

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

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

Section I: Efforts to Reach Regulatory Goals

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

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

a. Cluster GS-1 to GS-10 (PWD) Answer No

b. Cluster GS-11 to SES (PWD) Answer No

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

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

a. Cluster GS-1 to GS-10 (PWTD) Answer No

b. Cluster GS-11 to SES (PWTD) Answer No

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-11 to SES					
Grades GS-1 to GS-10					

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

Treasury provides quarterly updates on the participation, grade distribution, hiring, and separations of PWD and PWTD, allowing leadership to make informed decisions on how the agency is doing towards meeting the established goals for PWD and PWTD.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

In FY 2024, OCRE hired a GS-0260-14 Disability Program Manager.

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

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	120	1	0	See specific bureau PART J's
Answering questions from the public about hiring authorities that take disability into account	86	1	0	See specific bureau PART J's
Processing reasonable accommodation requests from applicants and employees	65	2	2	See specific bureau PART J's
Section 508 Compliance	172	1	2	See specific bureau PART J's
Architectural Barriers Act Compliance	16	0	316	See specific bureau PART J's
Special Emphasis Program for PWD and PWTD	30	2	2	See specific bureau PART J's

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

In FY 2024, OCRE provided training sessions to the bureaus’ staff on an as-needed basis regarding the Part J and the use of the MD-715 workforce data tables. OCRE and the bureau’s DPMs also participated in the quarterly Federal Exchange on Employment and Disability (FEED) meetings, hosted by EEOC and Department of Labor, which educates attendees on various issues and topics related to disability. OCRE’s DPM attended EEOC’s 2024 Examining Conflicts in Employment Laws (EXCEL) Conference to receive updates on EEO programs. The bureau DPM and Reasonable Accommodation Coordinators (RACs) received refresher training on the RA tracking system that was deployed in FY 2020. Ongoing private sessions are offered on an as-needed basis. Annually, all HR professionals are required to complete online courses related to veteran’s employment, which includes disability components. This training, provided by the Department, is mandated by EO 13518.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

Section III: Program Deficiencies In The Disability Program

Brief Description of Program Deficiency	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.
--	---

Objective	Ensure timely initiation of inquiries for IRS, FS, DO, and BEP reasonable accommodation requests.		
Target Date	Sep 30, 2025		
Completion Date			
Planned Activities	<u><i>Target Date</i></u>	<u><i>Completion Date</i></u>	<u><i>Planned Activity</i></u>
	Apr 30, 2019	April 4, 2019	Allocate budget for Treasury-wide RA tracking system.
	Apr 30, 2019	April 4, 2019	Allocate budget for Treasury-wide RA tracking system.
	Apr 30, 2019	April 4, 2019	Allocate budget for Treasury-wide RA tracking system.
	Sep 30, 2019		Monitor implementation of IRS's planned activities to eliminate untimely processing of RA requests.
	Sep 30, 2019	September 24, 2019	Initiate procurement process to compete and award a RA tracking system contract.
	Sep 30, 2019		Monitor implementation of IRS's planned activities to eliminate untimely processing of RA requests.
	Sep 30, 2019	September 24, 2019	Initiate procurement process to compete and award a RA tracking system contract.
	Sep 30, 2019		Monitor implementation of IRS's planned activities to eliminate untimely processing of RA requests.
	Sep 30, 2019	September 24, 2019	Initiate procurement process to compete and award a RA tracking system contract.
	Apr 30, 2020		Train RA Coordinators and transition bureaus to new RA Tracking system.
	Apr 30, 2020	September 30, 2020	Train RA Coordinators and transition bureaus to new RA Tracking system.
	Apr 30, 2020	September 30, 2020	Train RA Coordinators and transition bureaus to new RA Tracking system.
	May 29, 2020		Implement RA tracking system.
	May 29, 2020	July 30, 2020	Implement RA tracking system.
	May 29, 2020	July 30, 2020	Implement RA tracking system.
	Sep 30, 2022		IRS will continue communication with OCRD and system moderators to implement enhancements for successful migration to Treasury-wide RA tracking system.
Accomplishments	<u><i>Fiscal Year</i></u>	<u><i>Accomplishment</i></u>	
	2020	In FY 2020, OCRD implemented the Treasury-wide RA tracking system, trained RA Coordinators, and transitioned the bureaus to the new system, with the exception of IRS. IRS requested further customization for the new system. In the interim, IRS maintained their prior RA tracking system. Implementation of the customized features are anticipated for FY21. IRS slightly improved its timely processing of RA cases in FY 2020 (28% timely processed). In February 2020, the IRS began a Lean Six Sigma (LSS) evaluation of its RA processes. In July 2020, the LSS team concluded the data gathering phase of the study. In order to better position the LSS team to analyze the data and formulate recommendations on processes to increase efficiency in responding and fulfilling requests for reasonable accommodation, the IRS initiated additional partners to the process to include senior subject matter experts from the Facilities Management & Security Services and Information Technology functions. The LSS team expects to present its findings and recommendations for changes to leadership to implement processes in Fiscal Year 2021. Those recommendations will need to be vetted with partner support functions and might necessitate either contract or impact bargaining with the union before implementation.	

<i><u>Fiscal Year</u></i>	<i><u>Accomplishment</u></i>
2021	As of June 2021, IRS continued to make improvements regarding timely processing of RA cases (31% timely processed). Following data gathering including eliciting input from all Business Units, the LSS team identified several 'quick-hits' which were socialized with all Business Units and implemented. The quick-hits pertained to expediting accommodation request assessment and approval/denial as well as fulfillment of accommodation needs involving adaptive technology or furniture and workspace modifications. Preliminary data suggest the quick-hits are yielding beneficial results. An additional recommendation to maintain an inventory of hardware components commonly used to address RA needs was accepted and the Service is moving to address logistical challenges and establish the inventory. Having a ready inventory will expedite delivery of adaptive technology accommodations as procurement actions will already have taken place. One more proposal for reducing RA fulfillment time is being finalized.
2019	IRS, did not improve its timely processing of RA cases in FY 2019 (23% timely processed). As part of OCRD's oversight, an audit was conducted of IRS' EEO program from July to August 2019. Part of OCRD's findings was the untimely processing of RA requests. As a recommendation for corrective action, OCRD's encouraged IRS to complete a Lean Sigma 6 study of its current processes to determine where process improvements need to be made to ensure the timely processing of accommodation requests. OCRD secured required funding for Treasury-wide RA tracking system and awarded the contract to Micro PACT.
2024	FS: In FY 2024, FS reported a 94.37% timeliness rate for processing RAs, exceeding the 90% threshold for acceptable timeliness. This deficiency is CLOSED for FS. IRS: In FY 2024, IRS hired a Quality Review Analyst to review RA casework to enhance consistency and improve processing times for FOH by 30+ days, with an expected completion date of September 2025. EDI recommended that the Disability Services Division (DSD) implement a touchpoint with Deciding Officials to offer interim accommodations during the interactive process to increase compliance with timeframes. The target is to provide interim accommodations to 80% of eligible incoming requestors by April 2025. DO: In FY 2024, DO reported a 18.52% timeliness rate for processing RAs, a decrease from the reported timeliness in FY 2023 (20%) and falling below the 90% threshold for acceptable timeliness. BEP: In FY 2024, BEP reported an 86% timeliness rate for processing RAs, down from 94% timely processing in FY 2023, creating a new deficiency for the bureau. BEP updated the bureau's RA Policy and Procedures and routed for review and approval and identified action items for timely processing in FY 2025.

	<u>Fiscal Year</u>	<u>Accomplishment</u>
	2022	On June 11, 2021, IRS published updated reasonable accommodation procedures which changed the processing timeframe from 15 to 20 workdays; in doing so, IRS aligned the timeframe requirements with those established in the Department of the Treasury's policy and procedures. The LSS team identified several process modifications for IRS' reasonable accommodation process, such as, expediting accommodation request assessment and approval/denial, and fulfillment of accommodation needs involving adaptive technology or furniture and workspace modifications. The modifications were communicated and implemented in all Business Units. Modifications continue to yield beneficial results as the average processing time has decreased from 89 workdays in FY 2020, to 58 workdays in FY 2021, and 45 workdays in FY 2022 (as of June 2022). Each year, IRS expects to process less than 1,000 reasonable accommodation requests; at the beginning of FY 2022, following the issuance of Executive Order 14043, the IRS received more than 6,700 requests for accommodation based on medical and/or religious beliefs. Additionally, IRS issued a variety of policy and program changes which prompted a substantial increase in accommodation request, including the phased return to the office for all employees. The unprecedented volume of reasonable accommodation requests strained bureau resources. While IRS has made progress towards improving reasonable accommodation timeliness, the bureau remains committed to further exploring opportunities to expedite RA processing. IRS postponed the migration to the Treasury-wide RA Tracking System until January or February 2023.
	2023	FS: In FY 2023, FS reported an 85 percent timeliness rate for processing RAs, an increase of 8.33 percent from FY 2022. IRS: In FY 2023, IRS reported a 13 percent timeliness rate for processing RAs. IRS hired 10 RACs in response to a deluge of RA requests made in connection with the pandemic environment. Additional staffing is expected to contribute to significant reductions in RA case inventories and ultimately to reduced processing times. Since June 12, 2023, the number of RA cases in inventory has decreased by nearly 10% from 3,086 to 2,782 as of August 18, 2023. IRS will assess to what extent additional staffing is needed to address its workload as well as an expected increase in demand for services due to the IRS's plans to hire a significant number of employees in the coming months and years. IRS is also adjusting processes to increase efficiency and reduce the amount of time needed to fully address accommodation needs and afford effective accommodations for employees/applicants with disabilities.
Objective	Establish and implement a Treasury-wide reasonable accommodation tracking system.	
Target Date	Sep 30, 2019	
Completion Date		
Planned Activities	<u>Target Date</u>	<u>Completion Date</u> <u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>

Section IV: Plan to Recruit and Hire Individuals with Disabilities

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

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The Department continues to promote the improvement of recruitment, hiring, retention, and advancement of individuals with disabilities in the federal workforce. § Department HR Business Partners work closely with hiring managers to identify qualified PWD and PWTD by utilizing the WRP as a source for recruiting disabled students and graduating seniors, including disabled Veterans. § The Disability and Veterans program managers continue to promote hiring efforts through Career Fair events targeting PWD and Veterans. § The Disability and Veterans program managers continue to promote recruitment events, fairs, and conferences mapped for annual participation, i.e., Hiring Heroes, Federal Disability Workforce Consortium, the DOL's WRP Training, Treasury sponsored Bender Consulting Job Fair, and the Treasury Department's Veteran Employment Summit to market Treasury and its job opportunities.

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

The use of non-traditional hiring methods such as Schedule A Hiring Authorities, is promoted and available for use, along with Veterans Appointment Authorities to non-competitively appoint PWD/PWTD and veterans with a service-connected disability rating of 30% or more. The agency has incorporated the use of non-competitive hiring authorities under both Schedule A for Individuals with Disabilities and the 30% or More Disabled Veterans authority for recruiting PWD and PWTD in the permanent workforce. The Human Resources Office forwards qualified applicant resumes from the Special Placement Program Coordinator to hiring officials for review and consideration.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When applicants utilize the Schedule A Hiring Authority for PWD, the process for eligibility and hire encompasses: 1) An application qualification review process – conducted by the servicing HR Specialist who confirms that the applicants meet the qualification requirements of the announced position and have provided required proof of disability; and 2) Applicant referral – individuals deemed qualified are referred to the hiring manager on a Schedule A certificate of eligibility with the guidance on selection procedures, this includes the application of veterans' preference, when applicable. Managers have the option to interview and/or hire from the Schedule A certificate or to consider other candidates from other issued certificates (Merit Promotion, Non-Competitive, Veterans' Recruitment Appointment (VRA), etc.). Alternatively, when individuals submit their resumes directly to the Treasury Special Placement Program Coordinator (SPPC) for vacant positions, the SPPC refers the resumes to the designated servicing HR Specialist. The HR Specialist reviews the resumes to determine qualifications. If qualifications and Schedule A eligibility are met, the resumes are then forwarded to the hiring manager for consideration, with guidance on selection procedures, including the application of veterans' preference, when applicable.

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

Answer Yes

All Treasury managers, supervisors, and selected HR professionals are required to complete veteran's employment online training provided through the Treasury's Integrated Talent Management System (ITMS). Disability training, such as Americans with Disabilities Act: An Overview for Managers, along with other hiring manager tools are also available through the ITMS.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

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

The Department engages with varied organizations such as Department of Vocational Rehabilitation Centers (DVRC), Veterans Administration (VA), and DOL Employment Service by partnering, providing lectures, and attending on-side presentations and

classroom visits to develop stronger relationships with college students and processors, and with college campus clubs and groups that maintain focus on students with disabilities. Meetings with professional organizations such as Wounded Warriors and DVRC are held periodically to share Treasury's process for providing vacancy announcements, and share information about opportunities, including career development tracks. Continue to coordinate and participate in career job fairs with organizations i.e., Bender Consulting who provides opportunities for hiring persons with disabilities.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

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

a. New Hires for Permanent Workforce (PWD) Answer No

b. New Hires for Permanent Workforce (PWTD) Answer No

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	0				
% of Qualified Applicants	0				
% of New Hires	0				

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD) Answer Yes

b. New Hires for MCO (PWTD) Answer Yes

When compared against the qualified applicant pool, triggers exist for PWD among permanent new hires for the following MCOs: 0110, 0570, and 1811. Occupational Series Qualified Applicant New Hires 0110 7.06% 6.38% 0301 7.20% 22.35% 0340 0.00% 25.00% 0343 9.56% 43.79% 0501 9.69% 22.19% 0511 1.50% 21.95% 0570 28.57% 12.35% 0905 10.32% 12.26% 1169 8.90% 9.51% 1811 17.39% 7.62% 2210 7.36% 20.04% When compared against the qualified applicant pool, triggers exist for PWTD among permanent new hires for the following MCOs: 0110, 0301, 0501, 0570, 0905, 1169, and 2210. Occupational Series Qualified Applicant New Hires 0110 4.31% 0.00% 0301 2.94% 1.14% 0340 0.00% 0.00% 0343 3.89% 8.50% 0501 4.41% 2.98% 0511 0.25% 4.88% 0570 14.29% 3.09% 0905 4.52% 3.30% 1169 4.19% 1.90% 1811 0.00% 0.30% 2210 3.75% 2.41%

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Qualified Applicants for MCO (PWD) Answer Yes

b. Qualified Applicants for MCO (PWTD) Answer Yes

When compared against the relevant applicant pool, triggers exist for PWD among qualified internal applicants for all MCOs except 0110. Occupational Series Relevant Applicant Pool Qualified Internal Applicants 0110 5.29% 11.11% 0301 17.04% 9.76% 0340 10.15% 7.66% 0343 18.75% 7.58% 0501 14.92% 6.05% 0511 15.23% 0.00% 0570 8.10% 2.99% 0905 6.82% 6.67% 1169 12.74% 1.69% 1811 5.11% 0.00% 2210 21.57% 9.61% When compared against the relevant applicant pool, triggers exist for PWTD among qualified internal applicants for the following MCOs: 0110, 0343, 0501, 0511, 0905, 1169, and 1811. Occupational Series Relevant Applicant Pool Qualified Internal Applicants 0110 0.80% 0.00% 0301 2.85% 5.28% 0340 1.86% 3.83% 0343 3.80% 3.47% 0501 3.45% 3.39% 0511 2.43% 0.00% 0570 1.45% 2.24% 0905 1.11% 0.00% 1169 1.95% 0.00% 1811 0.12% 0.00% 2210 4.12% 5.38%

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Promotions for MCO (PWD) Answer Yes

b. Promotions for MCO (PWTD) Answer Yes

When compared against the qualified applicant pool, triggers exist for PWD among permanent internal promotions in the following MCOs: 0570 and 0905. Occupational Series Qualified Applicant Internal Promotions 0110 11.11% 40.00% 0301 9.76% 14.55% 0340 7.66% 9.90% 0343 7.58% 14.35% 0501 6.05% 12.14% 0511 0.00% 6.25% 0570 2.99% - 0905 6.67% - 1169 1.69% 15.87% 1811 0.00% 4.08% 2210 9.61% 21.70% When compared against the qualified applicant pool, triggers exist for PWTD among permanent internal promotions for the following MCOs: 0301, 0340, 0343, 0501, 0570, 0905, 1811, and 2210. Occupational Series Qualified Applicant Internal Promotions 0110 0.00% 0.00% 0301 5.28% 2.17% 0340 3.83% 1.69% 0343 3.47% 2.49% 0501 3.39% 3.34% 0511 0.00% 0.00% 0570 2.24% - 0905 0.00% - 1169 0.00% 3.13% 1811 0.00% 0.00% 2210 5.38% 5.32%

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

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

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Treasury’s opportunities for advancement are accessible and open to all employees, including employees with disabilities. Treasury offers non-competitive opportunities to streamline the hiring process to fill critical and non-critical positions quickly (e.g., details, including positions that can lead to promotion). Leadership development opportunities exist for all qualified employees through such programs as Leadership Succession Review for GS-12 to SES employees; Executive Readiness (XR), and Candidate Development Programs (CDPs), which can potentially lead to the SES. Treasury encourages employee (including PWD/PWTD) participation in management, leadership, and career development programs through ERG, such as the Adelante, which is a Hispanic ERG, and the VERG. There are a host of other communication venues throughout the agency. Developmental opportunities are broadly communicated to all employees through internal weekly and monthly newsletters, internet website postings, and shared by ERGs. Treasury encourages Individual Development Plans (IDPs) for all employees; managers are reminded to consider permanently assigned PWD/PWTD for developmental opportunities as part of the IDP process. All development opportunity announcements are posted on Treasury’s internal website.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

The Department does not have a formal CDP; however, Treasury bureaus have established varied opportunities to further develop the careers of all employees, including PWD and PWTD. To view bureau career development programs, please see bureau specific

reports.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs						
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs						

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer No

b. Selections (PWD) Answer No

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer No

b. Selections (PWTD) Answer No

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer Yes

b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

The inclusion rate for PWD (6.63%) and PWTD (7.21%) in Time Off Awards (11-20 hours), were below the inclusion rate for employees with no disabilities (7.89%). The inclusion rate for PWD (4.55%) and PWTD (4.32%) in Time Off Awards (21-30 hours), were below the inclusion rate for employees with no disabilities (5.27%). The inclusion rate for PWD (13.99%) in Time Off Awards (31-40 hours), was below the inclusion rate for employees with no disabilities (15.67%). The inclusion rate for PWD (16.14%) in Cash Awards (\$500 and Under), was below the inclusion rate for employees with no disabilities (17.34%). The inclusion rate for PWD (14.08%) and PWTD (14.10%) in Cash Awards (\$501-\$999), were below the inclusion rate for employees

with no disabilities (15.22%). The inclusion rate for PWD (19.49%) and PWTD (21.25%) in Cash Awards (\$1000-\$1999), were below the inclusion rate for employees with no disabilities (21.79%). The inclusion rate for PWD (8.61%) and PWTD (9.25%) in Cash Awards (\$2000-\$2999), were below the inclusion rate for employees with no disabilities (10.79%). The inclusion rate for PWD (9.06%) and PWTD (9.46%) in Cash Awards (\$3000-\$3999), was below the inclusion rate for employees with no disabilities (11.52%). The inclusion rate for PWD (2.27%) and PWTD (2.42%) in Cash Awards (\$4000-\$4999), was below the inclusion rate for employees with no disabilities (3.97%). The inclusion rate for PWD (0.93%) and PWTD (0.92%) in Cash Awards (\$5000 or More), was below the inclusion rate for employees with no disabilities (2.25%).

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	11575	11.07	10.98	11.18	11.04
Time-Off Awards 1 - 10 Hours: Total Hours	87313	84.02	82.68	84.52	83.89
Time-Off Awards 1 - 10 Hours: Average Hours	7.54	0.05	0.01	0.22	0.00
Time-Off Awards 11 - 20 hours: Awards Given	8030	6.63	7.89	7.21	6.48
Time-Off Awards 11 - 20 Hours: Total Hours	127127	105.69	124.71	114.90	103.29
Time-Off Awards 11 - 20 Hours: Average Hours	15.83	0.09	0.02	0.46	0.00
Time-Off Awards 21 - 30 hours: Awards Given	5397	4.55	5.27	4.32	4.60
Time-Off Awards 21 - 30 Hours: Total Hours	134587	111.90	131.79	106.75	113.24
Time-Off Awards 21 - 30 Hours: Average Hours	24.94	0.15	0.03	0.71	0.00
Time-Off Awards 31 - 40 hours: Awards Given	16105	13.99	15.67	15.85	13.50
Time-Off Awards 31 - 40 Hours: Total Hours	630652	545.50	614.23	623.03	525.33
Time-Off Awards 31 - 40 Hours: Average Hours	39.16	0.23	0.05	1.13	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	15764	14.08	15.22	14.10	14.08
Cash Awards: \$501 - \$999: Total Amount	11688620	10403.75	11292.73	10469.04	10386.78
Cash Awards: \$501 - \$999: Average Amount	741.48	4.40	0.87	21.41	-0.03
Cash Awards: \$1000 - \$1999: Awards Given	22390	19.49	21.79	21.25	19.03
Cash Awards: \$1000 - \$1999: Total Amount	30886351	26802.53	30098.04	28863.04	26266.66
Cash Awards: \$1000 - \$1999: Average Amount	1379.47	8.18	1.62	39.16	0.12
Cash Awards: \$2000 - \$2999: Awards Given	10878	8.61	10.79	9.25	8.45

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$2000 - \$2999: Total Amount	25649128	20341.68	25443.94	21447.39	20054.13
Cash Awards: \$2000 - \$2999: Average Amount	2357.89	14.05	2.76	66.81	0.33
Cash Awards: \$3000 - \$3999: Awards Given	11565	9.06	11.52	9.46	8.96
Cash Awards: \$3000 - \$3999: Total Amount	40002379	30907.46	39949.78	32669.90	30449.11
Cash Awards: \$3000 - \$3999: Average Amount	3458.92	20.29	4.06	99.60	-0.33
Cash Awards: \$4000 - \$4999: Awards Given	3820	2.27	3.97	2.42	2.23
Cash Awards: \$4000 - \$4999: Total Amount	16227620	9575.95	16882.70	10101.30	9439.33
Cash Awards: \$4000 - \$4999: Average Amount	4248.07	25.07	4.98	120.25	0.31
Cash Awards: \$5000 or more: Awards Given	2119	0.93	2.25	0.92	0.94
Cash Awards: \$5000 or more: Total Amount	12914060	5588.07	13737.84	5587.17	5588.30
Cash Awards: \$5000 or more: Average Amount	6094.41	35.59	7.15	174.60	-0.56

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance- based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD)

Answer Yes

b. Pay Increases (PWTD)

Answer Yes

The inclusion rate for PWD (2.05%) and PWTD (2.48%) in Quality Step Increases (QSIs) was below the inclusion rate for employees with no disabilities (2.92%).

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD)

Answer N/A

b. Other Types of Recognition (PWTD)

Answer N/A

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	Yes
b. Grade GS-15		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	Yes
c. Grade GS-14		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Answer	Yes
ii. Internal Selections (PWD)	Answer	Yes

Triggers were identified for PWD who were selected in the GS-13 through SES grades, as well as for the Qualified Internal Applicants in the GS-13 grade level. For Treasury bureaus that noted triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers. Internal Applicants Qualified Internal Applicants Internal Selections SES 50.00% 42.86% 0.00% Grade GS-15 12.18% 15.12% 2.38% Grade GS-14 10.15% 10.35% 5.97% Grade GS-13 8.30% 8.24% 5.48%

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES		
i. Qualified Internal Applicants (PWTD)	Answer	Yes
ii. Internal Selections (PWTD)	Answer	Yes
b. Grade GS-15		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	Yes
c. Grade GS-14		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWTD)	Answer	Yes
ii. Internal Selections (PWTD)	Answer	Yes

Triggers were identified for PWTD who were selected in the GS-13 through SES grades, as well as for the Qualified Internal

Applicants in the GS-13 and SES grade levels. For Treasury bureaus that noted triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWTD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers. Internal Applicants Qualified Internal Applicants Internal Selections SES 25.00% 14.29% 0.00% Grade GS-15 7.39% 9.42% 0.00% Grade GS-14 4.77% 4.90% 2.69% Grade GS-13 4.06% 3.95% 2.15%

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWD)	Answer	No
b. New Hires to GS-15 (PWD)	Answer	Yes
c. New Hires to GS-14 (PWD)	Answer	No
d. New Hires to GS-13 (PWD)	Answer	No

Triggers were identified for PWD who were hired in the GS-13, GS-14, and SES grades. For Treasury bureaus that noted triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers Qualified Applicants New Hires SES 0.00% 13.64 % Grade GS-15 13.64% 11.94% Grade GS-14 7.36% 15.11% Grade GS-13 6.91% 15.01%

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWTD)	Answer	No
b. New Hires to GS-15 (PWTD)	Answer	Yes
c. New Hires to GS-14 (PWTD)	Answer	Yes
d. New Hires to GS-13 (PWTD)	Answer	Yes

Triggers were identified for PWTD who were hired in the GS-13 through GS-15 grades. For Treasury bureaus that noted triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWTD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers Qualified Applicants New Hires SES 0.00% 0.00% Grade GS-15 7.67% 0.00% Grade GS-14 3.15% 2.33% Grade GS-13 3.10% 1.70%

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives		
i. Qualified Internal Applicants (PWD)	Answer	Yes
ii. Internal Selections (PWD)	Answer	Yes
b. Managers		

- | | | |
|--|--------|-----|
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD) | Answer | Yes |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD) | Answer | Yes |

Triggers were identified for PWD who were selected in the Supervisors, Managers, and Executives groups, as well as for the Qualified Internal Applicants for Executives. For Treasury bureaus that noted triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers. Internal Applicants Qualified Internal Applicants Internal Selections Executives 9.94% 9.84% 2.84% Managers 10.11% 10.71% 6.94% Supervisors 12.94% 14.81% 4.62%

6. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

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

b. Managers

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

c. Supervisors

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

Triggers were identified for PWTB who were selected in the Supervisors, Managers, and Executives groups. For Treasury bureaus that noted triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWTB within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers. Internal Applicants Qualified Internal Applicants Internal Selections Executives 4.65% 4.65% 0.95% Managers 4.88% 5.30% 2.90% Supervisors 7.60% 8.70% 1.54%

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------------|--------|-----|
| a. New Hires for Executives (PWD) | Answer | Yes |
| b. New Hires for Managers (PWD) | Answer | Yes |
| c. New Hires for Supervisors (PWD) | Answer | Yes |

Triggers were identified for PWD who were hired for Supervisors, Managers, and Executives. For Treasury bureaus that noted

triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers Qualified Internal Applicants Selections Executives 8.06% 3.95% Managers 8.25% 7.69% Supervisors 8.16% 0.00%

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer Yes
- b. New Hires for Managers (PWD) Answer Yes
- c. New Hires for Supervisors (PWD) Answer Yes

Triggers were identified for PWD who were hired for Supervisors, Managers, and Executives. For Treasury bureaus that noted triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers Qualified Internal Applicants Selections Executives 3.43% 1.32% Managers 3.47% 1.54% Supervisors 2.04% 0.00%

Section VI: Plan to Improve Retention of Persons with Disabilities

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

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer No

In FY 2024, there was one Treasury bureau that did not convert all eligible Schedule A employees to competitive appointments. § IRS-CC: There were two employees eligible for conversion; one employee declined conversion, and one employee's management declined to convert the employee at the time.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

- a. Voluntary Separations (PWD) Answer Yes
- b. Involuntary Separations (PWD) Answer Yes

The inclusion rate for voluntary PWD separations (9.08%) exceeds the inclusion rate for employees with no disabilities (7.57%). The inclusion rate for involuntary PWD separations (0.77%) exceeds the inclusion rate for employees with no disabilities (0.62%).

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	850	0.76	0.73
Permanent Workforce: Resignation	5209	4.41	4.53

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Retirement	3132	2.93	2.68
Permanent Workforce: Other Separations	1110	1.62	0.85
Permanent Workforce: Total Separations	10301	9.72	8.78

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD) Answer Yes

b. Involuntary Separations (PWTD) Answer Yes

The inclusion rate for voluntary PWTD separations (8.45%) exceeds the inclusion rate for employees with no disabilities (7.57%).
The inclusion rate for involuntary PWTD separations (0.92%) exceeds the inclusion rate for employees with no disabilities (0.62%).

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	850	0.92	0.73
Permanent Workforce: Resignation	5209	3.87	4.53
Permanent Workforce: Retirement	3132	3.58	2.69
Permanent Workforce: Other Separations	1110	0.95	0.96
Permanent Workforce: Total Separations	10301	9.32	8.91

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

During the period of October 1, 2023, through September 30, 2024, 237 permanent/seasonable PWD responded to the Department's Exit Survey, a response rate of 11.86%. The majority of respondents were leaving to retire (35.86%), followed by resignation (20.25%), transferring to another federal agency (13.92%), and personal circumstances (8.44%). The overall responses from PWD were similar to the overall permanent/seasonal employee responses, in that the factor most frequently cited as impacting a PWD's decision to leave was job stress (68.35%), followed by office morale (55.27%) and my job description in relation to my actual duties and responsibilities (50.21%). Additional responses identified that 67.93% of the respondents indicated their work experience was generally positive, 64.98% stated they would be interested in returning to work for Treasury, and 67.93% stated they would recommend Treasury as a good place to work.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

The “Accessibility” page on the public Treasury.gov website, <https://home.treasury.gov/utility/accessibility>, provides three links with resources for PWD. Information on how to file a complaint can be found at: <https://apps-treas.my.salesforce-sites.com/treasuryforms/Form?templateID=a1Qt0000002aSr0EAE>. The following address, located on the Treasury.gov public website, provides information and explains employee and applicant rights under Section 508 of the Rehabilitation Act: <https://home.treasury.gov/utility/accessibility/web-accessibility>.

2.

Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

The following address is located under the "Accessibility" page on the public Treasury.gov website and provides information regarding physical accessibility: <https://home.treasury.gov/utility/accessibility/physical-accessibility>. The link also provides information regarding how to file a complaint of discrimination.

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

Treasury bureau EEO Offices are encouraged to collaborate with their respective Facilities Management Office to conduct accessibility reviews of bureau occupied buildings for compliance with federal regulations. More information about bureau compliance may be found in individual bureau MD-715 reports.

C. REASONABLE ACCOMMODATION PROGRAM

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

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

Each bureau is responsible for independently processing their requests for reasonable accommodations. The overall procedural average for processing the Departments initial requests for reasonable accommodations is 39.1 days. The average time frame (number of days) for processing within the bureaus for FY 2024 are included below: Bureau Average Time Frame (# Days) BEP 11 DO 45 FinCEN 12 FS 4 Mint 6 IRS 161 IRS-CC 43 OCC 9 TIGTA 50 TTB 50

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The Department has an effective Disability Program, supported by various policies, procedures, and practices, as evidenced by overall timely processing requests for accommodations. Mandatory training for new managers and supervisors includes responsibilities on providing reasonable accommodations. Throughout FY 2024, bureaus provided reasonable accommodation guidance via training courses, newsletters, and postings on its intranet websites (see specific bureau submissions for details). Bureaus are responsible for monitoring reasonable accommodation data for trends relating to the workforce.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

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

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

Treasury established its PAS policy and procedures during FY 2018 and procured a Treasury-wide PAS contract. The contract allowed the bureaus to establish a blanket purchase agreement (BPA) against the Treasury-wide base contract. In FY 2024, OCRE assessed the use of these services over the last three years resulting in an overall conclusion that the current BPA was been significantly underutilized. OCRE decided not to renew the PAS BPA upon its expiration date, July 31, 2024. Commitment to

provide PAS is separate and apart from reasonable accommodations. Therefore, each bureau is required to identify within their Affirmative Action Plans for PWD the inclusion of a bureau level provision of PAS to those with targeted disabilities. Training for PAS requests was provided to all managers, supervisors, and selected HR Professionals in FY 2019. Since 2019, PAS training has been included in the employee orientation of all newly-hired and -promoted managers.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

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

Answer No

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

Answer Yes

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

Corrective actions included: neutral reference, reassignment, expungement, leave restored, disciplinary action rescinded, performance evaluation modified, training, removal rescinded, compensatory damages, lump sum payments, and attorney fees.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer Yes

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

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Corrective actions ordered by agency included: compensatory damages, attorney fees, training on RA, training on EEO, reengage in the interactive process to find an effective accommodation, provide temporary full-time telework until effective accommodation is found, take appropriate disciplinary action, reinstate sick and annual leave, provide backpay, voluntary resignation, and post notice.

Section VIII: Identification and Removal of Barriers

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

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

Answer No

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

Answer N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B1				
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?	Note: Each bureau is required to conduct barrier analysis and report independently its plain to address the deficiencies. Please refer to bureau-specific reports for bureau barrier analysis efforts, including trigger identification.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i>				
Barrier Analysis Process Completed?:	N				
Barrier(s) Identified?:	N				
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.	Barrier Name		Description of Policy, Procedure, or Practice		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date
Report of Accomplishments					
Fiscal Year	Accomplishment				

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

It is important to note that when the Department looks at Treasury-wide data as a whole, the progress noted may not be an accurate reflection of the true progress of each bureau. The consolidated view of the data may mask where potential barriers still exist within some of the bureaus. Therefore, a detailed barrier analysis based on bureau specific data into possible glass ceilings, blocked pipelines, and glass walls must be conducted by each of the bureaus. OCRE expressed to the bureaus requirements to complete detailed analyses to determine if any PWD or PWTDs are facing a potential glass ceiling, blocked pipeline, or glass wall, and based on their findings, develop plans to eliminate identified barriers.

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

It is important to note that when the Department looks at Treasury-wide data as a whole, the progress noted may not be an accurate reflection of the true progress of each bureau. The consolidated view of the data may mask where potential barriers still exist within some of the bureaus. Therefore, a detailed barrier analysis based on bureau specific data into possible glass ceilings, blocked pipelines, and glass walls must be conducted by each of the bureaus. OCRE expressed to the bureaus requirements to complete detailed analyses to determine if any PWD or PWTDs are facing a potential glass ceiling, blocked pipeline, or glass wall, and based on their findings, develop plans to eliminate identified barriers.

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

It is important to note that when the Department looks at Treasury-wide data as a whole, the progress noted may not be an accurate reflection of the true progress of each bureau. The consolidated view of the data may mask where potential barriers still exist within some of the bureaus. Therefore, a detailed barrier analysis based on bureau specific data into possible glass ceilings, blocked pipelines, and glass walls must be conducted by each of the bureaus. OCRE expressed to the bureaus requirements to complete detailed analyses to determine if any PWD or PWTDs are facing a potential glass ceiling, blocked pipeline, or glass wall, and based on their findings, develop plans to eliminate identified barriers.