

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

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

Section I: Efforts to Reach Regulatory Goals

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

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

- | | | |
|--------------------------------|--------|----|
| a. Cluster GS-1 to GS-10 (PWD) | Answer | No |
| b. Cluster GS-11 to SES (PWD) | Answer | No |

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

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

- | | | |
|---------------------------------|--------|----|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer | No |
| b. Cluster GS-11 to SES (PWTD) | Answer | No |

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	50503	7237	14.33	1875	3.71
Grades GS-11 to SES	46196	6405	13.86	1256	2.72

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

Treasury Departmental Offices provides quarterly updates on the participation, grade distribution, hiring, and separations of PWD and PWTD, allowing leadership to make informed decisions on how the agency is doing towards meeting the established goals for PWD and PWTD. The DO EEO Office, Office of Minority and Women Inclusion (OMWI), and Office of Human Resources (OHR) have included PWD, and PWTD workforce participation rates compared against the established PWD and PWTD benchmarks to agency leadership, as well as to hiring managers and supervisors through use of the DO Diversity Dashboard briefings.

Section II: Model Disability Program

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

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

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

Answer Yes

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	
Section 508 Compliance	174	1	0	See specific Bureau Part Js.
Processing applications from PWD and PWTD	65	14	0	See specific Bureau Part Js.
Answering questions from the public about hiring authorities that take disability into account	61	1	20	See specific Bureau Part Js.
Architectural Barriers Act Compliance	19	0	315	See specific Bureau Part Js.
Processing reasonable accommodation requests from applicants and employees	51	1	1	See specific Bureau Part Js.
Special Emphasis Program for PWD and PWTD	30	0	1	See specific Bureau Part Js.

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

Answer Yes

In Fiscal Year (FY) 2022, the Office of Civil Rights and Equal Opportunity (OCRE) provided training sessions to the bureaus’ staff on an as-needed basis regarding the PARTJ and use of the new MD-715 V2 workforce data tables. OCRE and the bureau’s Disability Program Managers also participated in the quarterly Federal Exchange on Employment and Disability (FEED) meetings, hosted by the Equal Employment Opportunity Commission (EEOC) and Department of Labor (DOL), which educates attendees on various issues and topics related to disability. The bureau Disability Program Managers and Reasonable Accommodation Coordinators received refresher training on the new Reasonable Accommodation (RA) Tracking System that was deployed in FY 2020. Ongoing private sessions are offered on an as-needed basis. Annually, all HR professionals are required to complete online courses related to veteran’s employment, which include disability components. This training, provided by the Department, is mandated by Executive Order (EO) 13518.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

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

Answer Yes

Section III: Program Deficiencies In The Disability Program

Brief Description of Program Deficiency	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.
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Objective	Ensure initiation of inquiries processing of IRS reasonable accommodation requests. Establish and implement a Treasury-wide reasonable accommodation tracking system		
Target Date	Sep 30, 2019		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Apr 30, 2019	April 4, 2019	Allocate budget for Treasury-wide RA tracking system.
	Sep 30, 2019		Monitor implementation of IRS's planned activities to eliminate untimely processing of RA requests.
	Sep 30, 2019	September 24, 2019	Initiate procurement process to compete and award a RA tracking system contract.
	Apr 30, 2020	September 30, 2020	Train RA Coordinators and transition bureaus to new RA Tracking system.
	May 29, 2020 Jan 30, 2023	July 30, 2020	Implement RA tracking system. IRS will continue communication with OCRE and system moderators to implement enhancements for successful migration to Treasury-wide RA tracking system.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2020	In FY 2020, OCRD implemented the Treasury-wide RA tracking system, trained RA Coordinators, and transitioned the bureaus to the new system, with the exception of IRS. IRS requested further customization for the new system. In the interim, IRS maintained their prior RA tracking system. Implementation of the customized features are anticipated for FY21. IRS slightly improved its timely processing of RA cases in FY 2020 (28% timely processed). In February 2020, the IRS began a Lean Six Sigma (LSS) evaluation of its RA processes. In July 2020, the LSS team concluded the data gathering phase of the study. In order to better position the LSS team to analyze the data and formulate recommendations on processes to increase efficiency in responding and fulfilling requests for reasonable accommodation, the IRS initiated additional partners to the process to include senior subject matter experts from the Facilities Management & Security Services and Information Technology functions. The LSS team expects to present its findings and recommendations for changes to leadership to implement processes in Fiscal Year 2021. Those recommendations will need to be vetted with partner support functions and might necessitate either contract or impact bargaining with the union before implementation.	
	2021	As of June 2021, IRS continued to make improvements regarding timely processing of RA cases (31% timely processed). Following data gathering including eliciting input from all Business Units, the LSS team identified several 'quick-hits' which were socialized with all Business Units and implemented. The quick-hits pertained to expediting accommodation request assessment and approval/denial as well as fulfillment of accommodation needs involving adaptive technology or furniture and workspace modifications. Preliminary data suggest the quick-hits are yielding beneficial results. An additional recommendation to maintain an inventory of hardware components commonly used to address RA needs was accepted and the Service is moving to address logistical challenges and establish the inventory. Having a ready inventory will expedite delivery of adaptive technology accommodations as procurement actions will already have taken place. One more proposal for reducing RA fulfillment time is being finalized.	

	<u>Fiscal Year</u>	<u>Accomplishment</u>
	2019	IRS, did not improve its timely processing of RA cases in FY 2019 (23% timely processed). As part of OCRD’s oversight, an audit was conducted of IRS’ EEO program from July to August 2019. Part of OCRD’s findings was the untimely processing of RA requests. As a recommendation for corrective action, OCRD’s encouraged IRS to complete a Lean Sigma 6 study of its current processes to determine where process improvements need to be made to ensure the timely processing of accommodation requests. OCRD secured required funding for Treasury-wide RA tracking system and awarded the contract to Micro PACT.
	2022	On June 11, 2021, IRS published updated reasonable accommodation procedures which changed the processing timeframe from 15 to 20 workdays; in doing so, IRS aligned the timeframe requirements with those established in the Department of the Treasury’s policy and procedures The LSS team identified several process modifications for IRS’ reasonable accommodation process, such as, expediting accommodation request assessment and approval/denial, and fulfillment of accommodation needs involving adaptive technology or furniture and workspace modifications. The modifications were communicated and implemented in all Business Units. Modifications continue to yield beneficial results as the average processing time has decreased from 89 workdays in FY 2020, to 58 workdays in FY 2021, and 45 workdays in FY 2022 (as of June 2022). Each year, IRS expects to process less than 1,000 reasonable accommodation requests; at the beginning of FY 2022, following the issuance of Executive Order 14043, the IRS received more than 6,700 requests for accommodation based on medical and/or religious beliefs. Additionally, IRS issued a variety of policy and program changes which prompted a substantial increase in accommodation request, including the phased return to the office for all employees. The unprecedented volume of reasonable accommodation requests strained bureau resources. While IRS has made progress towards improving reasonable accommodation timeliness, the bureau remains committed to further exploring opportunities to expedite RA processing. IRS postponed the migration to the Treasury-wide RA Tracking System until January or February 2023.
Objective	Establish and implement a Treasury-wide reasonable accommodation tracking system.	
Target Date	Sep 30, 2019	
Completion Date		
Planned Activities	<u>Target Date</u>	<u>Completion Date</u> <u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>

Section IV: Plan to Recruit and Hire Individuals with Disabilities

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

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

The Department continues to promote the improvement of recruitment, hiring, retention and advancement of individuals with disabilities in the federal workforce. • Department HR Business partners work closely with hiring managers to identify qualified PWD and PWTD by utilizing the Workforce Recruitment Program (WRP) as a source for recruiting disabled students and graduating seniors, including disabled Veterans. • The Disability and Veterans program managers continues to promote hiring efforts through Career Fair events targeting PWD and Veterans. • The Disability and Veterans program managers continues to

promote recruitment events, fairs, and conferences mapped for annual participation, i.e., Hiring Heroes, Federal Disability Workforce Consortium, the DOL’s WRP Training, Treasury sponsored Bender Consulting Job Fair, and the Treasury Department’s Veteran Employment Summit to market Treasury and its job opportunities.

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

The 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 agency has incorporated the use of non-competitive hiring authorities into management discussions and training, and strongly encourages the use of non-competitive hiring authorities under both Schedule A for Individuals with Disabilities and the 30% or More Disabled Veterans authority for recruiting PWD and PWTD in the permanent workforce. The Human Resources Office forwards qualified applicant resumes from the Special Placement Program Coordinator to hiring officials for review and consideration.

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

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

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

Answer Yes

All Treasury managers, supervisors, and selected HR professionals are required to complete veteran’s employment online training provided through the Treasury’s Integrated Talent Management System (ITMS). Disability training, such as Americans with 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 the Integrated Talent Management System (ITM).

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

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

The Department engages with varied organizations such as Department of Vocational Rehabilitation Centers (DVRC), Veterans Administration (VA), and DOL Employment Service by partnering, providing lectures, and attending on-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 DVRC are held periodically to share Treasury’s process for providing vacancy announcements, and share information about opportunities, including career development tracks. Continue to coordinate and participate in career job fairs with organizations i.e., Bender

Consulting who provides opportunities for hiring persons with disabilities. In FY 2022, Treasury coordinated four career fair events with Bender Consulting which all of its bureaus participated.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

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

- a. New Hires for Permanent Workforce (PWD) Answer No
- b. New Hires for Permanent Workforce (PWTD) Answer Yes

PWTD Hires: 1.98 percent

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

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

- a. New Hires for MCO (PWD) Answer N/A
- b. New Hires for MCO (PWTD) Answer N/A

Section III, Part C, questions 2-4: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

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

- a. Qualified Applicants for MCO (PWD) Answer N/A
- b. Qualified Applicants for MCO (PWTD) Answer N/A

Section III, Part C, questions 2-4: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response

to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

a. Promotions for MCO (PWD) Answer N/A

b. Promotions for MCO (PWTD) Answer N/A

Section III, Part C, questions 2-4: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

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

A. ADVANCEMENT PROGRAM PLAN

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

Treasury’s opportunities for advancement are accessible and open to all employees, including employees with disabilities. Treasury offers non-competitive opportunities to streamline the hiring process to fill critical and non-critical positions quickly (e.g., details, including positions that can lead to promotion). Leadership development opportunities exist for all qualified employees through such programs as Leadership Succession Review for 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 resource groups (ERGs), such as the Adelante’ which is a Hispanic ERG and the VERG which is the Veteran’s ERG. There are a host of other communication venues throughout the agency. Developmental opportunities are broadly communicated to all employees through internal weekly and monthly newsletters, internet website postings, and shared by ERGs. Treasury encourages individual development plans for all employees. Managers are reminded to consider permanently assigned PWD/PWTD for development opportunities as part of their Individual Development Planning (IDP) process. All development opportunity announcements are posted on the Treasury’s internal website. In conjunction with available training, Treasury will explore over the next two years, the development of a committee composed of bureau diversity, equity inclusion, and accessibility (DEIA) representatives to explore additional opportunities (e.g., mentoring) to the disabled community.

B. CAREER DEVELOPMENT OPPORTUNITES

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

The Department does not have a formal Career Development Program. However, Treasury bureaus have established varied opportunities to further develop the careers of all employees, including PWD and PWTD. The below, highlights some programs offered. To view the exhaustive list, please see bureau specific reports. The Treasury Executive Institute (TEI) offers Departmental Offices (DO) employees the opportunity for individual coaching services for a six-month period. TEI’s coaching services assist DO

employees with achieving professional goals, solve individual leadership challenges, and develop leadership attributes. The Bureau of Engraving and Printing (BEP) offers a series of programs for its employees. Programs include: New Leaders Program (NLP), Executive Leadership Program (ELP), Executive Potential Program (EPP), Career Development (CADE) Program. Additional programs include: Electro-Machinist & Mechanical-Machinist Trainee Program, Apprenticeships, Senior Executive Service Candidate Development Program, Certified Coaching Cadre, Onsite Leadership Development Workshops, Technical Development Programs, and College Course and funding of College-Level Training. Bureau of Fiscal Service (FS) encourages all employees to take advantage of the 40 hours of training available to all employees as supported by the service wide training budget and the individual Assistant Commissioner's training budget. The Commissioner's Scholarship Program and the Certification Exam Program are available to all employees. Managers are required to create Individual development plans (IDPs) to expand and build upon each of their employees' strengths. Managers are reminded to consider permanently assigned PWD/PWTD for development opportunities as part of their IDP process. FS offers career development opportunities to all employees via notices of opportunities, non-competitive details, and promotions, e.g., career-ladder positions, competitive details, and merit promotions. In addition, FS has a Mentoring Program with platforms to meet the needs of PWD, PWTD, and veterans. Developmental opportunities will continue to be broadly communicated to all employees through internet website postings. The Internal Revenue Service (IRS) participates in the Leadership Succession Review to ensure all employees are prepared for leadership positions of increased scope of responsibility. Additionally, the IRS has agency-wide career development programs that support employee development in both technical and leadership competencies. Career development tools include but are not limited to: Details offered through the Service-wide Opportunity Listing website; Career Learning Plans (CLP) jointly developed by employees and their managers; Leadership Succession Review (LSR) process, which provides the opportunity for all employees interested in becoming managers to become actively involved with their development; Front Line Readiness Program (FLRP), designed to develop employees for front line manager positions; Senior Manager Readiness Program (SMRP), designed to develop competencies and skills necessary to prepare participants for Senior Manager (SM) positions; Executive Readiness (XR) Program, designed to identify and develop those interested in becoming an executive; SES Candidate Development Program (CDP), used to identify, develop, and select career SES. In addition, IRS has mentoring and coaching programs available to those interested in improving their skills, but it is not a competitive program, rather management approval is required. The IRS advertises career developmental opportunities such as the Mock Interview process, On-the-Job training (OJT) and Classroom Instructor Training (CIT) for Case Advocates and Technical Advisors. Help is available to employees who need assistance applying to these opportunities. Monthly Lunch & Learn sessions are held virtually as an effective way to communicate and educate employees on EEO policy, career development opportunities, and to emphasize the contributions of persons with disabilities. The IRS also has other various career development programs to support development for all employees in both technical and leadership competencies. Career development tools include, but are not limited to: • Details offered through the Service-wide Opportunity Listing website • Career Learning Plans which are developed by employees and their managers • Leading Leaders designed to develop competencies and skills necessary to prepare participants for SM positions. The United States Mint (Mint) does not have a formal career development program. However, the following opportunities are available to PWD and PWTD employees: Operator Certification Apprenticeship Program (OCAP) (San Francisco): OCAP ensures consistent and accurate training while strengthening the relationship between employee and supervisor through designed interaction. The training is structured and integrated to focus on developing Mint personnel to be competitive with Mint's manufacturing industry. Those employees who complete the Program will receive a nationally recognized certificate of apprenticeship that not only increases their competitiveness within Treasury, but it can be used within the industry. The Manufacturer Certification Apprenticeship Program (MCAP) (Philadelphia and Denver): MCAP is a competency-based training and development program that allows employees to acquire the experience, knowledge, and skills necessary to perform the varied duties directly related to the manufacturing of coins and dies at the Mint. In short, it's cross-training. MCAP participants also receive a nationally recognized certificate, and the Program provides career growth and advancement opportunities. The Office of Comptroller of the Currency (OCC) career development programs include the EXCEL I Program, EXCEL II Program, Honors Attorney Program, the Leadership Exploration and Development (LEAD) Program, the MCBS NB-V UCE Recognition Events for Bank Examiners, Agency training and development courses and temporary details and short-term work assignments. The Financial Crimes Enforcement Network (FinCEN) offers career development opportunities to all employees via non-competitive details and promotions, e.g., career-ladder positions, competitive details, and merit promotions. Leadership development opportunities exist for all qualified employees through such programs as the New Leader Program, Executive Leadership Program, Executive Potential Program, Mentoring Program, FinCEN Career Development Toolkit, Leadership Development Program Guide, and the Women's Leadership Series (WLS).

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 (%)
Fellowship Programs						
Training Programs						
Detail Programs						
Coaching Programs						
Other Career Development Programs						
Mentoring Programs						
Internship Programs						

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

- a. Applicants (PWD) Answer No
- b. Selections (PWD) Answer No

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

- a. Applicants (PWTD) Answer No
- b. Selections (PWTD) Answer No

C. AWARDS

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

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

The Department analyzed data from the Treasury WA Table B9-2 against the inclusion rate indicating a continued trend with the following triggers: The inclusion rate for PWD (11.65%) and PWTD (12.88%) in Time Off Awards (1-10 hours), was below the inclusion rate for employees with no disability (13.27%). The inclusion rate for PWD (8.49%) and PWTD (9.51%) in Time Off Awards (11-20 hours), was below the inclusion rate for employees with no disability (10.51%). The inclusion rate for PWD (4.89%) and PWTD (5.05%) in Time Off Awards (21-30 hours), was below the inclusion rate for employees with no disability (5.66%). The inclusion rate for PWD (13.17%) in Time Off Awards (31-40 hours), was below the inclusion rate for employees with no disability (13.80%). The inclusion rate for PWD (20.96%) and PWTD (22.96%) in Cash Awards (\$1000-\$1999), was below the inclusion rate for employees with no disability (25.12%). The inclusion rate for PWD (12.16%) and PWTD (14.10%) in Cash Awards (\$2000-\$2999), was below the inclusion rate for employees with no disability (14.87%). The inclusion rate for PWD (5.12%) and PWTD (5.49%) in Cash Awards (\$3000-\$3999), was below the inclusion rate for employees with no disability (10.15%). The inclusion rate for PWD (0.35%) and PWTD (0.34%) in Cash Awards (\$4000-\$4999), was below the inclusion rate for employees with no disability (0.78%). The inclusion rate for PWD (0.19%) and PWTD (0.19%) in Cash Awards (\$5000 or more), was below the

inclusion rate for employees with no disability (0.62%).

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Awards Given	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$3000 - \$3999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Average Amount	0	0.00	0.00	0.00	0.00

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

a. Pay Increases (PWD) Answer Yes

b. Pay Increases (PWTD) Answer Yes

While the inclusion rate for PWD (2.70%) and PWTD (3.07%) in Quality Step Increases (QSIs) was below the inclusion rate for employees with no disability (3.51%), the data shows a slight increase from the previous fiscal year.

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

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

a. Other Types of Recognition (PWD) Answer N/A

b. Other Types of Recognition (PWTD) Answer N/A

D. PROMOTIONS

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

a. SES

i. Qualified Internal Applicants (PWD) Answer N/A

ii. Internal Selections (PWD) Answer N/A

b. Grade GS-15

- i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

- a. SES
 - i. Qualified Internal Applicants (PWTD) Answer N/A
 - ii. Internal Selections (PWTD) Answer N/A
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWTD) Answer N/A
 - ii. Internal Selections (PWTD) Answer N/A
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWTD) Answer N/A
 - ii. Internal Selections (PWTD) Answer N/A
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWTD) Answer N/A
 - ii. Internal Selections (PWTD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

3.

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

- a. New Hires to SES (PWD) Answer N/A
- b. New Hires to GS-15 (PWD) Answer N/A
- c. New Hires to GS-14 (PWD) Answer N/A
- d. New Hires to GS-13 (PWD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

- a. New Hires to SES (PWTD) Answer N/A
- b. New Hires to GS-15 (PWTD) Answer N/A
- c. New Hires to GS-14 (PWTD) Answer N/A
- d. New Hires to GS-13 (PWTD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Answer N/A

ii. Internal Selections (PWD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

b. Managers

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

a. New Hires for Executives (PWD) Answer N/A

b. New Hires for Managers (PWD) Answer N/A

c. New Hires for Supervisors (PWD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD) Answer N/A
- b. New Hires for Managers (PWTD) Answer N/A
- c. New Hires for Supervisors (PWTD) Answer N/A

For Section IV, PART D, questions 1-8: Treasury and the bureaus do not have accurate Applicant Flow data required to submit a response to this question. Given Treasury’s commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

Section VI: Plan to Improve Retention of Persons with Disabilities

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

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

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

Answer No

In FY 2022, there were two Treasury bureaus that did not convert all eligible Schedule A employees to competitive appointments. § FINCEN- Human Resources is working with the program office to convert employees who were hired under Schedule A (u), into competitive positions. § IRS- Of the 36 Schedule A employees with a disability eligible for conversion in FY 22, 14 employees were converted untimely due to the conversion PARs being submitted late. However, as of the 4th quarter, all 36 conversions have been processed.

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

- a. Voluntary Separations (PWD) Answer No
- b. Involuntary Separations (PWD) Answer Yes

The inclusion rate for PWD (2.83%) exceeded the inclusion rate of persons with no disability (1.71%) for involuntary separations.

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	1	0.01	0.00
Permanent Workforce: Removal	755	0.81	0.75
Permanent Workforce: Resignation	6730	6.14	6.85
Permanent Workforce: Retirement	4177	4.18	4.19
Permanent Workforce: Other Separations	1133	1.98	1.00
Permanent Workforce: Total Separations	12796	13.12	12.79

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

- a. Voluntary Separations (PWTD) Answer No

b.Involuntary Separations (PWTD)

Answer Yes

The inclusion rate for PWTD (2.46%) exceeded the rate of persons with no disability (1.71%) for involuntary separations.

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	1	0.03	0.00
Permanent Workforce: Removal	755	0.87	0.75
Permanent Workforce: Resignation	6730	5.74	6.79
Permanent Workforce: Retirement	4177	4.87	4.17
Permanent Workforce: Other Separations	1133	1.53	1.12
Permanent Workforce: Total Separations	12796	13.04	12.83

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 4.18 percent were due to retirement, and 6.14 percent were resignations. Based on the comments in the FY 2022 Treasury Employee Exit Survey, Treasury does not consider any of the voluntary separations showing a trigger. 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, 2021, through September 30, 2022, 313 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, the factor most frequently cited as impacting a PWD’s decision to leave was job stress (44.72%) followed by office morale (33.22%). Additional responses specified that 65.50 percent of the respondents indicated their work experience was generally positive; 67.73 percent stated they would be interested in returning to work for Treasury; and 68.37 percent stated they would recommend Treasury as a good place to work.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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

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

The “Accessibility” page on the public Treasury.gov website, <https://home.treasury.gov/utility/accessibility>, provides three links with resources for 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 2022, the OCRE Audit Program, which includes Accessibility Reviews for Treasury bureau-occupied buildings, continued with an audit of the BEP. OCRE reviewed the accessibility of two BEP buildings in Washington, DC, and Fort Worth, TX. A report listing the areas of noncompliance was forwarded to the appropriate officials to achieve full compliance.

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 2021 are: BEP 21 DO 13 FinCEN 3 FS 8 Mint 11 IRS 83 OCC 10 TIGTA 14 The overall average for processing the Departments initial requests for reasonable accommodations is 20 business days. The Department recognizes the high average for IRS which is currently reviewing its methodology for calculating “average days for providing reasonable accommodations.” Treasury implemented a Treasury-wide reasonable accommodation tracking system that will eliminate the need to manually calculate processing timeframes. IRS is scheduled to transition to the system in FY 2023.

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 2022, 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 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

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

Treasury established its PAS policy and procedures during FY 2018 and procured a Treasury-wide PAS contract. This contract allows its bureaus to establish a blanket purchase agreement (BPA) against the Treasury-wide base contract. Training for PAS requests was provided to all managers, supervisors, and selected HR Professionals in FY 2019. Since 2019, PAS training has been included in the employee orientation of all newly hired and -promoted managers.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

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

Answer No

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

Answer No

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?

Answer No

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

Answer Yes

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

There were four cases involving the failure to provide a reasonable accommodation during fiscal year 2022. The IRS had three and TIGTA had one. IRS In all of the below IRS cases, the corrective measures were completed within 120 calendar days from the final decision. • Case #1 Corrective Measures: The Complainant’s reasonable accommodation issues were evaluated to ensure issues were resolved completed and in-depth reasonable accommodation training was provided to the involved supervisors. • Case #2 Corrective Measures: The Complainant’s current work situation was evaluated to determine an effective reasonable accommodation and all leave taken related to the denial of reasonable accommodation was restored to the Complainant; additionally, the Complainant was provided backpay at the applicable salary for all time spent on Leave Without Pay. The involved supervisors and managers were provided two (6) hours of training on the Agency’s obligations under the Rehabilitation Act. • Case #3 Corrective Actions: To the extent that a mask mandate is still in effect in the building where the Complainant works, the Complainant was offered an effective reasonable accommodation of full-time telework. Alternatively, the Agency must provide the Complainant the option of transfer or reassignment to a different location or vacant funded position with no reduction in pay from current position. All leave taken related to the denial of reasonable accommodation was restored to the Complainant. The involved supervisors were provided a minimum of six hours of EEO training with an emphasis on disability discrimination and management’s obligations to provide reasonable accommodation. The agency must consider taking appropriate disciplinary action (non-training action) against the involved supervisors. TIGTA Virtual Reasonable Accommodation training was provided to the Complainant’s manager. The corrective measures were completed within 30 days of the signed EEOC decision.

Section VIII: Identification and Removal of Barriers

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

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

Answer No

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

Answer N/A

- 3.

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

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Note: 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.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i>				
Barrier Analysis Process Completed?:	N				
Barrier(s) Identified?:	N				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name		Description of Policy, Procedure, or Practice		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date
Report of Accomplishments					
Fiscal Year	Accomplishment				

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

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.

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.