Average amount per Award	\$	8,315	8,095	8,622	7,062	12,589	8,010	9,105	9,102	7,530	0	0					0	0	9,165	0	0	0	
Grand Total	#	11257	4609	6648	368	533	2739	2520	1159	3097	266	364					11	8	51	82	15	44	
	%	100.00	40.94	59.06	3.27	4.73	24.33	22.39	10.30	27.51	2.36	3.23					0.10	0.07	0.45	0.73	0.13	0.39	
Total Monetary Awards	\$	11,772,381	5,071,569	6,700,812	357,847	572,120	3,231,858	2,824,140	1,147,444	2,810,754	214,213	352,272					31,154	7,214	80,075	82,314	8,978	51,999	
Average amount per Award	\$	1,046	1,100	1,008	972	1,073	1,180	1,121	990	908	805	968					2,832	902	1,570	1,004	599	1,182	

The above table includes Awards with NOA Codes : 815,816,817,825,827,840,849,879,885,886,887

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

All Housing and Urban

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: ES,GM,GS,SL

Grade Groups		TOTAL EMPLOYEES				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
GS 01-08	#	272	55	217	1	23	20	65	26	110	3	16	0	0	2	3	3	0	3	0
	%	100.00	20.22	79.78	0.37	8.46	7.35	23.90	9.56	40.44	1.10	5.88	0.00	0.00	0.74	1.10	1.10	0.00	1.10	0.00
Total Time Awards (Hours)	#	4,385	784	3,601	16	363	306	1,148	362	1,720	64	298	0	0	24	72	12	0	12	0
Average Hours per Award	#	16	14	17	16	16	15	18	14	16	21	19	0	0	12	24	4	0	4	0
GS 09-12	#	1734	482	1252	63	112	282	510	107	557	21	54	2	1	2	10	5	8	5	8
	%	100.00	27.80	72.20	3.63	6.46	16.26	29.41	6.17	32.12	1.21	3.11	0.12	0.06	0.12	0.58	0.29	0.46	0.29	0.46
Total Time Awards (Hours)	#	27,958	7,461	20,497	996	1,925	4,413	8,280	1,608	9,217	348	779	32	32	16	140	48	124	48	124
Average Hours per Award	#	16	15	16	16	17	16	16	15	17	17	14	16	32	8	14	10	16	10	16
GS 13-15	#	3622	1430	2192	120	156	947	1091	277	770	66	147	1	3	13	18	6	7	6	7
	%	100.00	39.48	60.52	3.31	4.31	26.15	30.12	7.65	21.26	1.82	4.06	0.03	0.08	0.36	0.50	0.17	0.19	0.17	0.19
Total Time Awards (Hours)	#	68,553	26,934	41,619	2,112	2,743	17,934	20,774	5,170	14,712	1,274	2,842	20	64	334	306	90	178	90	178
Average Hours per Award	#	19	19	19	18	18	19	19	19	19	19	19	20	21	26	17	15	25	15	25
SES	#	21	15	6	0	1	15	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	71.43	28.57	0.00	4.76	71.43	19.05	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Time Awards (Hours)	#	580	396	184	0	40	396	104	0	40	0	0	0	0	0	0	0	0	0	0
Average Hours per Award	#	28	26	31	0	40	26	26	0	40	0	0	0	0	0	0	0	0	0	0
Grand Total	#	5649	1982	3667	184	292	1264	1670	410	1438	90	217	3	4	17	31	14	15	14	15
	%	100.00	35.09	64.91	3.26	5.17	22.38	29.56	7.26	25.46	1.59	3.84	0.05	0.07	0.30	0.55	0.25	0.27	0.25	0.27
Total Time Awards (Hours)	#	101,476	35,575	65,901	3,124	5,071	23,049	30,306	7,140	25,689	1,686	3,919	52	96	374	518	150	302	150	302
Average Hours per Award	#	18	18	18	17	17	18	18	17	18	19	18	17	24	22	17	11	20	11	20

ALL HU

Sub Organization(s) Codes Included: 11,01,02,03,04,05,06,07,08,09,10

Type of Separation	TOTAL EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino										Two or more races	
	All		male		female		White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		male	
	#	%	10	6	4	1	0	3	0	1	4	0	0	0	0	0	0	1
IVOL																		
	#	%	100.00	60.00	40.00	10.00	0.00	30.00	0.00	10.00	40.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00
VOL																		
	#	%	668	282	386	22	27	175	174	66	156	14	21	1	0	3	6	1
	%	%	100.00	42.22	57.78	3.29	4.04	26.20	26.05	9.88	23.35	2.10	3.14	0.15	0.00	0.45	0.90	0.15
TOTAL Separations	#	%	678	288	390	23	27	178	174	67	160	14	21	1	0	3	6	2
	%	%	100.00	42.48	57.52	3.39	3.98	26.25	25.66	9.88	23.60	2.06	3.10	0.15	0.00	0.44	0.88	0.29
TOTAL Workforce	#	%	7947	3247	4700	271	371	1893	1773	817	2194	206	274	5	8	39	56	24
	%	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.30

Distribution by Race/Ethnicity and Gender

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

All Separations Types

NOA TYPE		TOTAL EMPLOYEES						Hispanic or Latino				Non-Hispanic or Latino									
		All	male	female	male	female		male	female	male	female	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
Death	#	18	8	10	1	0	5	5	1	4	1	0	0	0	0	0	0	1	0	0	0
	%	100.00	44.44	55.56	5.56	0.00	27.78	27.78	5.56	22.22	5.56	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00	0.00
Discharge	#	3	1	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0
	%	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00
Removal	#	6	4	2	1	0	3	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	16.67	0.00	50.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resignation	#	96	41	55	2	4	25	28	12	17	2	5	0	0	0	0	1	0	0	0	0
	%	100.00	42.71	57.29	2.08	4.17	26.04	29.17	12.50	17.71	2.08	5.21	0.00	0.00	0.00	0.00	1.04	0.00	0.00	0.00	0.00
Retirement	#	396	160	236	9	19	107	108	34	94	6	11	1	0	3	3	0	0	1	1	1
	%	100.00	40.40	59.60	2.27	4.80	27.02	27.27	8.59	23.74	1.52	2.78	0.25	0.00	0.76	0.76	0.00	0.00	0.25	0.00	0.25
Termination	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	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	0.00	0.00
Transfer	#	158	73	85	10	4	38	33	19	41	5	5	0	0	0	1	1	1	1	1	1
	%	100.00	46.20	53.80	6.33	2.53	24.05	20.89	12.03	25.95	3.16	3.16	0.00	0.00	0.00	0.63	0.63	0.63	0.63	0.63	0.63
TOTAL Separations	#	678	288	390	23	27	178	174	67	160	14	21	1	0	3	6	2	2	2	2	2
	%	100.00	42.48	57.52	3.39	3.98	26.25	25.66	9.88	23.60	2.06	3.10	0.15	0.00	0.44	0.88	0.29	0.29	0.29	0.29	0.29
TOTAL Workforce	#	7947	3247	4700	271	371	1893	1773	817	2194	206	274	5	8	39	56	16	24	24	24	24
	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30	0.30	0.30	0.30

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11
NOA(s) Codes Included: 301,302,303,317,330,350,352,355,357,385

Type of Appointment		TOTAL EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino											
										White		Black or		Asian		Native Hawaiian or		American Indian		Two or more	
		All	male	female		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0028 ENVIRONMENTAL PROTECTION SPECIALIST	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	0.00	0.00	0.00	25.00	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
0080 SECUR ADM	#	3	0	3	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	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
0101 SOCIAL SCIENCE	#	4	1	3	0	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0119 ECONOMIST	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00	0.00
0199 SOC SCIENCE STUD TR	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	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	0.00	0.00
0201 PERSONNEL MANAGEMENT	#	12	2	10	0	0	2	0	0	0	0	10	0	0	0	0	0	0	0	0	0
	%	100.00	16.67	83.33	0.00	0.00	16.67	0.00	0.00	83.33	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0301 MISCELLANEOUS ADMINISTRATION &	#	91	35	56	7	3	21	27	5	22	3	0	2	3	0	0	0	1	0	0	0
	%	100.00	38.46	61.54	7.69	3.30	23.08	29.67	5.49	24.18	3.30	0.00	0.00	2.20	0.00	0.00	0.00	1.10	0.00	0.00	0.00
0303 MISCELLANEOUS CLERK & ASSISTANT	#	32	5	27	0	2	1	12	4	12	0	0	0	0	0	0	0	1	0	0	0
	%	100.00	15.63	84.38	0.00	6.25	3.13	37.50	12.50	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.13	0.00	0.00	0.00
0318 SECRETARY	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
0340 PROGRAM MANAGEMENT	#	5	2	3	0	1	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	40.00	60.00	0.00	20.00	20.00	0.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0341 ADMV OFFICER	#	4	1	3	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	25.00	75.00	25.00	0.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0342 SUPPORT SRVCS ADMINISTRATION	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0343 MANAGEMENT & PROGRAM ANALYSIS	#	61	25	36	2	2	14	19	8	15	0	0	0	0	0	0	0	1	0	0	0
	%	100.00	40.98	59.02	3.28	3.28	22.95	31.15	13.11	24.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.64	0.00	0.00	0.00
0344 MANAGEMENT CLERICAL & ASSISTANCE	#	3	1	2	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0360 EQUAL OPPORTUNITY	#	25	12	13	3	2	5	4	4	6	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	48.00	52.00	12.00	8.00	20.00	16.00	16.00	24.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0361 EQUAL OPPORTUNITY	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Distribution by Race/Ethnicity and Gender

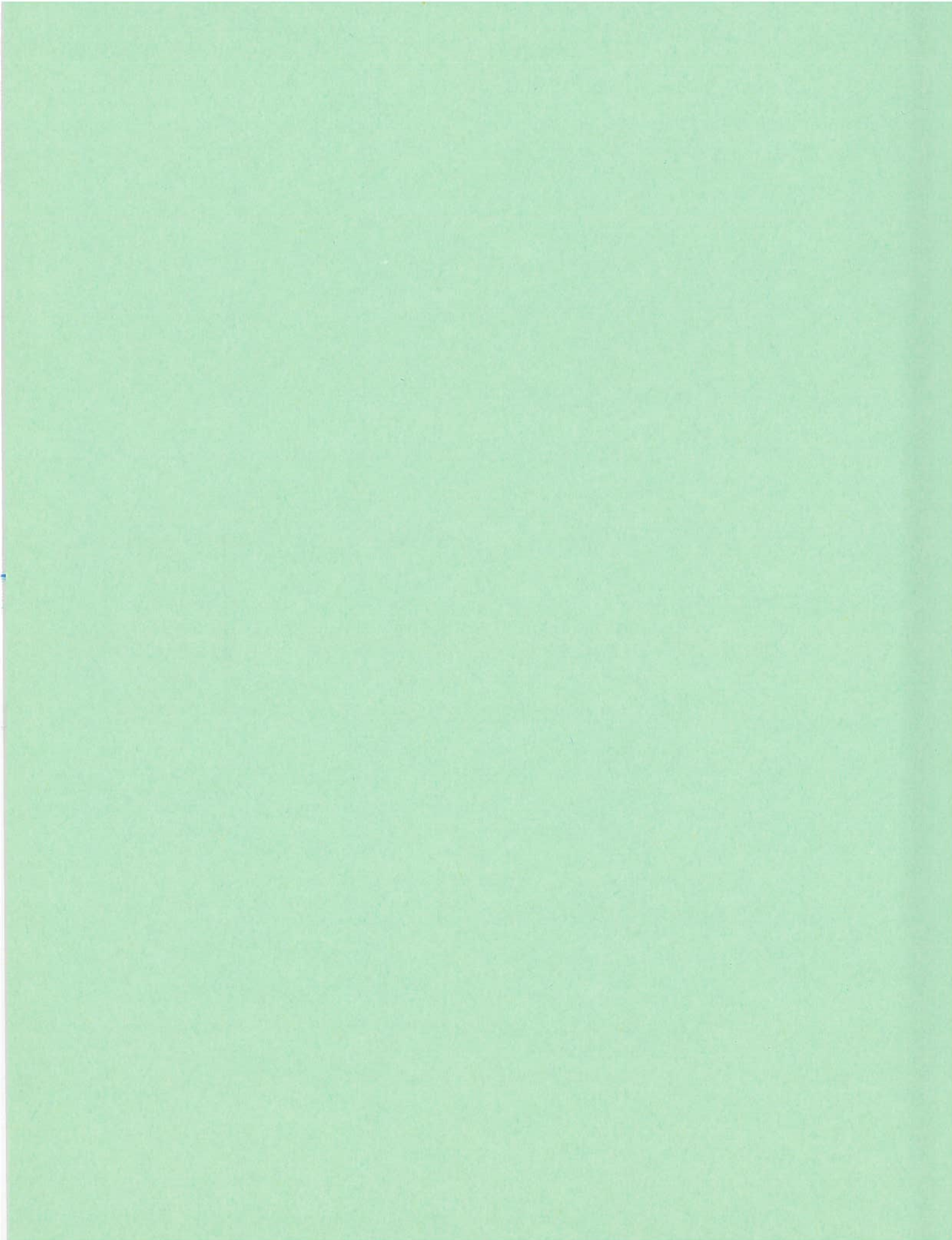
Report Executed: 11/2/2016

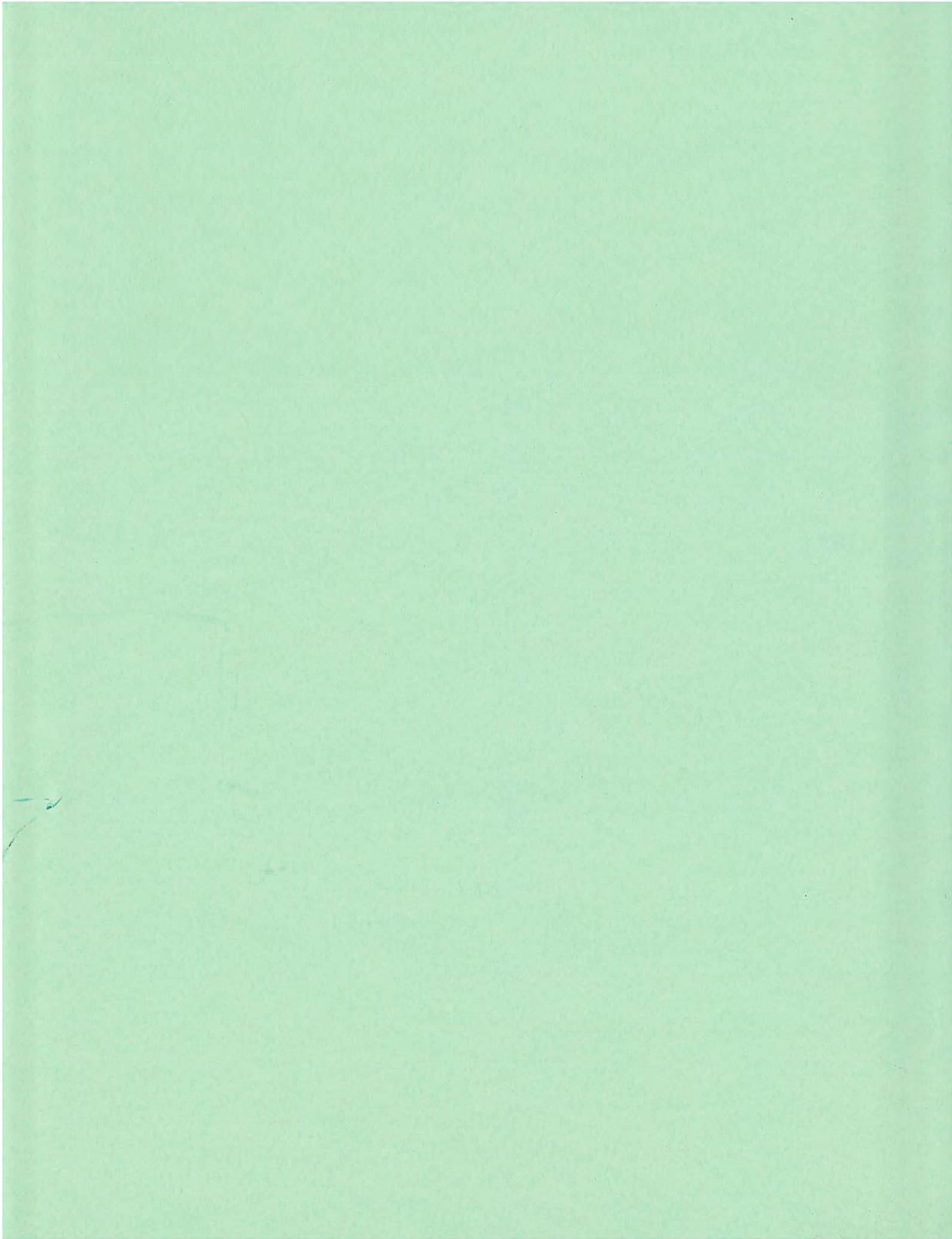
All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA(s) Codes Included: 301,302,303,317,330,350,352,355,357,385

	%	100.00	38.89	61.11	5.56	5.56	22.22	27.78	5.56	16.67	0.00	11.11	0.00	0.00	0.00	0.00	5.56	0.00
1165 LOAN SPECIALIST	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00
1171 APPRAISAL	#	12	10	2	1	0	8	1	1	1	0	0	0	0	0	0	0	0
	%	100.00	83.33	16.67	8.33	0.00	66.67	8.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1410 LIBRARIAN	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00
1519 ACTUARY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00
1702 EDUCATION AND TRAINING TECHNICIAN	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1805 Investigative Analyst	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00
1811 CRIMINAL INVESTIGATING	#	10	8	2	0	1	6	1	2	0	0	0	0	0	0	0	0	0
	%	100.00	80.00	20.00	0.00	10.00	60.00	10.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1910 QUALITY ASSURANCE	#	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2210 INFORMATION TECHNOLOGY	#	22	15	7	0	2	7	4	2	1	5	0	0	1	0	0	0	0
	%	100.00	68.18	31.82	0.00	9.09	31.82	18.18	9.09	4.55	22.73	0.00	0.00	4.55	0.00	0.00	0.00	0.00
TOTAL	#	678	288	390	23	27	178	174	67	160	14	21	1	3	6	2	2	2
	%	100.00	42.48	57.52	3.39	3.98	26.25	25.66	9.88	23.60	2.06	3.10	0.15	0.44	0.88	0.29	0.29	0.29





Workforce Data Tables

B1 – B14

Distribution by Disability [OPM Form 256 Self-Identification Codes]

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Employment Tenure	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism		
TOTAL																
Prior FY	#	8419	7389	240	790	95	9	16	3	22	7	9	1	25	3	
	%	100.00	87.77	2.85	9.38	1.13	9.47	16.84	3.16	23.16	7.37	9.47	1.05	28.32	3.16	
Current FY	#	8074	7070	239	765	87	9	14	3	18	5	9	1	26	2	
	%	100.00	87.57	2.96	9.47	1.08	10.34	16.09	3.45	20.69	5.75	10.34	1.15	29.89	2.30	
Difference	#	-345	-319	-1	-25	-8	0	-2	0	-4	-2	0	0	1	-1	
Ratio Change	%	0.00	-0.20	0.11	0.09	-0.05	0.00	-0.02	0.00	-0.04	-0.02	0.00	0.00	0.03	-0.01	
Net Change	%	-4.10	-4.32	-0.42	-3.16	-8.42	0.00	-12.50	0.00	-18.18	-28.57	0.00	0.00	4.00	-33.33	
Federal High	%					0.00										
PERMANENT																
Prior FY	#	8274	7259	236	779	93	9	16	3	21	7	9	0	25	3	
	%	100.00	87.73	2.85	9.42	1.12	0.11	17.20	3.23	22.58	7.53	9.68	0.00	26.88	3.23	
Current FY	#	7947	6957	238	762	85	9	14	3	17	5	8	1	26	2	
	%	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35	
Difference	#	-327	-302	2	-27	-8	0	-2	0	-4	-2	-1	1	1	-1	
Ratio Change	%	0.00	-0.19	0.14	0.05	-0.05	0.00	-0.02	0.00	-0.04	-0.02	-0.01	0.01	0.03	-0.01	
Net Change	%	-3.95	-4.16	0.85	-3.47	-8.60	0.00	-12.50	0.00	-19.05	-28.57	-11.11	100.00	4.00	-33.33	

Distribution by Disability

[illegible]

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Occupational Categories	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism		
1a. Official & Managers Exec/Senior Level (Grade 15 & Above)	# 846	765	25	56	7	0	5	0	1	0	1	0	0	0		
	% 100.00	90.43	2.96	6.62	0.83	0.00	71.43	0.00	14.29	0.00	14.29	0.00	0.00	0.00		
1b. MID-LEVEL (GRADES 13-14)	# 535	491	12	32	1	0	0	0	0	0	1	0	0	0		
	% 100.00	91.78	2.24	5.98	0.19	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
1d. Other	# 4625	3981	143	501	56	8	5	2	14	4	3	0	19	1		
	% 100.00	86.08	3.09	10.83	1.21	14.29	8.93	3.57	25.00	7.14	5.36	0.00	33.93	1.79		
1. Officials and Managers Total	# 6006	5237	180	589	64	8	10	2	15	4	5	0	19	1		
	% 100.00	87.20	3.00	9.81	1.07	12.50	15.63	3.13	23.44	6.25	7.81	0.00	29.69	1.56		
2. Professionals	# 1250	1127	36	87	7	1	2	0	0	0	0	1	2	1		
	% 100.00	90.16	2.88	6.96	0.56	14.29	28.57	0.00	0.00	0.00	0.00	14.29	28.57	14.29		
3. Technicians	# 5	5	0	0	0	0	0	0	0	0	0	0	0	0		
	% 100.00	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		
5. Administrative Support Workers	# 515	425	18	72	14	0	2	1	2	1	3	0	5	0		
	% 100.00	82.52	3.50	13.98	2.72	0.00	14.29	7.14	14.29	7.14	21.43	0.00	35.71	0.00		
9. Service Workers	# 171	163	4	4	0	0	0	0	0	0	0	0	0	0		
	% 100.00	95.32	2.34	2.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Grand Total	# 7947	6857	238	752	85	9	14	3	17	5	8	1	26	2		
	% 100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35		

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Data as of: 9/30/2016

Distribution by Disability

Report Executed: 1/13/2017

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: _All

	%	100.00	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	0.00	0.00	0.00	0.00
Senior Level Position	#	128	114	4	10	3	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	89.06	3.13	7.81	2.34	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Permanent Workforce	#	7947	6957	238	752	85	9	14	3	17	5	8	1	26	2	235	2	2	2
	%	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35	2	2	2	2
Total Permanent Workforce	#	7947	6957	238	752	85	9	14	3	17	5	8	1	26	2	235	2	2	2
	%	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35	2	2	2	2

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

GS/GM, SES and Related Grade	TOTAL	Total by Disability Status					Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS-02 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
%	0.01	0.01	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-03 #	4	3	0	1	0	0	0	0	0	0	0	0	0	0
%	0.05	0.04	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	8	8	0	0	0	0	0	0	0	0	0	0	0	0
%	0.10	0.11	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-05 #	19	13	1	5	2	0	0	0	0	0	0	0	2	0
%	0.24	0.19	0.42	0.66	2.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00
GS-06 #	12	9	2	1	0	0	0	0	0	0	0	0	0	0
%	0.15	0.13	0.84	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	323	259	11	53	10	0	2	1	2	1	2	0	2	0
%	4.06	3.72	4.62	7.05	11.76	0.00	14.29	33.33	11.76	20.00	25.00	0.00	7.69	0.00
GS-08 #	41	38	0	3	0	0	0	0	0	0	0	0	0	0
%	0.52	0.55	0.00	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	179	150	9	20	2	0	0	0	1	0	0	0	1	0
%	2.25	2.16	3.78	2.66	2.35	0.00	0.00	0.00	5.88	0.00	0.00	0.00	3.85	0.00
GS-10 #	25	20	2	3	2	0	0	0	0	0	1	0	1	0
%	0.31	0.29	0.84	0.40	2.35	0.00	0.00	0.00	0.00	0.00	12.50	0.00	3.85	0.00
GS-11 #	346	285	20	41	6	0	1	0	2	0	0	0	3	0
%	4.35	4.10	8.40	5.45	7.06	0.00	7.14	0.00	11.76	0.00	0.00	0.00	11.54	0.00
GS-12 #	1588	1353	56	179	19	7	1	0	2	2	2	0	5	0
%	19.98	19.45	23.53	23.80	22.35	77.78	7.14	0.00	11.76	40.00	25.00	0.00	19.23	0.00
GS-13 #	2802	2487	74	261	25	1	3	2	9	1	0	1	6	2
%	35.26	35.46	31.09	34.71	29.41	11.11	21.43	66.67	52.94	20.00	0.00	100.00	23.08	100.00
GS-14 #	1542	1395	33	114	8	0	1	0	0	0	2	0	5	0
%	19.40	20.05	13.87	15.16	9.41	0.00	7.14	0.00	0.00	0.00	25.00	0.00	19.23	0.00
GS-15 #	922	835	26	61	8	1	3	0	1	1	1	0	1	0
%	11.60	12.00	10.92	8.11	9.41	11.11	21.43	0.00	5.88	20.00	12.50	0.00	3.85	0.00
Executive (EX) #	7	7	0	0	0	0	0	0	0	0	0	0	0	0
%	0.09	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Level Position #	128	114	4	10	3	0	3	0	0	0	0	0	0	0
%	1.61	1.64	1.68	1.33	3.53	0.00	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Permanent #	7947	6957	238	752	85	9	14	3	17	5	8	1	26	2

Report Executed: 1/13/2017

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[illegible]

ALL

ALL HU

Report Executed: 1/13/2017

[illegible]

Job Title/Series Agency Rate	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30, 32- 36] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Mental Illness	[92] Dwarfism		
0110 # %	60 100.00	55 91.67	1 1.67	4 6.67	1 1.67	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00		
	0201 # %	92 100.00	80 86.96	4 4.35	8 8.70	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00		
0301 # %	1093 100.00	962 88.01	40 3.66	91 8.33	8 0.73	1 12.50	0 0.00	0 0.00	3 37.50	2 25.00	1 12.50	0 0.00	1 12.50	0 0.00		
	0360 # %	322 100.00	252 78.26	17 5.28	53 16.46	4 1.24	0 0.00	0 0.00	0 0.00	0 0.00	1 25.00	0 0.00	3 75.00	0 0.00		
0511 # %	329 100.00	305 92.71	8 2.43	16 4.86	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00		
	1101 # %	2454 100.00	2157 87.90	67 2.73	230 9.37	30 1.22	4 13.33	3 10.00	6 20.00	1 3.33	2 6.67	0 0.00	12 40.00	0 0.00		
1102 # %	85 100.00	78 91.76	2 2.35	5 5.88	1 1.18	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00		
	2210 # %	232 100.00	204 87.93	4 1.72	24 10.34	2 0.86	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	0 0.00	1 50.00		

All HU

Report Executed: 1/13/2017

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment		Total by Disability Status					Detail for Targeted Disabilities							
TOTAL														
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Permanent	#	503	420	32	51	5	0	0	0	0	0	1	3	0
	%	100.00	83.50	6.36	10.14	0.99	0.00	0.00	0.00	0.00	20.00	20.00	60.00	0.00
Total	#	503	420	32	51	5	0	0	0	0	0	1	3	0
	%	100.00	83.50	6.36	10.14	0.99	0.00	0.00	0.00	0.00	20.00	20.00	60.00	0.00
Prior FY	#	420	343	18	59	6	0	1	0	3	0	0	1	0
	%	100.00	81.67	4.29	14.05	1.43	0.00	16.67	50.00	0.00	16.67	0.00	16.67	0.00

Type of Appointment	TOTAL	Total by Disability Status					Detail for Targeted Disabilities							
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
0028 ENVIRONMENTAL PROTECTION SPECIALIST	#	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
0080 SECUR ADM	#	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
	#	5	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0110 ECONOMIST	#	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
0201 PERSONNEL MANAGEMENT	#	7	3	2	2	0	0	0	0	0	0	0	0	0
	%	100.00	42.86	28.57	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0260 EQUAL EMPLOYMENT OPPORTUNITY	#	2	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0301 MISCELLANEOUS ADMINISTRATION & PROGRAM	#	99	79	9	11	1	0	0	0	0	1	0	0	0
	%	100.00	79.80	9.09	11.11	1.01	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
0303 MISCELLANEOUS CLERK & ASSISTANT	#	21	17	3	1	0	0	0	0	0	0	0	0	0
	%	100.00	80.95	14.29	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0318 SECRETARY	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0340 PROGRAM MANAGEMENT	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0341 ADMV OFFICER	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0342 SUPPORT SRVCS ADMINISTRATION	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0343 MANAGEMENT & PROGRAM ANALYSIS	#	48	35	5	8	1	0	0	0	0	0	0	1	0
	%	100.00	72.92	10.42	16.67	2.08	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
0344 MANAGEMENT CLERICAL & ASSISTANCE	#	2	2	0	0	0	0	0	0	0	0	0	0	0

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 1/13/2017

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[illegible]

[illegible]

Table B13 (Permanent) : Employee Recognition and Awards

Report Executed: 1/13/2017

Distribution by Disability Groups

Ali HU

Sub Organization(s) Codes Included: 04

[illegible]

Distribution by Disability Groups

Report Executed: 1/13/2017

All HU

Sub Organization(s) Codes Included: 04

PayPlans Included: GS

Grades/EQ Groups	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism		
GS 01-08	#	121	100	2	19	1	0	1	0	0	0	0	0	0		
	%	100.00	82.64	1.65	15.70	0.83	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
	Total Amount	\$	33,160	26,147	507	6,506	175	0	175	0	0	0	0	0		
Average	\$	274.05	261.47	253.55	342.44	175.05	0.00	175.05	0.00	0.00	0.00	0.00	0.00	0.00		
GS 09-12	#	627	518	10	99	2	0	0	0	1	0	0	0	1		
	%	100.00	82.62	1.59	15.79	0.32	0.00	0.00	0.00	50.00	0.00	0.00	50.00	50.00		
	Total Amount	\$	239,913	172,766	3,960	63,187	940	0	0	8	0	0	932	0		
Average	\$	382.64	333.52	396.03	638.25	469.76	0.00	0.00	8.00	0.00	0.00	931.52	0.00	0.00		
GS 13-15	#	966	873	21	72	5	0	0	0	0	0	0	5	0		
	%	100.00	90.37	2.17	7.45	0.52	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00		
	Total Amount	\$	532,017	489,289	11,887	30,841	2,455	0	0	0	0	0	2,455	0		
Average	\$	550.74	560.47	566.04	428.35	491.08	0.00	0.00	0.00	0.00	0.00	491.08	0.00	0.00		
Grand Total	#	1714	1491	33	190	8	0	1	0	1	0	0	6	0		
	%	100.00	86.99	1.93	11.09	0.47	0.00	12.50	0.00	12.50	0.00	0.00	75.00	0.00		
	Total Amount	\$	805,090	688,202	16,354	100,534	3,570	0	175	0	8	0	3,387	0		
Average	\$	469.71	461.57	495.58	529.13	446.24	0.00	175.05	0.00	8.00	0.00	564.48	0.00	0.00		

The above table includes Awards with NOA Codes : 815,816,817,825,827,840,846,849,879,885,886,887

GS 01-08	#	47	42	0	5	0	0	0	0	0	0	0	0	0
	%	100.00	89.36	0.00	10.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Time Awards (Hours)	#	631	550	0	81	0	0	0	0	0	0	0	0	0
Average Time off Award (Hours)	#	13.43	13.10	0.00	16.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 09-12	#	261	218	4	39	1	0	0	1	0	0	0	0	0
	%	100.00	83.52	1.53	14.94	0.38	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
Total Time Awards (Hours)	#	4,034	3,436	48	550	8	0	0	8	0	0	0	0	0
Average Time off Award (Hours)	#	15.46	15.76	12.00	14.10	8.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00
GS 13-15	#	361	325	6	30	1	0	0	0	0	0	0	1	0
	%	100.00	90.03	1.66	8.31	0.28	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
Total Time Awards (Hours)	#	5,612	5,088	76	448	16	0	0	0	0	0	0	16	0

All HU

Distribution by Disability Groups

Report Executed: 1/13/2017

Sub Organization(s) Codes Included: 04														PayPlans Included: GS	
Average Time off Award (Hours)	#	15.55	15.66	12.67	14.93	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grand Total	#	669	585	10	74	2	0	0	0	1	0	0	0	1	0
	%	100.00	87.44	1.49	11.06	0.30	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00
Total Time Awards (Hours)	#	10,277	9,074	124	1,079	24	0	0	0	8	0	0	0	16	0
Average Time off Award (Hours)	#	15.36	15.51	12.40	14.58	12.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	16.00	0.00

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Separation		TOTAL		Total by Disability Status				Detail for Targeted Disabilities									
				[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
IVOL	#	10	9		1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.00	10.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
VOL	#	668	577	21	70	9	9	0	2	0	4	1	1	0	0	0	1
	%	100.00	86.38	3.14	10.48	1.35	1.35	0.00	22.22	0.00	44.44	11.11	11.11	0.00	0.00	0.00	11.11
Total Separations	#	678	586	22	70	9	9	0	2	0	4	1	1	0	0	0	1
	%	100.00	86.43	3.24	10.32	1.33	1.33	0.00	22.22	0.00	44.44	11.11	11.11	0.00	0.00	0.00	11.11
Total Workforce	#	7947	6957	238	752	85	85	9	14	3	17	5	8	1	26	2	235
	%	100.00	87.54	2.99	9.46	1.07	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35	2.95

All HU

Report Executed: 1/13/2017

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA TYPE	TOTAL		Total by Disability Status						Detail for Targeted Disabilities							
	#		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Death	18		14	0	4	0	0	0	0	0	0	0	0	0	0	
	%	100.00	77.78	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Discharge	3		3	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	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	
Removal	6		5	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	83.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Resignation	96		90	2	4	0	0	0	0	0	0	0	0	0	0	
	%	100.00	93.75	2.08	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Retirement	396		332	15	49	6	0	1	0	2	1	1	0	0	1	
	%	100.00	83.84	3.79	12.37	1.52	0.00	16.67	0.00	33.33	16.67	16.67	0.00	0.00	16.67	
Termination	1		1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	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	
Transfer	168		141	4	13	3	0	1	0	2	0	0	0	0	0	
	%	100.00	89.24	2.53	8.23	1.90	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	
TOTAL Separations	678		586	22	70	9	0	2	0	4	1	1	0	0	1	
	%	100.00	86.43	3.24	10.32	1.33	0.00	22.22	0.00	44.44	11.11	11.11	0.00	0.00	11.11	
Total Workforce	7947		6957	238	762	85	9	14	3	17	5	8	1	26	2	
	%	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35	

Distribution by Disability

[illegible]

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

[illegible]

Report Executed: 1/13/2017

1084 VISUAL INFORMATION	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
	#	222	187	9	26	3	0	1	0	1	0	1	0	0	0	0	0	0
	%	100.00	84.23	4.05	11.71	1.35	0.00	33.33	0.00	33.33	0.00	33.33	0.00	33.33	0.00	0.00	0.00	0.00
1102 CONTRACTING	#	14	9	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	64.29	0.00	35.71	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
	#	18	16	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11165 LOAN SPECIALIST	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
1410 LIBRARIAN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
1510 ACTUARY	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00	0.00	0.00	0.00
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
1702 EDUCATION AND TRAINING TECHNICIAN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00	0.00	0.00
1805 Investigative Analyst	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	90.00	10.00	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
	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	0.00	50.00	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
1910 QUALITY ASSURANCE	#	22	20	0	2	2	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	90.91	0.00	9.09	9.09	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	678	586	22	70	9	0	2	0	4	1	1	1	0	0	0	0	1
	%	100.00	86.43	3.24	10.32	1.33	0.00	22.22	0.00	44.44	11.11	11.11	0.00	0.00	0.00	0.00	0.00	11.11

