

Annual EEO, Civil Rights and Diversity Report

FISCAL YEAR 2020



MD-715

Parts A Through E

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
Department of the Treasury	N/A	1500 Pennsylvania Ave, NW	Washington	DC	20220	TR	11001

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	93,385	1,893	95,278

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Janet Yellen	Secretary, Department of the Treasury
Head of Agency Designee	J. Trevor Norris	Acting Assistant Secretary for Management

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Mariam Harvey	Director (OCD)	0260	ES	202-622-0316	Mariam.Harvey@treasury.gov
Deputy Director EEO	Snider Page	Deputy Director (OCD)	0260	GS-15	202-622-0341	Snider.Page@treasury.gov
Affirmative Employment Program Manager	Tina Lancaster	Manager of EEO Programs	0260	GS-15	202-622-1079	Tina.Lancaster@treasury.gov
Complaint Processing Program Manager	Guizelous (Guy) Molock	Complaints Manager	0260	GS-15	202-622-4178	Guizelous.Molock@treasury.gov
Manager of Special Emphasis Programs	Tina Lancaster	Manager of EEO Programs	0260	GS-15	202-622-1079	Tina.Lancaster@treasury.gov

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Diversity & Inclusion Program Manager	Tina Lancaster	Manager of EEO Programs	0260	GS-15	202-622-1079	Tina.Lancaster@treasury.gov
Disability Program Manager (SEPM)	Lisa Jones	EEO Specialist	0260	GS-14	202-622-0315	Lisa.Jones@treasury.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Lisa Jones	EEO Specialist	0260	GS-14	202-622-0315	Lisa.Jones@treasury.gov
Reasonable Accommodation Program Manager	Lisa Jones	EEO Specialist	0260	GS-14	202-622-0315	Lisa.Jones@treasury.gov
Anti-Harassment Program Manager	Clarissa Lara	EEO Specialist	0260	GS-14	512-499-5115	Clarissa.Lara@treasury.gov
ADR Program Manager	Clarissa Lara	EEO Specialist	0260	GS-14	512-499-5115	Clarissa.Lara@treasury.gov
Compliance Manager	Ellen Hawthorne-Copenhaver	EEO Specialist	0260	GS-14	202-622-0341	Ellen.Hawthorne-Copenhaver@treasury.gov
Principal MD-715 Preparer	Denise Bernfeld	EEO Specialist	0260	GS-14	202-622-9069	Denise.Bernfeld@treasury.gov

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

☐ If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
Alcohol and Tobacco Tax and Trade Bureau	Washington	DC	US	TR40	11001
Bureau of Engraving and Printing	Washington	DC	US	TRAI	11001
Fiscal Service	Parkersburg	WV	US	TRFD	54107
Departmental Offices	Washington	DC	US	TR91	11001
Financial Crimes Enforcement Network	Fairfax	VA	US	TRAF	51600
Internal Revenue Service	Washington	DC	US	TR93	11001
Internal Revenue Service Chief Counsel	Washington	DC	US	TR93(88)	11001
United States Mint	Washington	DC	US	TRAD	11001
Office of the Comptroller of the Currency	Washington	DC	US	TRAJ	11001
Office of the Inspector General	Washington	DC	US	TR95	11001
Special Inspector General for Troubled Asset Relief Program	Washington	DC	US	TRRP	11001
Treasury Inspector General for Tax Administration	Washington	DC	US	TRTG	11001

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	
Strategic Plan	Yes	FY 2018-2022
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	Yes	FY 2017-2020
Diversity Policy Statement	Yes	
Human Capital Strategic Plan	Yes	FY 2018-2022
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey (FEVS) or Annual Employee Survey	Yes	

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Part E – Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

Part E.1 - Executive Summary: Mission

Introduction/Mission

This report covers the period of October 1, 2019, through September 30, 2020 and highlights the Department of the Treasury's accomplishments during Fiscal Year (FY) 2020 in attaining and maintaining a model equal employment opportunity (EEO) Program.

The Department of the Treasury's Mission

Treasury's mission is to maintain a strong economy and create economic and job opportunities by promoting the conditions that enable economic growth and stability at home and abroad, strengthen national security by combatting threats and protecting the integrity of the financial system, and manage the U.S. Government's finances and resources effectively.

The nearly 100,000 dedicated Treasury employees strive to maintain **integrity** and uphold the public trust in all that we do, explore better ways of conducting business through **innovation**, seek diversity of thought and **expertise** to inform our decisions, embrace and **adapt** to change, and hold ourselves **accountable** for accomplishing meaningful results for the American public.

Organization

The Department of the Treasury (Department) is organized into the Departmental Offices, eight operating bureaus, and three Offices of the Inspectors General. The Departmental Offices is primarily responsible for the formulation of policy and overseeing the bureaus, which manage major operations.

Organizational Reporting Structure

For Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715 reporting purposes, Treasury's second-level reporting bureaus are:

- Bureau of Engraving and Printing (BEP),
- Fiscal Service (FS),
- Departmental Offices (DO),
- Internal Revenue Service (IRS),
- Internal Revenue Service Office of the Chief Counsel (IRS-CC),
- Office of the Comptroller of the Currency (OCC), and
- U.S. Mint (Mint).

Bureaus employing fewer than 1,000 employees are required to provide their individual MD-715 reports to Treasury's Office of Civil Rights and Diversity (OCD) for inclusion in the Treasury's overall report. These bureaus are Financial Crimes Enforcement Network (FinCEN), the Office of the Inspector General (OIG), Special Inspector General for Troubled Asset Relief Program (SIGTARP), Treasury Inspector General for Tax Administration (TIGTA), and Alcohol and Tobacco Tax and Trade Bureau (TTB).

Each Treasury bureau, regardless of size, has its own distinct reporting structure for its EEO and Human Resource (HR) offices and programs. Each bureau sets its own policy and procedures regarding the

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

hiring, recruitment, and retention of employees within the broad framework of the Department's Human Capital Strategy. The OCRD, part of the Departmental Offices' organizational structure, is primarily responsible for providing guidance and oversight to the bureaus' EEO offices.

The Office of Civil Rights and Diversity

The Office of Civil Rights and Diversity administers the Department-wide equal employment opportunity (EEO) and diversity (EEOD) program by providing policy, oversight, and technical guidance to Treasury bureaus, including the Departmental Offices, on affirmative employment, special emphasis program areas, diversity, and EEO complaint processing.

In addition, OCRD oversees Treasury's external civil rights efforts to ensure non-discrimination in programs operated or funded by the Department of the Treasury. The OCRD's External Civil Rights Program ensures individuals are not excluded from participation in, denied the benefits of, or otherwise subjected to prohibited discrimination under programs or activities conducted or funded by the Department.

OCRD also manages all stages of the formal complaint process, including final agency actions on discrimination complaints filed by Treasury employees and applicants for employment.

Part E.2 - Executive Summary: Essential Element A - F

N/A

Part E.3 - Executive Summary: Workforce Analyses

Workforce Demographics

The following are Treasury's workforce demographic trends over the period of FY 2009 to FY 2020¹. The area where participation rates have been of the most concern government-wide and at the Department have been the distribution of women and non-Whites in the General Schedule grades (GS) 13 through 15, the Senior Executive Service (SES) and equivalent pay plans (OR, TR, IR and NB), and the participation rates for Hispanics in the bureaus and within the mission critical occupations.

Additionally, for a cabinet-level agency the size of Treasury, data typically varies only by tenths of a percent from one year to the next. However, when evaluating trends over time, and as a result of the bureaus' efforts to improve diversity in those areas with lower than expected participation rates, Treasury has noted significant progress for the overall participation rate for Hispanics and people with disabilities (PWD) and people with targeted disabilities (PWTD).

Participation Rates in the Permanent Workforce

Of the 95,278 Treasury employees at the close of FY 2020, 93,385 are permanent employees², an increase of 1,764 (1.93 percent net change) employees from FY 2019.

Treasury and its bureaus continue to utilize the Relevant Civilian Labor Force (RCLF) tool, updated annually at the end of each fiscal year, which provides a more realistic benchmark comparator. The

¹ Enterprise Data Management System, Treasury's system of record, maintains employment data that covers a rolling period of 10 years. Beginning in FY 2018, data for trend analysis was available for FY 2009 through FY 2018.

² For purposes of analysis, non-appropriated fund employees are included in the workforce totals as permanent or temporary employees depending on their status.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

RCLF is based off of the National Civilian Labor Force (CLF). However, rather than calculating a weighted average for all available occupations in the federal government, it calculates the expected labor force based on a weighted average of only those occupations in Treasury's workforce.

A comparison of FY 2020 participation rates in Treasury's permanent workforce for men and women shows little change since FY 2011. However, based on the RCLF availability rates, we see that women (61.48 percent compared to 63.61 percent RCLF) and men (38.52 percent compared to 36.39 percent RCLF) are participating at rates close to their RCLF availability rates. Additionally, based on the RCLF, Treasury has a better understanding as to why the participation rate for women at the Department is significantly above the CLF availability rate (48.14 percent CLF compared to 63.61 percent RCLF) and the participation rate for men is significantly below the CLF availability rate (51.86 percent CLF compared to 36.39 percent RCLF).

In FY 2009, Treasury's permanent workforce was 59.90 percent White and 40.10 percent non-White. In FY 2020, the participation rate for Whites decreased to 52.14 percent of the workforce and non-Whites increased to 47.86 percent. Thus, Treasury has noted a positive trend in the increased participation rate for non-Whites in the overall workforce. In fact, Hispanics (12.37 percent compared to 8.54 percent RCLF), Blacks (27.51 percent compared to 10.72 percent RCLF), Asians (6.54 percent compared to 4.57 percent RCLF), and Native Hawaiian or Other Pacific Islanders (0.18 percent compared to 0.12 percent RCLF) are participating at rates greater than their RCLF availability rates. American Indian/Alaska Natives (0.80 percent compared to 0.90 percent RCLF) and Two or More Races (0.45 percent compared to 0.51 percent) are participating at rates very close to their availability rates. Whites (52.14 percent compared to 74.63 percent) are the only group participating at rates below their RCLF availability rates.

Treasury Hispanic Workforce

The Hispanic workforce within Treasury continues to be an area of focus for Treasury and its bureaus, specifically in the GS-13 and above grade levels. The Treasury Hispanic participation rate (12.37 percent) exceeds the RCLF availability rate of 8.54 percent. The participation rate for Hispanics in the GS 1-10 grade levels (16.35 percent), GS-11 grade (13.78 percent), and GS-12 grade (9.88 percent) exceed the RCLF availability rate of 8.54 percent.

Among the most populous major occupations (0592: Tax Examining, 0962: Contact Representative, 2210: Information Technology Management, 0512: Internal Revenue Agent, and 0501: Financial Administration and Program), the Hispanic male participation rate falls below the Occupational Civilian Labor Force (OCLF) availability rate in three of the occupations: 0592, 2210, and 0512. The Hispanic female participation rate falls below the OCLF availability rate in three of the most populous major occupations: 0962, 2210, and 0512.

Throughout FY 2020, based on the joint EEOC/Office of Personnel Management (OPM) memorandum issued January 18, 2017, Subject: Hispanics in the Federal Workplace, Treasury's bureaus continued to conduct focused barrier analysis on the participation rates for Hispanics within the major occupations and distribution in the GS grades 12 through SES levels to identify and eradicate any barriers to EEO, consistent with the merit system principles and applicable laws.

Distribution in the Grades

The distribution of women and minorities in Treasury's workforce has been an area of focus for the Department. OCRD has closely monitored the distribution of women and non-Whites in the feeder pools (GS 13 – GS 15) that lead to SES and SES positions. From FY 2009 to FY 2015, Treasury noted an increased participation rate for women in the GS-13 and GS-15 grades as well as in SES positions. However, from FY 2015 to FY 2020, Treasury has noted a decrease in the participation rate for women at the GS-14 through GS-15 and SES level positions.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

At the GS-13 grade level, the participation rate for women increased by 0.83 percent from 49.49 percent in FY 2009 to 50.32 percent in FY 2015. Similarly, Treasury saw a 0.45 percent increased participation rate for women at GS-13 grade level from FY 2015 (50.32 percent) to FY 2020 (50.77 percent). At the GS-14 grade level, the participation rate for women decreased by 0.78 percent from 47.44 percent in FY 2009 to 46.66 percent in FY 2015; the rate decreased 0.23 percent in FY 2020 to 46.43 percent. At the GS-15 grade level, the participation rate for women increased by 2.22 percent from 44.65 percent in FY 2009 to 46.87 percent in FY 2015; but decreased by 0.47 percent from FY 2015 to FY 2020 (46.40 percent). Furthermore, at the SES level, the participation rate for women increased by 4.72 percent from 35.71 percent in FY 2009 to 40.43 percent in FY 2015; but decreased by 1.44 percent to 38.99 percent in FY 2020.

At the GS-13 grade level, the participation rate for Hispanics increased by 0.93 percent from 6.07 percent in FY 2009 to 7.00 percent in FY 2015, and by FY 2020, it increased by an additional 1.31 percent to 8.31 percent. At the GS-14 grade level, the participation rate for Hispanics increased by 1.13 percent from 4.54 percent in FY 2009 to 5.67 percent in FY 2015, and by FY 2020, it increased an additional 0.79 percent to 6.46 percent. At the GS-15 grade level, the participation rate for Hispanics increased by 0.45 percent from 3.84 percent in FY 2009 to 4.29 percent in FY 2015, and by FY 2020, it increased an additional 0.68 to 4.97 percent. Similarly, at the SES level, the participation rate for Hispanics increased by 1.12 percent from 3.57 percent in FY 2009 to 4.69 percent in FY 2015. However, the participation rate decreased by 0.32 percent to 4.37 percent in FY 2020 for Hispanics at the SES level.

At the GS-13 grade level, the participation rate for Blacks increased by 1.98 percent from 18.41 percent in FY 2009 to 20.39 percent in FY 2015, and, the rate increased an additional 1.35 percent to 21.74 percent in FY 2020. At the GS-14 grade level, the participation rate for Blacks increased by 0.97 percent from 17.65 percent in FY 2009 to 18.62 percent in FY 2015 and, by FY 2020, it increased an additional 2.31 percent to 20.93 percent. At the GS-15 grade level, the participation rate for Blacks increased by 1.11 percent, from 15.34 percent in FY 2009 to 16.45 percent in FY 2015; and increased an additional 0.41 percent to 16.86 percent in FY 2020. At the SES level, the participation rate for Blacks increased by 2.11 percent from 10.71 percent in FY 2009 to 12.82 percent in FY 2015; and increased an additional 0.79 percent in FY 2020 (13.61 percent).

At the GS-13 grade level, the participation rate for Asians increased by 1.97 percent from 7.09 percent in FY 2009 to 9.06 percent in FY 2015, and by FY 2020, it increased an additional 1.12 percent to 10.18 percent. At the GS-14 grade level, the participation rate for Asians increased by 3.38 percent from 5.81 percent in FY 2009 to 9.19 percent in FY 2015, by FY 2020, it increased an additional 2.25 percent to 11.44 percent. At the GS-15 grade level, the participation rate for Asians increased by 2.64 percent from 3.95 percent in FY 2009 to 6.59 percent in FY 2015, and by FY 2020, it increased an additional 1.76 percent to 8.35 percent. At the SES level, the participation rate for Asians increased slightly by 0.04 percent from 3.75 percent in FY 2009 to 3.79 percent in FY 2015, and by FY 2020, it increased an additional 0.42 percent to 4.21 percent.

Treasury has a trend of increased participation for all the minority groups in the feeder pools and SES positions, and, as a result, there was a trend of decreased participation for Whites. At the GS-13 grade level, the participation rate for Whites decreased by 4.97 percent from 67.31 percent in FY 2009 to 62.34 percent in FY 2015, and by FY 2020, the rate decreased further by 3.85 percent to 58.49 percent. At the GS-14 grade level, the participation rate for Whites decreased by 5.62 percent from 71.02 percent in FY 2009 to 65.40 percent in FY 2015, by FY 2020, the rate decreased further by 5.40 percent to 60.00 percent. At the GS-15 grade level, the participation rate for Whites decreased by 4.52 percent from 76.30 percent in FY 2009 to 71.78 percent in FY 2015, by FY 2020, the rate decreased further by 3.04 percent to 68.74 percent. Similarly, at the SES level, the participation rate for Whites decreased by 3.63 percent, from 81.61 percent in FY 2009 to 77.98 percent in FY 2015 and by 1.34 percent in FY 2020 (76.64 percent).

It is important to note that when one looks at Treasury-wide data as a whole, the progress noted may not be an accurate reflection of the true progress of each bureau. In fact, the consolidated view of the data may mask where potential barriers may exist within some of the bureaus. Therefore, a detailed barrier

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

analysis based on bureau specific data into possible glass ceilings, blocked pipelines, and glass walls must be conducted by each of the bureaus. The bureaus are required to complete detailed analysis to determine if any EEO groups are facing a potential glass ceiling, blocked pipeline, or glass wall, and based on their findings, develop plans to eliminate identified barriers.

Disability Employment Program

In FY 2020, Treasury exceeded all established goals for PWD and PWTD.

In Treasury's FY 2009 MD-715 Report submitted to EEOC, Treasury reported a permanent workforce participation rate of 8.82 percent for PWD and 1.71 percent for PWTD. At the end of FY 2020, Treasury is pleased to note that we have exceeded the 12 percent goal of participation rates for PWD (13.46 percent) and the goal of 2 percent for PWTD (3.44 percent). Treasury also exceeded the new hire goals of 12 percent PWD and 2 percent PWTD with 15.69 percent of hires being PWD and 3.17 percent were PWTD.

Many of Treasury bureaus have also either met or exceeded the new goals:

FY 2020 Disability Participation Rates By Bureau

Bureau	Total	PWD #	PWD %	PWTD #	PWTD %
BEP	1762	321	18.22	40	2.27
DO	1840	175	9.51	27	1.47
FINCEN	271	48	17.71	10	3.69
FS	3506	883	25.19	158	4.51
IRS	77427	10071	13.01	2780	3.59
IRS-CC	2032	185	9.10	39	1.92
MINT	1586	363	22.89	69	4.35
OCC	3535	326	9.22	67	1.90
OIG	160	32	20.00	7	4.38
SIGT	41	2	4.88	0	0.00
TIGTA	730	86	11.78	6	0.82
TTB	495	75	15.15	12	2.42
Total	93385	12567	13.46	3215	3.44

The goals for the employment of PWD and PWTD include achieving a 12 percent participation rate for PWD at both the GS-10 and below and at the GS-11 and above grades, as well as the goal to achieve a 2 percent participation rate for PWTD in both groups. We are pleased to note that Treasury's current participation rates for PWD (14.70 percent) and PWTD (4.21 percent) at the grades GS-10 and below exceed the goals of 12 percent and 2 percent. The participation rate for PWD (12.10 percent) and PWTD (2.70 percent) at the grades GS-11 and above exceed the goals of 12 percent and 2 percent.

Despite the nationwide challenges in FY 2020, Treasury quickly readjusted to its new virtual environment collaborating with online opportunities. OCRD continued utilizing the established resume database for veterans to assist the Department with achieving its hiring goals for veterans and PWD. The resume database also serves as a tool to enhance the Department's "Be a Champion" initiative, which promotes the hiring of veterans and PWD in high visibility positions. In conjunction with the bureau audits, the Department's Disability Program Manager and the Veterans Employment Coordinator used this platform to promote the Department's "Be a Champion Roadshows." The Roadshows educated Treasury's key

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

stakeholders on the many benefits of hiring veterans and PWD, including utilizing the non-competitive hire request process for veterans and Schedule A candidates.

During FY 2020, Treasury continued to utilize OPM's Talent Portal located on USAJobs as a resume mining database for PWD and veterans. Using the Talent Portal provided Treasury and its bureaus' hiring managers access to resumes of qualified candidates with disabilities and veterans. The use of this tool continues to assist Treasury in meeting its participation rate goals and encourages the use of special hiring authorities, such as Schedule A and the hiring authority for veterans with 30% or more compensable disability.

In FY 2020, OCRD implemented the Treasury-wide Reasonable Accommodation tracking system to improve the timeliness and efficiency of providing reasonable accommodations (RA) to qualified PWD.

OCRD has posted its Personal Assistance Service (PAS) policy and procedures to our internal and external websites. The external link is https://www.treasury.gov/about/organizational-structure/offices/Mgt/Pages/eeo_programs.aspx. In addition, the Department is pleased to announce its newest vehicle, a Treasury-wide Blanket Purchase Agreement (BPA) to facilitate the method for fulfilling requests for PAS Providers nationwide. Providing PAS promotes the assurance of full access to equal employment opportunity (EEO) to qualifying Treasury employees with targeted disabilities.

OCRD promotes awareness on disability topics within many of its publications: quarterly newsletters, OCRD Advisory, and Manager's Alerts. Through these varied sources, the Department ensures that hiring managers are informed of and encouraged to use various resources and tools that provide assistance with the employment of PWD, e.g., CAREERS and the disABLED, OPM's Bender Consulting Services, the Division of Rehabilitation Services (DORS), and State Vocational Rehabilitation Agencies.

Part E.4 - Executive Summary: Accomplishments

Accomplishments

The Department is proud of its accomplishments towards maintaining a model EEO program in FY 2020. The accomplishments below outline our many successes throughout the reporting period:

- Worked with the Bureaus to ensure compliance with Executive Order (EO) 13950, *Combating Race and Sex Stereotyping*.
- Collaborated with Bureau EEO and D&I Officers to draft the Treasury's FY2021-24 D&I and EEO Strategic Plan.
- Through the bureau audit program, reviewed all phases of FINCEN's EEO programs, including diversity and inclusion (D&I) and EEO complaint process.
- Assisted the Office of the Deputy Assistant Secretary of Human Resources/Chief Human Capital Officer (DASHR/CHCO) with Human Capital Evaluation of BFS's EEO and D&I programs.
- Worked with Enterprise Data Management (EDM) and Monster Analytics to improve reporting capability of workforce analytics, resulting in improved data analysis capabilities around workforce demographics, as shown by meeting the new EEOC reporting requirements. Trained 100% of the bureaus in data analysis capabilities enabling bureaus to provide data on demand to leadership.
- Led quarterly meetings with the Bureaus' EEO Officers to discuss EEO emerging issues, best practices and concerns, and the various EEO programs and activities being conducted by the Bureaus' EEO offices.
- Promoted the use of the Alternative Dispute Resolution (ADR) Process to resolve EEO disputes. Collaborated with the bureaus' ADR Coordinators to establish a Working Group to increase Treasury's ADR participation and settlement rates. Developed a list of best practices and documents that bureaus could use to improve ADR participation and settlement.
- Monitored the Treasury Complaint Management System to ensure continued improvement in the timely production of final agency decisions and EEO investigations, resulting in at least 97% timeliness rate for investigations and 89% timeliness for decisions.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

- Contracted with an additional EEO investigative services provider for back up and special circumstance services.
- Ensured Treasury Shared Neutral (TSN) mediator trainees reach certification status and become active cadre members.
- As part of Treasury's FY 2020 ADR Program, coordinated and conducted a Dispute Prevention training session that emphasized the benefits of ADR; provided one refresher training for current TSN mediators.
- Continued to monitor the bureau plans to identify the existence of barriers to the employment of any group and strategies to eliminate any barriers that are uncovered.
- Conducted training sessions with bureau MD-715 preparers on the use of the new MD-715 V2 workforce data tables implemented as part of the FY 2019 reporting cycle.
- Promoted the use of Operation Warfighter Internships as a tool to increase the hiring of veterans with disabilities.
- Implemented the Treasury-wide Reasonable Accommodation (RA) Tracking System to improve the timeliness and efficiency of providing reasonable accommodations for qualified persons with disabilities and improve ability to track data around RAs.
- Exceeded EEOC's established goals for PWD and PWTD in the overall workforce.
- Exceeded EEOC's goal that 12 percent of all new permanent hires be PWD (15.69 percent) and the sub goal that 2 percent of those hires be PWTD (3.17 percent).
- Exceeded EEOC's established goals for PWD and PWTD in the GS 10 and below grades and in the GS 11 and above grades.
- Maintained a cadre of 21 certified trainers to assist the Department in providing Civil Treatment Training to the workforce.
- Published four OCRD Advisory Newsletters to the workforce and two Manager's Alerts to managers and supervisors on information relevant to EEO complaint program matters, changes to policy and/or procedures, workforce statistics, and important upcoming agency events/activities.
- Supported Special Emphasis Programs with education and awareness through the use of newsletters, trainings, and activities.
- Established the Treasury Asian Pacific American (TAPA) Employee Resource Group.

Part E.5 - Executive Summary: Planned Activities

Planned Activities/Conclusion

The Department of the Treasury's FY 2020 MD-715 Report outlines the many successes in our equal opportunity programs and activities. The Department is proud of its accomplishments in the areas of attracting and retaining an increasingly diverse workforce. However, there is a continuing need to increase workforce diversity, specifically within our mission critical occupations, in senior pay levels and feeder groups, and to improve the hiring and promotion rates of women, Hispanics, and individuals with disabilities/targeted disabilities. As we move forward into the next fiscal year, we will maintain our focus on developing plans to ensure Treasury and its bureaus have the broadest group of diverse, well-qualified talent from which to recruit.

OCRD's FY 2021 planned activities include the following:

- Implement President Biden's Executive Order (EO) 13985, *Advancing Racial Equity and Support for Underserved Communities Throughout the Federal Government*, and EO 13988, *Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation*
- Partner with the Bureau EEO Officers to implement the FY 2021-24 Treasury-wide D&I and EEO Strategic Plan.
- Continue a modified version of the bureau audit program while in the FY 2020-2021 pandemic phase, reviewing at minimum one bureau in all phases of their EEO programs, including diversity and inclusion, external civil rights, and EEO complaint process.
- Assist DASHR CHCO with the Human Capital Evaluations of IRS's EEO and D&I programs.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

- Partner with OCIO, Procurement, and budget to plan for acquisition of a new EEO Complaint Tracking System to produce EEO reports and transfer data between users more efficiently.
- Improve Treasury's ADR Program by increasing marketing efforts and evaluating processes.
- Evaluate the effectiveness of the Treasury Shared Neutrals Program and make improvements.
- Hold quarterly meetings with the Bureau EEO Officers to discuss EEO emerging issues, best practices and concerns, and the various EEO programs and activities being conducted by the Bureau EEO offices.
- Partner with external and internal stakeholders to help generate diverse and qualified pools of candidates to fill mission-critical occupations; and, design and conduct targeted activities to promote individuals from all backgrounds, including sponsoring attendance in at least three job fairs designed to improve diversity, and veterans and disability hiring.
- Meet customer training needs by: 1) Expanding the Department's Training Cadre and Curriculum; 2) providing at least one webinar or management alert each quarter to increase awareness; 3) exploring on-line training or train-the-trainer opportunities on cultural competencies for bureau use (e.g., coordinate implementation plan for LGBTQ Cultural Competency Course and ensure an advertising campaign during the months related to LGBTQ Observances).
- Develop a communications and marketing plan that ensures managers and employees are educated on Treasury's personal assistance services (PAS) policy and procedures pursuant to the implementation of Treasury-wide PAS contract.
- Improve Treasury's external and internal websites related to EEO programs resulting in clear, accurate, informative, and user-friendly content.
- Evaluate Treasury's New Inclusion Quotient (IQ) Employee Viewpoint Survey (EVS) scores and participate in HR roundtables.
- Implement a customer satisfaction survey measuring effectiveness of EEO and D&I programs.
- Evaluate whether changes to SES processes, as a result of the barrier analysis study, have an impact on the diversity of the SES cadre.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

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

I, **Mariam Harvey, Director, Office of Civil Rights and Diversity, 0260, ES**, am the
(Insert name above) (Insert official/title/series/grade above)

Principal EEO Director/Official for **The Department of the Treasury**
(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 workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure, or practice is operating to disadvantage any group based on race, national origin, 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.

Mariam G. Harvey Digitally signed by Mariam G. Harvey
Date: 2021.04.15 11:49:44 -04'00'

4/15/2021

Signature of Principal EEO Director/Official

Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with the EEO MD-715

John T. Norris Digitally signed by John T. Norris
Date: 2021.04.29 17:39:38 -04'00'

4/29/2021

Signature of Agency Head or Agency Head Designee

Date

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

715 - PART G

Agency Self-Assessment Checklist

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.





The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

MD-715 - PART G

Agency Self-Assessment Checklist

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	Issued 9/17/2020.
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes	Policy also covers parental status.
 Compliance Indicator  Measures	A.2 – The agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
A.2.a	Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes	
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes	
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:	Yes	
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes	Treasury annually displays and updates the name and contact information for bureau EEO officers. Bureaus display the specific bureau contact information. However, at each Treasury bureau, counseling is centralized. Therefore, bureaus post general contact information on who to contact to initiate a complaint.
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes	
A.2.b.3	Reasonable accommodation procedures?	Yes	https://www.treasury.gov/about





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	[see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.		/organizational-structure/offices/Mgt/Documents/FY%202012%20Interim%20Reasonable%20Accommodation%20Policy%20and%20Procedures.pdf
A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	It is posted on both the internal and external websites, discussed as part of new employee and manager orientation sessions, and it is posted in common areas/breakrooms. Additionally, every two years as part of the No FEAR Act training, the information is shared with employees.
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	It is posted on both the internal and external websites and discussed as part of new employee and manager orientation sessions. Additionally, Treasury conducts an annual Conflict Resolution week which highlights the importance of ADR and conflict resolution.
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	It is posted on both the internal and external websites (https://home.treasury.gov/about/offices/management/civil-rights-and-diversity/eoo-and-civil-rights-policies) and discussed during new employee and manager orientation sessions. Additionally, every two years as part of the No FEAR Act training, the information is shared with employees.
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	It is posted on both the internal and external websites and discussed during new employee and manager orientation sessions. Additionally, every two years as part of the No FEAR Act training and annually as part of Prevention of Sexual Harassment (POSH) training.
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary	Yes	It is discussed in new employee and manager



EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.		orientation sessions, included as part of the No FEAR Act training conducted every two years, and provided annually as part of the POSH training.
 Compliance Indicator  Measures	A.3 – The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	Bureaus identified the Annual Rittenhouse Award, performance awards (mandatory diversity and inclusion (D&I) and supervisory performance goals), monetary and non-monetary group, and individual spot awards.
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	
<p style="text-align: center;">Essential Element B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION This element requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.</p>			
 Compliance Indicator  Measures	B.1 - 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 Met? (Yes/No/NA)	Comments
B.1.a	Is the agency head the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	No	OCR’s Director reports to the Assistant Secretary for Management (ASM), who is the EEO Officer for Treasury.
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If “yes,” please provide the title of the agency head designee in the comments.	Yes	OCR’s Director reports to the ASM, who is the EEO Officer for Treasury.
B.1.a.2	Does the agency’s organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency’s EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	OCRD presented the FY 2019 State of the Agency (SOA) briefing to Agency Head designee on 05/28/2020.
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes	
 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes	Bureau EEO Officers are responsible for counseling in connection with their respective bureau EEO complaints of discrimination.
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	Yes	



EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.		
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes	
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	Treasury's Strategic Goal 5.1.C Improve diversity and engagement through transparency, fairness, and inclusion.
 Compliance Indicator  Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes	
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comment column.	Yes	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if	Yes	





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	applicable? [see 29 CFR §1614.102(c)(2)]		
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I]; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
 Compliance Indicator  Measures	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the		

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	
 Compliance Indicator  Measures	B.6 – The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes	
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY			
This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.			
 Compliance Indicator  Measures	C.1 – The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	Annually and before the submission of the bureau MD-715 reports to EEOC, OCRD evaluates their submissions and provides feedback on the status of deficiencies, implementation of planned



EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

			activities to mitigate deficiencies, and recommends additional measures required to mitigate noted deficiencies. In FY 2020, OCRD conducted an audit review of FinCEN's (in February) EEO and diversity and inclusion programs. OCRD also assisted in the Human Capital Evaluation of BFS's EEO and D&I Programs. OCRD will conduct an audit of BEP's and DO's EEO Programs during FY 2021 when the workforce returns after the pandemic. OCRD will also participate in the Human Capital Evaluation of IRS's EEO and D&I Programs in February 2021.
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	Annually and before the submission of the bureau MD-715 reports to EEOC, OCRD evaluates their submissions and provides feedback on the status of deficiencies, implementation of planned activities to mitigate deficiencies, and recommends additional measures required to mitigate noted deficiencies. In FY 2020, OCRD conducted an audit review of FinCEN's (in February) EEO, civil rights, and diversity and inclusion programs. OCRD also assisted in the Human Capital Evaluation of BFS's EEO and D&I Programs. OCRD will conduct an audit of BEP's and DO's EEO Programs during FY 2021 when the workforce returns after the pandemic. OCRD will also participate in the Human Capital Evaluation of IRS's EEO and D&I Programs in February 2021.
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes	Following an Audit (within 6 months), bureaus are required to submit a compliance report to OCRD.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes	
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes	
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	No	The Office of the Comptroller of the Currency (OCC) reported that they did not promptly conduct all inquiries within 10 days of notification. OCC provided a comment on its PART G that OCC will begin an internal review process in FY 2021 to examine the program and such occasions to determine if changes are needed.
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	
C.2.b	Has the agency established disability reasonable accommodation procedures that	No	All Treasury bureaus, with the exception of IRS and TTB,



EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]		reasonable accommodation (RA) policies have been updated, reviewed, and approved by OCRD. Those revisions were submitted to EEOC for review and approval. In the interim, Treasury has directed bureaus to post interim policies and procedures pending EEOC's approval. Once approved, bureaus will replace their interim policies and procedures with the EEOC approved RA policies and procedures. Treasury's RA Policy and Procedures was approved by the EEOC on February 3, 2021.
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
C.2.b.5	Does the agency process all accommodation requests 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 in the comments column.	No	IRS reported that it timely processed 28% of its requests. IRS has prepared a PART H in their MD-715 report that addresses this matter.
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	



EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	Yes	https://www.treasury.gov/about/organizational-structure/offices/Mgt/Documents/PAS-Policy-and-Procedures-as-OCT-2018.pdf
 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes	
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes	
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes	
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the	Yes	





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	Federal Labor Relations Authority? [see MD-715, II(C)]		
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes	
 Compliance Indicator  Measures	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes	
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes	
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes	
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes	
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes	
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	There were three (3) notices of adverse actions against three (3) managers/supervisors based on a finding of discrimination in the EEO complaint. One (1) manager was verbally counseled based on a finding of discrimination.
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.6 – The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	The OCRD Director updates the ASM as issues arise. The OCRD Director also participates in the ASM's bi-weekly senior staff meetings. Additionally, the ASM has direct access to Diversity Dashboards to view workforce demographics as needed.
C.6.b	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
Essential Element D: PROACTIVE PREVENTION			
This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.			






EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures	D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes	
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes	
 Compliance Indicator  Measures	D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.c	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 realignments? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment	Yes	Complaint data through iComplaints and workforce data and exit survey data through Workforce and Monster Analytics. Information regarding Unions, reasonable accommodations, anti-harassment, as well as any


EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		other required information is provided by the bureaus' EEO and HR personnel upon request.
 Compliance Indicator  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes	
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes	
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	
 Compliance Indicator  Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	https://www.treasury.gov/about/organizational-structure/offices/Mgt/Pages/Affirmative-Action-Plan.aspx
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes	
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	
Essential Element E: EFFICIENCY			
This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.			
 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments



EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

 Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	Yes	Treasury benchmark is to issue acceptance or dismissal letters no more than 30 days from file date. FY 2020 Averages: Acceptance letters were issued on average in 16 days; and Dismissal letters were issued on average in 38 days
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes	
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	Yes	
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	Yes	
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes	
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	OCRD contracts with the United States Postal Service to conduct its EEO investigations. We also have a contract with Martin Miser to serve as our backup for EEO investigations. OCRD meets with the EEO Investigator of each complaint frequently to discuss issues or concerns and ensure timeliness of the investigation. OCRD also





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

			conducts bi-weekly meetings to review current status of all cases, discuss any instance where a case may be untimely and the reason for the untimeliness, and ensure there are no systemic problems in the process.
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes	
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes	
 Compliance Indicator  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	Legal sufficiency reviews are conducted internally by the Asst. Director for Complaints Management. If outside counsel is needed, we engage the Office of General Counsel, ensuring a firewall between any representational activities and providing advice to OCRD.
E.2.c	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.e	If applicable, are processing time frames incorporated for the legal counsel’s sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	Yes	





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes	
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes	
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	
 Compliance Indicator  Measures	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes	
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes	
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes	The Treasury-wide system to process and track reasonable accommodation requests is live as of FY 2020.
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious	Yes	





EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]		
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	
 Compliance Indicator  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	Analysis tools include: EEOC annual reports, Complaint data, RA processing, exit survey results, FEVS results, analysis of workforce data by ERI, gender, disability, grades, occupation, hires, separations, awards, etc.
E.5.b	Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	Development of Workforce Analytics, Treasury’s automated data tool; Treasury-wide exit survey and analysis tool; Veteran and Disability Program “Be a Champion Roadshow”; use of internship program to establish a pipeline of diverse candidates for future employment; and Veteran resume data base.
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes	
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.			
 Compliance Indicator  Measures	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes	
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered	Yes	

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	monetary relief? [see MD-715, II(F)]		
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes	
 Compliance Indicator  Measures	F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes	
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes	
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes	
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes	
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2.b	<p>Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]</p> <p>As part OF EEOC's feedback on Treasury and it's bureaus FY 2017 affirmative action plans, EEOC identified that Treasury and some of its bureaus RA policies and procedures had not been reviewed and approved based on changes required by the updated 29 CFR 1614.203.</p>

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Ensure Treasury and its bureaus RA policies and procedures are in compliance with EEOC requirements and submitted to EEOC for final approval.	9/30/2019	9/30/2020	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OCRD	Mariam Harvey	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/30/2018	Require bureaus to submit updated RA policies and procedures to OCRD for review and comment.	Yes		08/24/2018
09/07/2018	OCRD will review bureau RA policies and	Yes		09/07/2018

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	procedures and make any recommended changes. Those RA policies and procedures requiring change will be returned to the appropriate bureau for corrections.			
01/30/2018	Once bureau RA policies and procedures are approved by OCRD, they will be submitted to EEOC for review and final approval.	Yes		01/30/2018
03/30/2018	Pending EEOC's final approval of bureau RA policies and procedures, Bureaus will post interim RA policies and procedures to internal and external websites.	Yes	09/30/2020	
03/30/2019	Once RA policies and procedures are approved by EEOC, bureaus post their EEOC approved RA policies and procedure to their internal and external.	Yes	09/30/2020	

Report of Accomplishments

Fiscal Year	Accomplishments
2018	To date, OCRD has submitted the revised bureau RA policies and procedures to EEOC for BEP, FS, DO, IRS, Mint, OCC and TIGTA. EEOC reviewed and provided feedback to OCC on its RA policies and procedures. OCC resubmitted with revisions. OCRD continues to work with FinCEN, IRS-CC, OIG, SIGTARP, and TTB to finalize the revisions to their RA Policies and procedures.
2019	OCRD has submitted all bureau RA policies and procedures to EEOC with the exception of IRS. EEOC approved OCC's revisions for its RA policy and procedures. OCRD is currently working with IRS to finalize their revisions and the RA policy and procedures. Once finalized, OCRD will submit to EEOC for final review and approval. OCRD is currently waiting for EEOC's approval of the remaining bureaus.
2020	OCRD met with EEOC regarding the RA Policy and Procedures status. OCRD submitted to EEOC the remaining RAPs for final review and approval. The EEOC's review was finalized at the end of FY 2020 resulting in a request for changes. OCRD received final approval from EEOC in FY 2021.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation (RA) procedures? [see MD-715, II(C)]. IRS reported that it processed 31% of RA requests within the time frame set forth in its revised RA procedures.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Ensure timely initiation of inquiries for IRS reasonable accommodation requests.	9/30/2019	9/30/2020	
02/17/2019	Establish and implement a Treasury-wide reasonable accommodation tracking system.	9/30/2019	9/30/2020	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OCRD	Mariam Harvey	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/30/2019	Monitor implementation of IRS's planned activities to eliminate untimely processing of RA requests.	Yes	9/30/2020	
04/30/2019	Allocate budget for Treasury-wide RA tracking system.	Yes		04/04/2019

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Initiate procurement process to compete and award a RA tracking system contract.	Yes		09/24/2019
04/30/2020	Train RA Coordinators and transition bureaus to new RA Tracking system.	Yes		09/30/2020
05/29/2020	Implement RA tracking system.	Yes		07/30/2020

Report of Accomplishments

Fiscal Year	Accomplishments
2018	N/A
2019	<p>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 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.</p> <p>OCRD secured required funding for Treasury-wide RA tracking system and awarded the contract to MicroPact.</p>
2020	<p>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.</p> <p>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.</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <i>Complainant v. Dep't of Veterans Affairs</i> , EEOC Appeal No. 0120123232 (May 21, 2015); <i>Complainant v. Dep't of Defense (Defense Commissary Agency)</i> , EEOC Appeal No. 0120130331 (May 29, 2015)], If "no", please provide the percentage of timely-processed inquiries in the comments column.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	Ensure Treasury and its bureaus conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process.	9/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OCRD	Mariam Harvey	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/01/2019	Monitor implementation of FS and OCC's planned activities to ensure prompt initiation (beginning within 10 days of notification) of all harassment	Yes		

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	allegations, including those initially raised in the EEO complaint process.			
10/01/2020	In FY 2020, OCRD will explore the procurement of a Treasury-wide Anti-Harassment Tracking System.	Yes		09/30/2020
09/30/2021	In FY 2021, OCRD will meet with each of the bureaus to ensure they are accurately calculating timeframes for conducting Harassment inquiries.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2020	<p>In FY 2020, OCRD worked with the Office of the Chief Information Officer (OCIO) to explore several solutions to serve as a Treasury-wide tracking system for anti-harassment complaints. OCRD actively demonstrated a system to determine its effectiveness. In FY 2021, OCRD will continue to work with OCIO to see if there is system suitable to meet Treasury's requirements.</p> <p>In FY 2020, FS conducted 52 investigations, all of which were initiated within 10 calendar days of receipt of the complaint. This deficiency is CLOSED for FS.</p> <p>In FY 2020, OCC conducted 40 investigations, of which 33 were timely (83%). On OCC's Part G, it was stated that there were occasions in which employees who raised allegations failed to participate in the investigatory process or the process was extended. For example, after making allegations, employees resigned, went on extended leave, and/or failed to respond to requests for follow-up. In some instances, allegations were raised by management officials, with no follow through by the employees. Thus, efforts to conduct a prompt inquiry had to be postponed. The OCC will begin an internal review process in FY 2021 to examine the program and such occasions to determine if changes are needed.</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part I
Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		Lower than expected participation rates for Women in the GS 13-15 and SES grade levels in the overall Treasury-wide workforce.

EEO Group(s) Affected by Trigger

EEO Group	
	All Men
X	All Women
	Hispanic or Latino Males
	Hispanic or Latino Females
	White Males
	White Females
	Black or African American Males
	Black or African American Females
	Asian Males
	Asian Females
	Native Hawaiian or Other Pacific Islander Males
	Native Hawaiian or Other Pacific Islander Females
	American Indian or Alaska Native Males
	American Indian or Alaska Native Females
	Two or More Races Males
	Two or More Races Females

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<p>A-1: Review of overall workforce participation rate for Women (61.56 percent in FY 2019) falls below the RCLF availability rate (64.98 percent).</p> <p>A4-1: At the GS-13 grade level, the participation rate for women increased by 0.83 percent from 49.49 percent in FY 2009 to 50.32 percent in FY 2015. However, Treasury saw a 0.43 percent decreased participation rate for women at GS-13 grade level from FY 2015 (50.32 percent) to FY 2019 (49.89 percent). At the GS-14 grade level, the participation rate for women decreased by 0.78 percent from 47.44 percent in FY 2009 to 46.66 percent in FY 2015; the rate increased 0.07 percent in FY 2019 to 46.73 percent. At the GS-15 grade level, the participation rate for women increased by 2.22 percent from 44.65 percent in FY 2009 to 46.87 percent in FY 2015, but decreased by 1.04 percent from FY 2015 to FY 2019 (45.83 percent). Furthermore, at the SES level, the participation rate for women increased by 4.72 percent from 35.71 percent in FY 2009 to 40.43 percent in FY 2015, but decreased by 2.88 percent to 37.55 percent in FY 2019.</p> <p>A6: A review of the Treasury workforce broken down by the major occupations shows that of the 13 most populous major occupations, the participation rate for women falls below the Occupational CLF (OCLF) availability rate in the following six series:</p> <ul style="list-style-type: none"> • 0301, Miscellaneous Administration and Program, participation (60.18 percent) falls below the OCLF availability rate of 63.30 percent; • 0340, Program Management, participation (58.36 percent) falls below the OCLF availability rate of 63.30 percent; • 0512, Internal Revenue Agent, participation (53.24 percent) falls below the OCLF availability rate of 64.20 percent; • 0570, Financial Institution Examining, participation (38.38 percent) falls below the OCLF availability rate of 45.30 percent; • 0962, Contact Representative, participation (71.71 percent) falls below the OCLF availability rate of 82.10 percent; and • 1169, Internal Revenue Officer, participation (57.95 percent) falls below the OCLF availability rate of 64.20 percent. <p>A4-1: Reviewing Table A4-1 for each occupation identified in the A6 Table as having lower than expected participation</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>rates for Women:</p> <ul style="list-style-type: none"> 0301, Miscellaneous Administration and Program At the GS-13 grade level, the participation rate for Women (61.43 percent) exceeds the availability rate (60.18 percent); however, at the GS-14, 15, and SES grade levels, the participation rate for Women (58.15 percent, 44.18 percent, and 22.94 percent respectively) fall below the availability rate of 60.18 percent. 0340, Program Management At the GS-13 grade level, the participation rate for Women (65.52 percent) exceeds the availability rate (58.36 percent); however, at the GS-14, 15, and SES grade levels, the participation rate for Women (57.46 percent, 51.58 percent, and 45.83 percent respectively) fall below the availability rate of 58.36 percent. 0512, Internal Revenue Agent At the GS-13, 15, and SES grade levels, the participation rate for Women (53.57 percent, 53.33 percent, and 100.00 percent respectively) exceeds the availability rate (53.24 percent); however, at the GS-14 grade level, Women participation (47.09 percent) falls below the availability rate of 53.24 percent. 0570, Financial Institution Examining At the GS-13 and 15 equivalent grade levels, the participation rate for Women (39.80 percent and 40.19 percent respectively) exceeds the availability rate (38.38 percent); however, at the GS-14 and SES equivalent grade levels, the participation rate for Women (37.31 percent and 27.59 percent respectively) falls below the availability rate of 38.38 percent. 0962, Contact Representative There are no positions in Treasury in the 0962 series at the GS-13 and above grade level. All positions in the 0962 series are GS-11 and below. 1169, Internal Revenue Officer At the GS-13 and 14 grade levels, the participation rate for Women (54.96 percent and 47.52 percent respectively) falls below the availability rate (57.95 percent); however, at the GS-15 grade level, the participation rate for Women (60.00 percent) exceeds the availability rate of 57.95 percent. There are no positions for the 1169 series at the SES level. <p>A7-1: A review of the new A7-1 Table shows the new hire and internal competitive promotions for GS-13 through 15 and SES grade levels.</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p><u>GS-13</u> <i>New Hires:</i> For GS-13 new hires, the participation rate for Women applicants was 43.19 percent, which fell to 42.50 percent at the qualified stage of the application process. The participation rate for Women continued to fall at the referred stage of the process where the participation rate for Women was 39.88 percent. The participation rate for Women increased at the interviewed stage of the process (48.59 percent); but fell again to 45.18 percent at the selected stage.</p> <p><i>Internal Competitive Promotions:</i> For GS-13 internal competitive promotions, the participation rate for Women applicants was 64.27 percent, and stayed at 64.14 percent at the qualified stage. The participation rate dropped at the referred stage to 62.17 percent and fell again at the interviewed stage (61.47 percent); but increased at the selection stage to 62.27 percent.</p> <p><u>GS-14</u> <i>New Hires:</i> For GS-14 new hires, the participation rate for Women applicants was 40.11 percent, which decreased slightly to 40.01 percent at the qualified stage of the application process. The participation rate for Women dropped at the referred stage of the process to 39.54 percent. The participation rate for Women increased at the interviewed stage of the process (46.76 percent) and dropped again to 40.18 percent at the selected stage.</p> <p><i>Internal Competitive Promotions:</i> For GS-14 internal competitive promotions, the participation rate for Women applicants was 56.68 percent, and slightly increased to 57.65 percent at the qualified stage. The participation rate remained at 57.25 percent at the referred stage and increased at the interviewed stage (64.75 percent). The participation rate decreased at the selection stage to 57.81 percent.</p> <p><u>GS-15</u> <i>New Hires:</i> For GS-15 new hires, the participation rate for Women applicants was 31.65 percent, which reduced to 31.03 percent at the qualified stage of the application process. The participation rate for Women increased at the referred stage of the process to 35.94 percent. The participation rate for Women increased at the interviewed stage of the process (50.00 percent) and dropped again to 46.50</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>percent at the selected stage.</p> <p><i>Internal Competitive Promotions:</i> For GS-15 internal competitive promotions, the participation rate for Women applicants was 49.55 percent, and increased to 52.73 percent at the qualified stage. The participation rate increased again to 54.07 percent at the referred stage and decreased at the interviewed stage (35.71 percent). The participation rate increased at the selection stage to 62.50 percent.</p> <p><u>SES</u> <i>New Hires:</i> For SES new hires, the participation rate for Women applicants was 33.31 percent, which reduced to 32.63 percent at the qualified stage of the application process. The participation rate for Women continued to decrease at the referred stage of the process where the participation rate for Women was 30.35 percent. The participation rate for Women increased at the interviewed stage of the process (55.26 percent) and dropped again to 45.24 percent at the selected stage.</p> <p>A8: A review of new hire workforce data shows that in FY 2019, 60.35 percent of Treasury new hires were Women, falling below the RCLF availability rate of 64.98 percent.</p> <p>A8S: A review of new hire data by those major occupations identified in the A6 and A4-1 shows that:</p> <ul style="list-style-type: none"> • <i>0301, Miscellaneous Administration and Program</i> At the GS-13, 14, 15, and SES grade levels, the participation rates for Women new hires (58.82 percent, 16.67 percent, 30.77 percent, and 15.00 percent respectively) fall below the OCLF availability rate of 63.30 percent. • <i>0340, Program Management</i> In FY 2019, all hires in the 0340 series were at the SES grade level. Of those hires, 23.08 percent were Women, falling below the OCLF availability rate of 63.30 percent. • <i>0512, Internal Revenue Agent</i> At the GS-13 grade level, the participation rate for Women new hires (61.40 percent) fell below the OCLF availability rate of 64.20 percent. There were no hires for the GS-14 and above grade levels. • <i>0570, Financial Institution Examining</i> At the GS-13 equivalent grade level, the participation rate for Women new hires (50.00 percent) exceeded the OCLF availability rate (45.30

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>percent). At the GS-14 and 15 equivalent grade levels, the participation rate for Women new hires (20.00 percent and 0.00 percent respectively) fell below the OCLF availability rate (45.30 percent).</p> <ul style="list-style-type: none"> • <i>1169, Internal Revenue Officer</i> In FY 2019, the participation rate for Women new hires (60.00 percent) fell below the OCLF availability rate of 64.20 percent. <p>A14: Review of separation data for the Treasury workforce shows that 70.59 percent of all Involuntary separations were Women, exceeding the workforce availability rate of 61.56 percent. Similarly, 64.72 percent of all voluntary separations were Women, which also exceeds the workforce availability rate (61.56 percent).</p> <p>A14S2: A review of new separation data by those major occupations identified in the A6 and A4-1 shows that:</p> <ul style="list-style-type: none"> • <i>0301, Miscellaneous Administration and Program</i> At the GS-13, 14, 15, and SES grade levels, the participation rates for separations of Women (55.88 percent, 52.78 percent, 48.72 percent, and 25.00 percent respectively) fell below the availability rate of 60.18 percent. • <i>0340, Program Management</i> At the GS-13, 14, and SES grade levels, the participation rates for separations of Women (75.00 percent, 66.67 percent, and 62.50 percent respectively) exceeded the availability rate of 58.36 percent. At the GS-15 grade levels, the participation rate for separations (48.78 percent) fell below the availability rate (58.36 percent). • <i>0512, Internal Revenue Agent</i> At the GS-13 and 14 grade levels, the participation rate for separations (45.24 percent and 48.85 percent) fell below the availability rate of 53.24 percent. At the GS-15 grade level, the participation rate for separations (100.00 percent) exceeded the availability rate of 53.24 percent. • <i>0570, Financial Institution Examining*</i> At the GS-13, 14, 15, and SES grade levels, the participation rates for separations (39.68 percent, 41.38 percent, 38.89 percent, and 66.67 percent respectively) exceed the availability rate (38.38 percent). • <i>0962, Contact Representative</i> In FY 2019, all separations in the 1169 series were in the GS-11 and below grade levels. • <i>1169, Internal Revenue Officer</i>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected																					
		At the GS-13 grade level, the participation rate for separations of Women (44.19 percent) fell below the availability rate (57.95 percent); however, at the GS-14 and 15 grade levels, the participation rate for separations (66.67 percent and 100.00 percent respectively) exceeded the availability rate (57.95 percent).																					
Complaint Data (Trends)	Yes	<p>FY 2019 In FY 2019, 395 formal complaints were filed with the Department; of those 395, 85 (21.52 percent) identified Sex (Female) as one of the bases for the complaint.</p> <p>In FY 2019, of the 76 complaints that reached Settlement, 16 (21.05 percent) identified Sex (Female) as one of the bases for the complaint.</p> <p>FY 2020 In FY 2020, 334 formal complaints were filed with the Department; of those 334, 68 (20.36 percent) identified Sex (Female) as one of the bases for the complaint.</p> <p>In FY 2020, of the 93 complaints that reached Settlement, 23 (24.73 percent) identified Sex (Female) as one of the bases for the complaint.</p> <p>In FY 2020, there were no findings of discrimination on the basis of Sex (Female).</p>																					
Grievance Data (Trends)	No																						
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No																						
Climate Assessment Survey (e.g., FEVS)	Yes	<p>Of those Treasury respondents in the FY 2019 FEVS, 58% were Female.</p> <table> <tr> <th></th><th>Men</th><th>Women</th></tr> <tr> <td>Overall New IQ</td><td>66.52%</td><td>62.24%</td></tr> <tr> <td>Fairness</td><td>56.16%</td><td>50.34%</td></tr> <tr> <td>Open-Minded</td><td>66.35%</td><td>60.48%</td></tr> <tr> <td>Cooperative</td><td>63.75%</td><td>61.40%</td></tr> <tr> <td>Supportive</td><td>84.66%</td><td>80.50%</td></tr> <tr> <td>Empowerment</td><td>61.70%</td><td>58.48%</td></tr> </table> <p>Among the overall New IQ scores, and the scores for each category (Fairness, Open-minded, Cooperative, Supportive, and Empowerment), Women positive scores fell below Men positive scores in the overall score and each of the</p>		Men	Women	Overall New IQ	66.52%	62.24%	Fairness	56.16%	50.34%	Open-Minded	66.35%	60.48%	Cooperative	63.75%	61.40%	Supportive	84.66%	80.50%	Empowerment	61.70%	58.48%
	Men	Women																					
Overall New IQ	66.52%	62.24%																					
Fairness	56.16%	50.34%																					
Open-Minded	66.35%	60.48%																					
Cooperative	63.75%	61.40%																					
Supportive	84.66%	80.50%																					
Empowerment	61.70%	58.48%																					

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>categories.</p> <p>For item number 34, "Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring)," Treasury scored 59.9%, which falls below the "positive" threshold of 65%. Treasury Women scored 57.5% while Treasury Men scored 66.1%.</p> <p>For item 37, "Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated," Treasury scored 59.0%, which falls below the "positive" threshold of 65%. Treasury Women scored 57.4% while Treasury Men scored 64.3%.</p> <p>For item 38, "Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated," Treasury scored 69.3%, which exceeds the "positive" threshold of 65%. Treasury Women scored 67.7% while Treasury Men scored 74.7%.</p> <p>For item 45, "My supervisor is committed to a workforce representative of all segments of society," Treasury scored 75.8%, which exceeds the "positive" threshold of 65%. Treasury Women scored 74.5% while Treasury Men scored 80.1%.</p> <p>For item 49, "My supervisor treats me with respect," Treasury scored 85.8%, which exceeds the "positive" threshold of 65%. Treasury Women scored 85.2% while Treasury Men scored 88.4%.</p> <p>For item 55, "Supervisors work well with employees of different backgrounds," Treasury scored 69.4%, which exceeds the "positive" threshold of 65%. Treasury Women scored 67.9% while Treasury Men scored 74.2%.</p>
Exit Interview Data	Yes	<p>FY 2015</p> <p>In FY 2015, Treasury received Exit Survey responses from 1232 Women (permanent). The majority of separating women were employed for More than 25 years (57.22% or 705), followed by 13-15 years (17.29% or 213), 4-6 years (11.12% or 137), 7-9 years (5.93% or 73), 1-3 years (4.06% or 50), 10-12 years (3.57% or 44), and less than 1 year (0.81% or 10). Of the respondents, 85.23% (1050) were GS or equivalent; of the "Other" pay systems, 55.42% (97) were IR and 40.57% (71) were NB. Of the respondents, 33.93% (418) were 13-15 or equivalent, 32.71% (403) were 9-12 or equivalent, 29.06% (358) were 5-8 or equivalent, 3.33% (41)</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>were 1-4 or equivalent, and 0.97% (12) were SES or equivalent.</p> <p>The majority of respondents, 11.12% (127) were 0592 Tax Examining, followed by 9.09% (112) were 0962 Contact Representative, 7.79% (96) were 0512 Internal Revenue Agent, 7.55% (91) were 0501 Financial Administration & Program, and 6.25% (77) were 2210 Information Technology Management.</p> <p>Of the respondents, 44.97% (554) were 60 and Over, 33.12% (408) were 50-59, 9.25% (114) were 30-39, 7.55% (93) were 40-49, and 4.79% (59) were 18-29.</p> <p>Retirement accounted for 72.72% (896) of the respondents; of those retiring, 33.37% (299) were eligible for less than 1 year, 21.65% (194) were eligible for 1-2 years, 20.65% (185) were eligible for 3-4 years, 16.29% (146) were eligible for 5-7 years, 5.02% (45) were eligible for 10+ years, and 3.01% (27) were eligible for 8-9 years.</p> <p>The factors most frequently cited as having an impact on the decision to separate were Job-Related Stress, Office Morale, Resources available to do the job, the Office's organization and alignment with regard to effective and efficient service, resources available to do job, and ability to participate in decision-making.</p> <p>The majority of female respondents, 82.39% (1015), stated that their work experience was generally positive and 59.90% (738) stated that they would return to work for Treasury. Of the respondents, 71.10% (876) stated that they would recommend Treasury as a good place to work.</p> <p>FY 2016 In FY 2016, Treasury received Exit Survey responses from 1136 Women (permanent). The majority of separating women were employed for More than 25 years (57.66%, or 655), followed by 13-25 years (16.55% or 188), 7-9 years (9.15% or 104), 4-6 years (6.07% or 69), 10-12 years (5.02% or 57), 1-3 years (3.61% or 41), and less than 1 year (1.94% or 22). Of the respondents, 85.83% (975) were GS or equivalent; of the "Other" pay systems, 64.33% (101) were IR and 33.76% (53) were NB. Of the respondents, 34.24% (389) were 13-15 or equivalent, 32.22% (366) were 9-12 or equivalent, 28.35% (322) were 5-8 or equivalent, 4.40% (50) were 1-4 or equivalent, and 0.79% (9) were SES or equivalent.</p> <p>The majority of respondents, 11.53% (131) 2343 0592 Tax Examining, followed by 9.51% (108) were 0962 Contact</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>Representative, 9.33% (106) were 0343 Management & Program Analysis, 7.04% (80) were 0501 Financial Administration & Program, and 6.34% (72) were 2210 Information Technology Management.</p> <p>Of the respondents, 46.57% (59) were 60 and Over, 31.51% (358) were 50-59, 10.04% (114) were 30-39, 7.83% (89) were 40-49, and 3.70% (42) were 18-29.</p> <p>Retirement accounted for 72.45% (823) of the respondents; of those retiring, 30.98% (255) were eligible for less than 1 year, 23.82% (196) were eligible for 1-2 years, 18.83% (155) were eligible for 3-4 years, 15.19% (125) were eligible for 5-7 years, 7.17% (59) were eligible for 10+ years, and 4.01% (33) were eligible for 8-9 years.</p> <p>The factors most frequently cited as having an impact on the decision to separate were Job-Related Stress, Office Morale, Ability to participate in decision-making, the Office's organization and alignment with regard to effective and efficient service, and access to developmental opportunities.</p> <p>The majority of respondents, 85.92% (976) stated that their work experience was generally positive and 63.20% (718) stated that they would return to work for Treasury. Of the respondents, 74.65% (848) stated that they would recommend Treasury as a good place to work.</p> <p>FY 2017 In FY 2017, Treasury received Exit Survey responses from 1078 Women (permanent). The majority of separating women were employed for More than 25 years (61.78%, or 666), followed by 13-25 years (14.56%, or 157), 7-9 years (6.77%, or 73), 10-12 years (5.38%, or 58), 4-6 years (4.64%, or 50), less than 1 year (3.62%, or 39), and 1-3 years (3.25%, or 35). Of the respondents, 83.95% (905) were GS or equivalent; of the "Other" pay systems, 67.86% (114) were IR and 29.76% (50) were NB. Of the respondents, 33.02% (356) were 9-12 or equivalent, 31.73% (342) were 5-8 or equivalent, 31.45% (339) were 13-15 or equivalent, 3.06% (33) were 1-4 or equivalent, and 0.74% (8) were SES or equivalent.</p> <p>The majority of respondents, 11.60% (125) were 0592 Tax Examining, followed by 11.32% (122) were 0962 Contact Representative, 8.72% (94) were 0501 Financial Administration & Program, 6.49% (70) were 1169 Internal Revenue Officer, 6.22% (67) were 0343 Management & Program Analysis, and 6.22% (67) were 2210 Information Technology Management.</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>Of the respondents, 46.85% (505) were 60 and Over, 32.84% (354) were 50-59, 8.91% (96) were 30-39, 6.68% (72) were 40-49, and 3.80% (41) were 28-29.</p> <p>Retirement accounted for 73.84% (796) of the respondents; of those retiring, the majority, 29.02% (231) were eligible for less than 1 year, followed by 22.99% (183) eligible for 1-2 years, 18.22% (145) eligible for 5-7 years, 17.59% (140) eligible for 3-4 years, 7.41% (59) eligible for 10+ years, and 4.77% (38) eligible for 8-9 years.</p> <p>The factors most frequently cited as having an impact on the decision to separate are Job-Related Stress, Office Morale, Reasonableness of Workload, Ability to Participate in Decision-Making, Resources Available to do Job, and Pay Level in Relation to Job Responsibilities and Performance.</p> <p>The majority of respondents, 82.75% (892) stated that their work experience was generally positive and 61.04% (658) stated that they would return to work for Treasury. Of the respondents, 72.36% (780) stated that they would recommend Treasury as a good place to work.</p> <p>FY 2018 In FY 2018, Treasury received Exit Survey responses from 1131 Women (permanent). The majority of separating women were employed for More than 25 years (61.10%, or 691), followed by 13-25 years (18.21% or 206), 7-9 years (6.37% or 72), 10-12 years (6.01% or 68), 1-3 years (4.16% or 47) 4-6 years (2.92% or 33), and less than 1 year (1.24% or 14). Of the respondents, 87.27% (987) were GS or equivalent; of the "Other" pay systems, 61.43% (86) were IR, and 32.86% (46) were NB. Of the respondents, 34.39% (389) were 13-15 or equivalent, 32.45% (367) were 9-12 or equivalent, 27.59% (312) were 5-8 or equivalent, 4.95% (56) were 1-4 or equivalent, and 0.62% (7) were SES or equivalent.</p> <p>The majority of respondents, 10.96% (124) were 0962 Contact Representative, 10.43% (118) were 0592 Tax Examining, 9.37% (106) were 0501 Financial Administration & Program, 7.78% (88) were 0512 Internal Revenue Agent, 6.90% (78) were 0343 Management & Program Analysis, and 6.56% (73) were 2210 Information Technology Management.</p> <p>Of the respondents, 48.19% (545) were 60 and Over, 34.22% (387) were 50-59, 7.25% (82) were 30-39, 6.90% (78) were 40-49, and 2.65% (30) were 18-29.</p> <p>Retirement accounted for 76.13% (861) of the respondents;</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>of those retiring, the majority, 30.78% (265) were eligible for less than 1 year, 21.95% (189) were eligible for 1-2 years, 19.40% (167) were eligible for 3-4 years, 17.07% (147) were eligible for 5-7 years, 6.27% (54) were eligible for 10+ years, and 4.53% (39) were eligible for 8-9 years.</p> <p>The factors most frequently cited as having an impact on the decision to separate were Job-Related Stress, Office Morale, Ability to Participate in Decision-Making, Access to Developmental Opportunities, and Reasonableness of Workload.</p> <p>The majority of respondents, 82.67% (935) stated that their work experience was generally positive and 58.53% (662) stated that they would return to work for Treasury. Of the respondents, 71.97% (814) stated that they would recommend Treasury as a good place to work.</p> <p>FY 2019 In FY 2019, Treasury received Exit Survey responses from 940 Women (permanent). The majority of separating women were employed for More than 25 years (55.53%, or 522), followed by 13-25 years (19.47%, or 183), 10-12 years (6.91%, or 65), 1-3 years (5.85%, or 55), 7-9 years (5.43%, or 51), 4-6 years (4.15%, or 39), and less than 1 year (2.66%, or 25). Of the respondents, 86.91% (817) were GS or equivalent and 0.53% (5) were WG or equivalent; of the "Other" pay systems, 53.91% (62) were IR, and 45.22% (52) were NB. Of the respondents, 35.32% (332) were 13-15 or equivalent, 32.23% (303) were 9-12 or equivalent, 26.49% (249) were 5-8 or equivalent, 5.74% (54) were 1-4 or equivalent, and 0.21% (2) were SES or equivalent.</p> <p>The majority of respondents, 11.60% (109) were in 0592 Tax Examining, 9.04% (85) were 0962 Contact Representative, 8.51% (80) were 0501 Financial Administration & Program, 6.91% (65) were 0343 Management & Program Analysis, and 6.38% (60) were 2210 Information Technology Management.</p> <p>Of the respondents, 45.64% (429) were age 60 and Over, 32.77% (308) were 50-59, 9.36% (88) were 30-39, 8.19% (77) were 40-49, and 2.98% (28) were 18-29.</p> <p>Retirement accounted for 71.17% (669) of the respondents; of those retiring, the majority, 30.79% (206) were eligible for less than 1 year, 24.22% (162) were eligible for 1-2 years, 18.54% (124) were eligible for 3-4 years. 15.10% (101) were eligible for 5-7 years, 6.73% (45) were eligible for 10+ years, and 4.63% (31) were eligible for 8-9 years.</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		<p>The factors most frequently cited as having an impact on the decision to separate were Job-Related Stress, Office Morale, Resources available to do Job, Ability to Participate in Decision-Making, and Reasonableness of Workload.</p> <p>The majority of respondents, 84.04% (790) stated that their work experience was generally positive and 60.32% (567) stated that they would return to work for Treasury. Of the respondents, 75.53% (710) stated that they would recommend Treasury as a good place to work.</p> <p>FY 2020 In FY 2020, Treasury received Exit Survey responses from 786 Women (permanent). The majority of separating women were employed for More than 25 years (58.27% or 458), followed by 13-25 years (16.03% or 126), 10-12 years (7.51% or 59), Less than 1 year (5.47% or 43), 4-6 years (4.45% or 35), 7-9 years (4.20% or 33), and 1-3 years (4.07% or 32). Of the respondents, the majority, 85.11% (669), were GS or equivalent; of the "Other" pay systems, 51.33% (58) were IR, 47.79% (54) were NB, and 0.88% (1) was TR. Of the separations, 39.82% (313) were from 13-15 or equivalent grades, 30.53% (240) were 9-12 or equivalent, 25.70% (202) were 5-8 or equivalent, 3.31% (26) were 1-4 or equivalent, and 0.64% (5) were SES or equivalent.</p> <p>The majority of respondents (74, or 9.41%) were in 0512 Internal Revenue Agent, followed by 0962 Contact Representative (73, or 9.29%), 0592 Tax Examining (69, or 8.78%), 0343 Management & Program Analysis (65, or 8.27%), 0501 Financial Administration & Program (59, or 7.51%), and 2210 Information Technology Management (48, or 6.11%).</p> <p>Of the respondents, 44.40% (349) were age 60 and Over, 33.72% (265) were 50-59, 9.54% (75) were 30-39, 7.25% (57) were 40-49, and 2.94% (31) were 3.94% (31) were 18-29.</p> <p>Retirement accounted for 63.49% (499) of the respondents; of those retiring, the majority, 30.46% or 152, were eligible for less than 1 year, followed by 22.44% (112) eligible for 1-2 years, 18.64% (93) eligible for 3-4 years, 16.42% (82) eligible for 5-7 years, 7.01% (35) eligible for 10+ years, and 5.01% (25) eligible for 8-9 years.</p> <p>The factors most frequently cited as having an impact on the decision to separate from the agency were Job-Related Stress, Office Morale, Pay Level in Relation to Job Responsibilities and Performance, Access to Developmental Opportunities, and Reasonableness of Workload.</p>

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		The majority of respondents (86.39%, or 679) stated that their work experience was generally positive, and 63.61% (500) stated they would return to work for Treasury. Of the respondents, 79.26% (623) stated that they would recommend Treasury as a good place to work.
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Barrier Analysis not yet identified.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Increase participation rates for Women in the GS-13 through 15 and SES grade levels.	09/01/2019	09/30/2021	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OCRD	Mariam Harvey	Yes

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/30/2019	Reach out to EEO Officers for those bureaus (DO and IRS) with noted decrease in the participation rate of Women in SES and GS-15 feeder pools to request a barrier analysis study be implemented in FY 2020.		12/20/2019
06/30/2020	Review Exit Interview and FEVS data results for FY 2015 through FY 2020 to identify trends for Women perceptions in the workforce.		12/30/2020
09/30/2020	Identify a high-level Treasury Barrier Analysis Team, a working group that leverages the expertise of members of the OCRD, Human Resources, and Bureau EEO Offices to more closely identify barriers to Women participation in the GS-13 and above grade levels.		09/30/2020
12/30/2020	Treasury Barrier Analysis Team will create a plan that guides critical phases (analysis, methods, resources, senior leadership support).		
12/30/2020	Reach out to Bureau EEO Officers to coordinate with their HR Offices to identify Grievance data trends for FY 2018 through FY 2020.		
03/30/2021	Treasury Barrier Analysis Team will implement plan.		
05/31/2021	Treasury Barrier Analysis Team will collect data.		
07/30/2021	Treasury Barrier Analysis Team will analyze and report data.		
09/30/2021	Treasury Barrier Analysis Team will create additional action plan to eliminate identified barrier(s).		
09/30/2021	Clarify next steps.		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2020	The Barrier Analysis Working Group was formed in September 2020, consisting of members from each bureau. Treasury Female exit survey responses were reviewed.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part J
Special Program 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 plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and 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) | Yes 0 | No X |
| b. Cluster GS-11 to SES (PWD) | Yes 0 | No X |

- 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) | Yes 0 | No X |
| b. Cluster GS-11 to SES (PWTD) | Yes 0 | No X |

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

The Department of the Treasury issued a memorandum on or around September 25, 2017 to Human Resources' (HR) staff and hiring managers, describing the Department's commitment to meeting the numerical goals set forth under Section 501. The memorandum emphasized improving hiring efforts in the mission critical occupations: IT Management; Program Analyst; Accounting; and Financial Management Analysis. Additionally, the Department provides Treasury's leadership updates on the participation, grade distribution, hiring, and separations of PWD and PWTD, allowing leadership to make informed decisions on how the Department 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

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

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.

Yes X No 0

--

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	80	3	8	See specific bureau PART J's.
Answering questions from the public about hiring authorities that take disability into account	57	3	21	See specific bureau PART J's.
Processing reasonable accommodation requests from applicants and employees	49	4	12	See specific bureau PART J's.
Section 508 Compliance	150	2	2	See specific bureau PART J's.
Architectural Barriers Act Compliance	19	2	319	See specific bureau PART J's.
Special Emphasis Program for PWD and PWTD	14	4	5	See specific bureau PART J's.
Note: Treasury provides a consolidated count where applicable; however, due to its size, a notation “See specific bureau PART J's” was added to assist in identifying bureau responsible official.				

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.

Yes X No 0

<p>In Fiscal Year (FY) 2020, OCRD provided training sessions to the bureau’s staff on an as-needed basis regarding the PARTJ and use of the new MD-715 V2 workforce data tables. OCRD and the bureau’s Disability Program Managers 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.</p> <p>The bureau Disability Program Managers and Reasonable Accommodation Coordinators received training on the new Reasonable Accommodation Tracking system that was deployed in FY 2020. Ongoing private sessions are offered on an as-needed bases.</p> <p>Annually, all HR professionals are required to complete online courses related to veteran’s employment, which include disability components. This training, provided by the Department, is mandated by Executive Order (EO) 13518. Also, HR representatives attended a reasonable accommodation (RA) refresher course, which included a disability component.</p>
--

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

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*.

Yes X No 0

Section III: 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 Applicants with Disabilities

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

- The Workforce Recruitment Program (WRP) is continually promoted as a source for recruiting students and graduating seniors with disabilities, including disabled veterans.
- The Pathways Intern Program is maximized to hire interns with targeted disabilities.
- Outreach efforts with Disability and Military Student offices are routinely conducted to promote internship opportunities.
- Recruitment events, fairs, and conferences are mapped for annual participation, i.e., Hiring Heroes, Federal Disability Workforce Consortium, the Department of Labor’s WRP Training, Treasury sponsored Bender Consulting Job Fair, and the Treasury Department’s Veteran Employment Summit to market Treasury and its job opportunities.
- As a part of Treasury’s “Be A Champion” initiative, the Disability and Veteran’s Program Managers work closely with hiring managers to identify qualified PWD and PWTD, to include disabled veterans to non-competitively hire using Schedule A Hiring Authority.

- 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.**

Schedule A Hiring Authority 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 Department’s Disability Program Manager (DPM) has established numerous external partnerships with private and public organizations that assist PWD/PWTD candidates in finding meaningful employment. The DPM alerted both selecting officials and embedded HR personnel on the value of hiring external disabled applicants. Alerts were made through Saba Centra, an e-Learning product which expands remote access such as email communications, conference calls, and Department-wide online training.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

- 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, the process for eligibility and hire encompass: 1) 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; 2) Applicant referral - individuals deemed qualified are referred to the hiring manager on a Schedule A certificate of eligibility with 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 or Internal Revenue Service (IRS) 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.**

Yes X No 0 N/A 0

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 Disability Act: An Overview for Managers and A Manager's Guide to Diversity, Inclusion and Accommodations, along with other hiring manager tools are also available through 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, Veterans Administration (VA), and Department of Labor Employment Service by partnering, providing lectures, and attending on-site presentations and classroom visits to develop stronger relationships with college students and professors, and with college campus clubs and groups that maintain focus on students with disabilities.

Meetings with professional organizations such as Wounded Warriors and Department of Vocational Rehabilitation Centers are held periodically to share Treasury's process for providing vacancy announcements, and share information about opportunities, including career development tracks.

Up until the end of FY 2020, Treasury utilized its Memorandum of Understanding with the Computer/Electronic Accommodation Program (CAP) to secure devices frequently used by PWD and PWTD. The IRS offers a similar program for its employees called Information Resource Accessibility Program (IRAP). Both programs conduct a needs assessment and provide training on how to effectively use the new equipment.

The Department is also in the process of establishing a Treasury-wide sign language interpretive contract, with

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

possible additional Video Interpretive Relay service, to provide an effective and efficient procedure for providing sign language interpreters.

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)	Yes 0	No X
b. New Hires for Permanent Workforce (PWTD)	Yes 0	No X

- 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.**

a. New Hires for MCO (PWD)	Yes X	No 0
b. New Hires for MCO (PWTD)	Yes X	No 0

Data from the Treasury Workforce Analytics (WA) Table B6 V2 (permanent workforce): New hires by Occupational Series and Monster Table B6 V2 (permanent workforce) (mission-critical occupations) were analyzed to identify triggers among new hires, indicating the following results:

FY 2020 New Hires	Qualified vs. New Hires	Qualified vs. New Hires
0110 (75)	PWD: 9.46% - 5.63%**	PWTD: 2.67% - 0.00%**
0301 (139)	PWD: 12.19% - 23.02%	PWTD: 5.97% - 2.88%**
0340 (8)	PWD: 14.49% - 0.00%***	PWTD: 6.31% - 0.00%***
0501 (148)	PWD: 11.92% - 25.68%	PWTD: 5.86% - 1.35%**
0511 (44)	PWD: 10.84% - 15.91%***	PWTD: 5.11% - 0.00%***
0570 (131)	PWD: 3.58% - 8.40%	
0905 (77)	PWD: 8.23% - 2.60%**	PWTD: 3.18% - 0.00%**
1169 (54)	PWD: 5.44% - 11.11%	PWTD: 1.81% - 1.85%
1811 (123)		PWTD: 2.58% - 0.00%*
2210 (403)	PWD: 11.05% - 28.54%	

*The 1811, Criminal Investigators occupation, limits the employment opportunities available for PWTD based on the Office of Personnel Management (OPM)'s established medical requirements for the position. Therefore, we would expect the hiring of PWD and PWTD to be limited in this series and do not consider the lack of participation to be a trigger.

**Triggers were noted when comparing the qualified applicant flow data with the new hires for PWD and PWTD in the 0110, 0301, 0501, 0905, 1811, and 2210 occupational series. For the Treasury bureaus that noted the same triggers in their workforce evaluation, these triggers are noted in their PART J's. Plans to improve hiring for PWD/PWTD within the major occupations listed are detailed in the specific bureau PART J's. Treasury will monitor all bureau PART J's to ensure appropriate plans are developed to eliminate any identified barrier(s).

*** When there is limited hiring there cannot be a realistic expectation that all groups (PWD and PWTD) would be hired at rates comparable to their qualification rates. Therefore, Treasury determined a threshold of 50 new hires. Any hire rate less than 50, will not support a statistically significant outcome. The occupations with

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

limited hiring, 0340 and 0511, did not have enough hires to determine if there is an actual trigger.

NOTE: 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. The Office of Civil Rights and Diversity (OCRD) requested the bureaus 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.

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.

a. Qualified Applicants for MCO (PWD)	Yes 0	No X
b. Qualified Applicants for MCO (PWTD)	Yes 0	No X

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.

a. Promotions for MCO (PWD)	Yes X	No 0
b. Promotions for MCO (PWTD)	Yes X	No 0

Data from the Treasury Workforce Analytics (WA) Table B6 V2 (permeant workforce): by Occupational Series and Monster Table B6 V2 (permeant workforce) (mission-critical occupations) were analyzed to identify promotions, indicating the following results:

FY 2020 Promotions to MCOs	Qualified Applicants vs. Internal Promotions	Qualified Applicants vs. Internal Promotions
0301 (73)	PWD: 10.21% - 8.22%	PWTD: 4.41% - 2.74%
0340 (180)	PWD: 7.94% - 4.44%	PWTD: 2.13% - 0.56%
0343 (201)	PWD: 13.42% - 9.95%	PWTD: 6.06% - 3.48%
0501 (519)	PWD: 12.31% - 11.18%	PWTD: 6.14% - 5.78%
0570 (124)	PWD: 7.85% - 2.42%	PWTD: 3.32% - 0.00%
1169 (95)	PWD: 6.56% - 5.26%	PWTD: 3.04% - 0.00%
1811 (50)	PWD: 1.52% - 4.00% *	PWTD: 0.00% - 0.00% *
2210 (68)		PWTD: 7.03% - 4.41%

The following triggers were identified:

Treasury noted a trigger between the qualified applicants and the actual promotions in all occupational series; those Treasury bureaus that noted triggers in their workforce evaluation are noted in their PART J's. Plans to improve hiring for PWD/PWTD within the major occupations listed 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.

* When there is limited hiring, there cannot be a realistic expectation that all groups (PWD and PWTD) would be hired at rates comparable to their qualification rates. Therefore, Treasury determined a threshold of 50 hires or less is not enough hires to expect that all groups would be hired at rates comparable to their qualification rates.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

For those occupations (1811) with limited hiring, there were not enough hires resulting in internal promotions to determine if there is an actual trigger.

Section IV: 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 general schedule (GS)-12 to senior executive service (SES) employees; Executive Readiness (XR), and Candidate Development Programs (CDP), which can potentially lead to the SES.

Treasury encourages diverse employee (including PWD/PWTD) participation in management, leadership and career development programs through employee network groups (ENGs), such as the Adelante', an ENG established for Hispanic employees, and the Veterans Employee Resource Group and a variety 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 ENGs.

Treasury encourages individual development plans for all employees. Managers are reminded to consider permanently assigned PWD/PWTD for development opportunities as part of their Individual Development Planning process. All development opportunity announcements are posted on the Treasury's internal website.

In conjunction with available training, Treasury will explore, for FY 2021, the development of a committee composed of bureau representatives to explore additional opportunities (e.g., mentoring) to the disabled community.

B. Career Development Opportunities

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

The Department of Treasury does not have a formal Career Development Program. However, Treasury bureaus have established varied opportunities to further develop the careers of employees, including PWD and PWTD. The below, highlights some programs offered. To view the exhaustive list, please see bureau specific reports.

The Bureau of Engraving offers a series of programs for GS 7-15 employees or equivalent. Programs include:

- The New Leaders Program (GS 7-11 employees or equivalent). This program focuses on developing future public service leaders and includes leadership self-assessments, experiential learning, and individual development opportunities integrated into a competency-based learning approach.
- The Executive Leadership Program (GS 12-13 employees or equivalent). This program enhances support to organizational mission and goals, focusing specifically on the competency of "leading

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

people” through developmental activities and experiences.

- The Executive Potential Program (GS 14-15 employees or equivalent), a competency-based leadership program that prepares high-potential employees to focus on leading change effectively at the senior level.
- The Career Development Program (GS-11 and below or equivalent), provides upward mobility via defined career training using individual career development plans for training and other opportunities to employees, who positions offer limited promotion potential, for placement into positions in other occupational series for which they would not otherwise be qualified.

Departmental Offices partners with the Treasury Executive Institute (TEI) to offer employees individual coaching services for a six-month period. TEI's coaching services assist DO employees with achieving professional goals, solving individual leadership challenges, and developing leadership attributes.

Bureau of Fiscal Service (BFS) offers career development training courses to its employees in career ladder positions to enhance their eligibility for potential promotion to higher grades. In person and online classes enable BFS employees to develop skills to help them advance and qualify for other positions.

IRS offers career development opportunities service wide to all employees for non-competitive details/promotions and internal merit promotions. In addition, leadership development opportunities are available for all employees to consider. IRS Chief Counsel offers training and development opportunities for attorneys Counsel-wide. Reasonable accommodations are made for all training.

The United States Mint (Mint) offers Manufacturer Certification and Apprenticeship Program and Operator Certification and Apprenticeship programs which are available to PWD and PWTD.

The Office of Comptroller of the Currency (OCC) offers at least three professional development programs for its bank examiners. Non-examiners are also exposed to career forums that provide a variety of career options in the non-examiner lines of business. Additionally, OCC offers the 0905 occupational series cross-training and developmental assignments to equip attorneys with legal skills and experiences across multiple legal practice areas through the Honors Attorney Program. Overall, training and development courses are available to all employees, in the classroom, online, virtual, and self-study. Temporary details and short-term work assignments are advertised to all employees on the agency's Opportunities Board.

The Treasury Inspector General for Tax Administration (TIGTA)'s programs include:

- The Office of Audit's Leadership Development Program for Auditors GS-13, GS-14, and GS-15 employees, which allows qualified diverse employees to participate in career development training, and opportunities that will prepare them for the Office of Audit's management vacancies.
- The Office of Investigations provides diverse employees an opportunity to participate in their Equity, Diversity, and Inclusion Program, which offers career development opportunities for all employees.
- Career developmental opportunities using rotational assignments and business unit details are also encouraged for all TIGTA employees. TIGTA communicates vacancy announcements and detail opportunities to all employees, including PWD/PWTD through email, intranet, and internet.

The Alcohol and Tobacco Tax and Trade Bureau (TTB)'s primary career development program (CDP) is the Emerging Leaders Program (ELP) – a three-year centralized training program that is competitive with selections made at the Assistant Administrator level. During the 4th quarter of each fiscal year, TTB broadcasts an ELP annual opportunity announcement to request applicants for the Program. The announcement provides general information about the ELP and its three programs, identifies the three-year curriculum for each program, and explains how employees may apply. The TTB ELP framework consists of three separate and distinct programs:

- Program for non-supervisory employees;
- Program for 1st level supervisors; and,
- Program for 2nd level supervisors and senior leaders.

All TTB employees, including disabled veterans, are eligible for consideration for the ELP and may apply during

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

the annual announcement period. Selections are made through a competitive process. TTB's Training and Professional Development Division chairs a meeting with senior leaders and provides its recommendations for selection. Senior leaders make the final selections.

- 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						
*For bureau specific career development opportunities, see bureau PART J's. Treasury will take necessary steps to create a plan of action to track the above requested data.						

- 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.**

a. Applicants (PWD) Yes 0 No X
b. Selections (PWD) Yes 0 No X

- 4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.**

a. Applicants (PWTD) Yes 0 No X
b. Selections (PWTD) Yes 0 No X

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) Yes X No 0

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

b. Awards, Bonuses, & Incentives (PWTD) Yes ☒ No ☐

The Department analyzed data from the Treasury WA Table B9 against the inclusion rate indicating the following triggers:

The inclusion rate for PWD (10.46%) and PWTD (12.94%) in Time Off Awards (1-10 hours), was below the inclusion rate for employees with no disability (14.66%).

The inclusion rate for PWD (4.97%) and PWTD (6.72%) in Time Off Awards (11-20 hours), was below the inclusion rate for employees with no disability (7.13%).

The inclusion rate for PWD (7.70%) in Time Off Awards (21-30 hours), was below the inclusion rate for employees with no disability (8.65%).

The inclusion rate for PWD (6.53%) and PWTD (7.65%) in Time Off Awards (31-40 hours), was below the inclusion rate for employees with no disability (8.34%).

The inclusion rate for PWTD (17.63%) in Cash Awards (\$500 and Under), was below the inclusion rate for employees with no disability (18.72%).

The inclusion rate for PWTD (17.75%) in Cash Awards (\$501-\$999), was below the inclusion rate for employees with no disability (20.61%).

The inclusion rate for PWD (21.07%) and PWTD (16.31%) in Cash Awards (\$1000-\$1999), was below the inclusion rate for employees with no disability (29.48%).

The inclusion rate for PWD (2.25%) and PWTD (2.52%) in Cash Awards (\$2000-\$2999), was below the inclusion rate for employees with no disability (4.39%).

The inclusion rate for PWD (0.45%) and PWTD (0.56%) in Cash Awards (\$3000-\$3999), was below the inclusion rate for employees with no disability (1.22%).

The inclusion rate for PWD (0.14%) and PWTD (0.09%) in Cash Awards (\$4000-\$4999), was below the inclusion rate for employees with no disability (0.37%).

The inclusion rate for PWD (0.21%) and PWTD (0.34%) in Cash Awards (\$5000 or more), was below the inclusion rate for employees with no disability (0.47%).

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) Yes ☒ No ☐
b. Pay Increases (PWTD) Yes ☒ No ☐

The inclusion rate for PWD (2.16%) and PWTD (2.61%) in Quality Step Increases (QSI), was below the inclusion rate for employees with no disability (3.46%).

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

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)	Yes 0	No 0	N/A X
b. Other Types of Recognition (PWTD)	Yes 0	No 0	N/A X

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.

a. SES		
i. Qualified Internal Applicants (PWD)	Yes X	No 0
ii. Internal Selections (PWD)	Yes X	No 0
b. Grade GS-15		
i. Qualified Internal Applicants (PWD)	Yes 0	No X
ii. Internal Selections (PWD)	Yes X	No 0
c. Grade GS-14		
i. Qualified Internal Applicants (PWD)	Yes X	No 0
ii. Internal Selections (PWD)	Yes 0	No X
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Yes X	No 0
ii. Internal Selections (PWD)	Yes X	No 0

Data from the Treasury WA Table B7 Applicants and Promotion by Disability and the Monster (M) B7 – Applicants and Promotions by Senior Grade Levels were analyzed to identify qualified internal applicants and/or selectees for promotion to senior grade levels with disabilities, indicating the following results:

**Internal Applicant vs.
Qualified Internal Applicant vs.
Internal Selections**

GS-13 PWD:	11.67% - 11.10% - 9.57%
GS-14 PWD:	9.16% - 6.54% - 8.41%
GS-15 PWD:	16.67% - 17.58% - 12.38%
SES PWD:	9.24% - 8.75% - 0.00%

While there were internal vacancy announcements that reflect the applicant flow data, the significant difference in the percentage of the Qualified Applicant Pool, the Selection and the Promotions are the result of existing employees who applied to not only internal vacancy announcements, but to all status vacancy announcements open to all Federal employees in FY 2020. This will also result in differences between internal/external selections and promotions rates.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

NOTE: 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. OCRD 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.

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.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes X	No 0

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes X	No 0

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes 0	No X

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes 0	No X

Data from the Treasury WA Table B7 Applicants and Promotion by Disability and the Monster (M) B7 – Applicants and Promotions by Senior Grade Levels were analyzed to identify qualified internal applicants and/or selectees for promotion to senior grade levels with disabilities, indicating the following results:

**Internal Applicant vs.
Qualified Internal Applicant vs.
Internal Selections**

GS-13 PWTD:	5.25% - 4.75% - 2.09%
GS-14 PWTD:	4.65% - 2.48% - 1.51%
GS-15 PWTD:	5.56% - 5.49% - 1.59%
SES PWTD:	2.78% - 2.13% - 0.00%

While there were internal vacancy announcements that reflect the applicant flow data, the significant difference in the percentage of the Qualified Applicant Pool, the Selection and the Promotions are the result of existing employees who applied to not only internal vacancy announcements, but to all status vacancy announcements open to all Federal employees in FY 2020. This will also result in differences between internal/external selections and promotions rates.

NOTE: 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

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

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. OCRD 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.

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.

a. New Hires to SES (PWD)	Yes X	No 0
b. New Hires to GS-15 (PWD)	Yes X	No 0
c. New Hires to GS-14 (PWD)	Yes 0	No X
d. New Hires to GS-13 (PWD)	Yes 0	No X

Data from the Treasury WA Table B7 Applicants and New Hires by Disability and the Monster (M) B7 – Applicants and New Hires by Senior Grade Levels were analyzed to identify qualified internal applicants and/or selectees for new hires to senior grade levels with disabilities, indicating the following results:

**External Applicant
vs. New Hires**

GS-13 PWD:	10.62% - 25.08%
GS-14 PWD:	11.34% - 23.71%
GS-15 PWD:	13.75% - 11.65%
SES PWD:	13.22% - 7.14%

NOTE: 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. OCRD 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.

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.

a. New Hires to SES (PWTD)	Yes X	No 0
b. New Hires to GS-15 (PWTD)	Yes X	No 0
c. New Hires to GS-14 (PWTD)	Yes X	No 0
d. New Hires to GS-13 (PWTD)	Yes X	No 0

Data from the Treasury WA Table B7 Applicants and New Hires by Disability and the Monster (M) B7 – Applicants and New Hires by Senior Grade Levels were analyzed to identify qualified internal applicants and/or selectees for new hires to senior grade levels with disabilities, indicating the following results:

**External Applicant
vs. New Hires**

GS-13 PWTD:	4.98% - 3.97%
-------------	---------------

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

GS-14 PWTD: 5.06% - 3.92%
GS-15 PWTD: 6.93% - 0.00%
SES PWTD: 6.43% - 0.00%

NOTE: 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. OCRD 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. 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.

a. Executives

i. Qualified Internal Applicants (PWD)	Yes X	No 0
ii. Internal Selections (PWD)	Yes 0	No X

b. Managers

i. Qualified Internal Applicants (PWD)	Yes X	No 0
ii. Internal Selections (PWD)	Yes X	No 0

c. Supervisors

i. Qualified Internal Applicants (PWD)	Yes X	No 0
ii. Internal Selections (PWD)	Yes X	No 0

Data from the Treasury WA Table B8 New Hires by Disability and the Monster B8 – (Management Positions by New Hires and Occupational Series) Applicants and Hires were analyzed to identify qualified internal applicants and/or selectees for promotion to supervisory positions, with disabilities, indicating the following results:

Supervisory positions	Internal Applicants	Qualified Applicants	Internal Promotions
Executives PWD:	9.30%	8.87%	12.19%
Managers PWD:	17.14%	14.58%	9.07%
Supervisors PWD:	27.27%	20.00%	9.72%

NOTE: 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. OCRD 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.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

- 6. Does your agency have a trigger involving PWTD 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.**

a. Executives

i. Qualified Internal Applicants (PWTD)	Yes X	No 0
ii. Internal Selections (PWTD)	Yes X	No 0

b. Managers

i. Qualified Internal Applicants (PWTD)	Yes X	No 0
ii. Internal Selections (PWTD)	Yes X	No 0

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes 0	No X

Data from the Treasury WA Table B8 New Hires by Disability and the Monster B8 – (Management Positions by New Hires and Occupational Series) Applicants and Hires were analyzed to identify qualified internal applicants and/or selectees for promotion to supervisory positions, with targeted disabilities, indicating the following results:

Supervisory positions	Internal Applicants	Qualified Applicants	Internal Promotions
Executives PWTD:	2.71%	2.07%	1.56%
Managers PWTD:	6.67%	5.21%	2.22%
Supervisors PWTD:	0.00%	0.00%	2.09%

NOTE: 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. OCRD 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.

- 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.**

a. New Hires for Executives (PWD)	Yes X	No 0
b. New Hires for Managers (PWD)	Yes 0	No X
c. New Hires for Supervisors (PWD)	Yes X	No 0

Data from the Treasury WA Table B8 New Hires by Disability and the Monster B8 – (Management Positions by New Hires and Occupational Series) Applicants and Hires were analyzed to identify qualified external applicants and/or selectees for new hires to supervisory positions, with targeted disabilities, indicating the following results:

Supervisory Positions	Qualified External Applicants	New Hires
Executives PWD:	13.29%	11.76%

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Managers PWD:	13.67%	36.39%
Supervisors PWD:	66.67%	19.35%

NOTE: 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. OCRD 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.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD)	Yes X	No 0
b. New Hires for Managers (PWTD)	Yes X	No 0
c. New Hires for Supervisors (PWTD)	Yes X	No 0

Data from the Treasury WA Table B8 New Hires by Disability and the Monster B8 – (Management Positions by New Hires and Occupational Series) Applicants and Hires were analyzed to identify qualified external applicants and/or selectees for new hires to supervisory positions, with targeted disabilities, indicating the following results:

Supervisory Positions	Qualified External Applicants	New Hires
Executives PWTD:	6.65%	0.00%
Managers PWTD:	7.42%	5.81%
Supervisors PWTD:	0.00%	0.00%

NOTE: 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. OCRD 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.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a 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 personal 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.**

Yes 0 No X N/A 0

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

In FY2020, Treasury did not convert all eligible Schedule A employees to competitive appointments.

- BEP did not timely convert two eligible Schedule A employees, but initiated actions to convert the remaining eligible employees with an effective date of December 6, 2020.
- FINCEN did not timely convert eligible Schedule A employees due to unsatisfactory performance issues.
- IRS did not timely convert five eligible Schedule A employees: two had performance issues, two employees had just reached their two-year eligibility deadline at the end of the FY, one employee had a conversion action processed but later cancelled.

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) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| b. Involuntary Separations (PWD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

The inclusion rate for PWD (7.88%) exceeded the inclusion rate of persons with no disability (6.82%) for voluntary separations. The inclusion rate for PWD (0.75%) exceeded the inclusion rate of persons with no disability (0.57%) for involuntary separations.

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) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| b. Involuntary Separations (PWTD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

The inclusion rate for PWTD (8.71%) exceeded the rate of persons with no disability (6.82%) for voluntary separations. The inclusion rate for PWTD (0.75%) exceeded the rate of persons with no disability (0.57%) for involuntary separations.

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*.

When evaluating the types of voluntary separations, we noted that 50.60% were due to retirement, 10.01% were transfers, and 35.22% were resignations. The remaining 4.17% were due to death. Based on comments in the FY 2020 Treasury Employee Exit Survey and the explanation cited below in question #4, Treasury does not consider the separations “due to retirement” a trigger. However, each bureau where a trigger has been identified will be asked to evaluate those voluntary separations due to retirements, transfers, and resignations, along with information gleaned from their exit survey, to determine if these triggers are a potential barrier.

During the period of October 1, 2019 through September 30, 2020, 136 permanent/seasonal PWD responded to the Department’s Exit Survey. The overall responses from PWD were similar to the overall permanent/seasonal employee responses, in that 38.24% (52) had more than 25 years of service and 43.38% (59) were age 50 or older. Of the respondents with disabilities, 38.24% (52) were disabled veterans. The most frequently cited reason for separation of PWD was retirement (65 or 47.79%).

The factor most frequently cited as impacting a PWD’s decision to leave was job stress (66.91%). Additional factors frequently cited include office morale (59.55%); resources available to do the job (50.74%); and office organization and alignment with regard to effective and efficient service (49.26%).

Additional responses specified that 69.85% of the respondents indicated their work experience was generally positive; 61.03% stated they would be interested in returning to work for Treasury; and 69.12% stated they

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

would recommend Treasury as a good place to work.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 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 Persons with Disabilities.

Information on how to file a complaint can be found at: <https://www.treasury.gov/about/organizational-structure/offices/Mgt/Pages/discrimination-complaint.aspx>.

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>.

Additionally, the following link (which is also located on the "Accessibility" page), provides information regarding how to file a complaint of discrimination: https://www.treasury.gov/about/organizational-structure/offices/Mgt/Documents/Section508_Complaint_Processing.pdf.

- 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.**

Regarding physical accessibility, the following address is located under the "Accessibility" page on the public Treasury.gov website: <https://home.treasury.gov/utility/accessibility/physical-accessibility>.

Additionally, the following link (which is also located on the "Accessibility" page) provides information regarding how to file a complaint of discrimination: <https://home.treasury.gov/utility/accessibility/disability-resources>.

- 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.**

In FY 2020, the OCRD Audit Program, which includes Accessibility Reviews for Treasury/bureau-occupied buildings, was placed on hold due to maximum telework due to the COVID-19 pandemic. In FY 2021, OCRD hopes to continue the Audit Program, to include Accessibility Reviews for remaining bureaus.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

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 average time frame (number of days) for processing within the bureaus for FY 2020 are:

BEP	04
DO	11
FinCEN	14
FS	10
Mint	10
IRS	89
IRS-CC	20
OCC	07
TIGTA	15
TTB	18

The overall average for processing the Departments initial requests for reasonable accommodations is 20 days. The Department recognizes the high average for IRS which is currently reviewing its methodology for calculating "average days for providing reasonable accommodations." Treasury developed an implementation plan to acquire a Treasury-wide reasonable accommodation tracking system that will eliminate the need to manually calculate processing timeframes.

- 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 2020, bureaus provided reasonable accommodations guidance via training courses, newsletters, and postings on its intranet websites (see specific bureau submission 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 C.F.R. § 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. Training for PAS requests was provided to all managers, supervisors, and selected HR Professionals throughout FY 2019. PAS training has been added to orientation for all newly-hired managers and newly-promoted managers.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

Section VI: 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 government-wide average?

Yes ☒ No ☐ N/A ☐

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?

Yes ☐ No ☒ N/A ☐

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.

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?

Yes ☒ No ☐ N/A ☐

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?

Yes ☒ No ☐ N/A ☐

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

- 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.**

In FY 2020, there were four findings of discrimination involving failure to provide Reasonable Accommodations (RA); the corrective actions were:

1. Pay compensatory damages, restore leave, two (2) hours of RA training to two (2) Responding Management Officials (RMOs), post Notice, and pay attorney fees;
2. Allow complainant to telework in future if there is a medical need to do so, pay compensatory damages, restore leave, two (2) hours of RA training, disciplinary action taken against RMO, Post Notice, pay attorney fees;
3. Reinstate complainant to position held prior to termination, have RA coordinator engage in dialogue to ensure a reasonable accommodation is in place before employee starts back at job, pay compensatory damages, pay backpay and benefits, restore leave, remove Absent Without Leave (AWOL) charges from file, two (2) hours of RA training to three (3) RMOs, disciplinary action taken against three (3) RMOs, Post Notice, pay attorney fees; and
4. Pay compensatory damages, pay attorney fees, restore leave, retroactive promotion to GS-12, amend performance evaluations, expunge disciplinary actions, and Post Notice.

Section VII: 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?**

Yes 0 No X

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

Yes 0 No 0 N/A X

- 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.**

Trigger 1	Note: The following bureaus have identified triggers and initiated the barrier analysis process for PWD and PWTD: BEP, DO, FS, IRS, IRS-CC, and OCC. Each bureau is required to report independently, its plan to address their deficiencies.	
Barrier(s)		
Objective(s)		
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
Sources of Data	Sources	Identify Information Collected

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

	Reviewed? (Yes or No)			
Workforce Data Tables				
Complaint Data (Trends)				
Grievance Data (Trends)				
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)				
Climate Assessment Survey (e.g., FEVS)				
Exit Interview Data				
Focus Groups				
Interviews				
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)				
Other (Please Describe)				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yy yy)	Completion Date (mm/dd/yyyy)
Fiscal Year	Accomplishments			

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

NOTE: 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. OCRD 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).

NOTE: 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. OCRD 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.

EEOC FORM
U.S. Equal Employment Opportunity Commission

DEPARTMENT OF THE TREASURY ANNUAL EEO PROGRAM STATUS REPORT

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.

NOTE: 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. OCRD 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.