National Reconnaissance Office	FY 2023

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   Yes

   b. Cluster GS-11 to SES (PWD)   Answer   Yes

> 10.4% of the permanent workforce GS-1 to GS-10 identified as a PWD, compared to 66.7% of the permanent workforce GS-1 to GS-10 who identified as having no disability. 10.2% of the permanent workforce GS-11 to SES identified as a PWD, compared to 53.9% of the permanent workforce GS-11 to SES who identified as having no disability.

*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-11 to SES					
Grades GS-1 to GS-10					

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

> Beginning in FY20 and updated and republished each FY since, the NRO's Workforce Strategy Group (WSG) created the NRO Workforce Strategy 2020-2030. The NRO Workforce Strategy includes six strategic objectives, with Strategic Objective 4: Advance Diversity, Equity, Inclusion & Accessibility, presented as a critical focus area for the NRO, and has been widely disseminated across the NRO via direct email to the workforce from the OHR and NRO Senior Leadership, the OHR website, workforce announcements, and numerous presentations and briefings. Also beginning in FY20 and updated and republished each FY since, WSG created the inaugural NRO Cadre Hiring Strategy 2020-2030, which supports and cascades from the NRO Workforce Strategy. The NRO Cadre Hiring Strategy has six Strategic Goals, including Strategic Goal 4: "Advance Diversity,

Equity, Inclusion & Accessibility for Candidates and Employees," to further highlight the essential factors of diversity and inclusion within NRO talent acquisition and across the employee lifecycle. The NRO Cadre Hiring Strategy lists critical focus areas for the NRO to expand opportunities to reach diverse applicants; embed principles of DEIA in all hiring practices; and measure and track hiring-related organizational culture, health, and belonging. The NRO Cadre Hiring Strategy also reiterates diversity-focused hiring milestones and details the opportunities to reach diverse applicants. The NRO's Recruitment Group (RG) actively participates in hiring panels to ensure panel members take into account agency DEIA objectives. WSG frequently collaborates with RG to ensure that NRO recruitment efforts and hiring activities advance the achievement of both the NRO Workforce Strategy and the NRO Cadre Hiring Strategy. WSG annually reviews and refreshes each of its strategic plans to ensure they remain timely, relevant, and dynamic, and it is designing additional strategic plans to create a holistic roadmap for DEIA efforts. At least yearly, RG leadership provides updates to RG staff on numerical goals related to hiring managers. OHR and OE&I host training for Hiring Advisors and Ambassadors on a variety of diversity-related training topics and knowledge assessments prior to their attending recruitment events. This instruction includes equity training, which covers hiring authorities that take disability into account. The training also highlights reasonable accommodations that the NRO provides to PWDs during the recruitment process.

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	
Processing applications from PWD and PWTD	3	2	0	Carri C. Carri C.
Answering questions from the public about hiring authorities that take disability into account	3	2	0	Carri C. Carri C.
Architectural Barriers Act Compliance	2	0	0	Tyrone D. Director dindalty@nro.mil
Special Emphasis Program for PWD and PWTD	1	0	0	Terrence S. Chief, Inclusion Program (Acting)
Processing reasonable accommodation requests from applicants and employees	2	0	0	Liad A. Chief, Accommodations Program (Acting)
Section 508 Compliance	1	0	1	John A. 508 Compliance Program Manager

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

The Accommodations Program (AP) and Disability Program (DP) staff continued strengthening the staff's knowledge of the reasonable accommodations process, expanding understanding of updated laws and best practices in the field of disability services, as well as participating in a plethora events and forums during the FY23 reporting period.

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

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 NRO Workforce Strategy and NRO Cadre Hiring Strategy outline the NRO's overall commitment to actively seeking out and attracting qualified candidates from under-represented segments of society; emphasizing the importance of diversity of thought, perspective, experiences, capabilities, and talents in the NRO's workforce; leveraging technology to craft and deliver messaging on diversity-focused recruitment and talent management; highlighting the importance of diversity and inclusion in the workplace; engaging across the Intelligence Community to identify diversity-focused hiring events and venues; and implement best practices for the hiring of diverse candidates. In FY23, the NRO completed more than 60 virtual and in-person recruitment events, including 38 events that were held to attract diverse candidates from underrepresented groups, and 13 events that were focused on STEM-candidates to enhance the NRO's critical skillsets. The NRO also developed an expanded outreach plan to augment diversity-focused outreach to Historically Black Colleges and Universities, Hispanic Serving Institutions, and other Minority Serving Institutions. Finally, in FY23, the NRO expanded outreach to diversity-focused schools and professional associations, contributing to a total of 2,400 intern applications for the FY24 NRO Student Internship Program—more than double the FY23 intern applicant pool. The NRO Recruitment Group has also developed and executed on plans to focus several recruitment events per year on hiring individuals with disabilities. These plans direct recruiters and hiring advisors at the NRO to work with several universities with a large population of persons with disabilities, such as Gallaudet University, the University of Connecticut, and Norfolk State University (an HBCU), and to leverage other disability-focused special hiring programs like the Wounded Warrior Project and Operation Warfighter. The NRO also provides applicants the opportunity to identify as a person with a disability through our application platforms (JazzHR and USAJobs). NRO applicants are provided the opportunity to identify as a person with a disability through our application platforms (JazzHR and USAJobs). NRO OHR leveraged improved system integration and data management practices and improved utility of workforce metrics to develop numerous workforce reports and dashboards that inform senior leaders and hiring officials with insight for hiring a more diverse workforce with disabilities and targeted disabilities.

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

Currently, NRO does not use Schedule A (Title 5) hiring authorities because it is a Title 10 agency. NRO uses the authority granted by section 1601 to structure NRO recruitment and appointment programs that provide the most direct access to local or national sources of high-quality, diverse candidates. Consistent with merit system principles, NRO has the authority to identify, recruit, and appoint directly from any non-Federal applicant source with or without public notification or vacancy notices.

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.

NRO does not use Schedule A (Title 5) hiring authorities because it is a Title 10 agency. NRO uses the authority granted by section 1601 to structure NRO recruitment and appointment programs that provide the most direct access to local or national sources of high-quality, diverse candidates. Consistent with merit system principles, NRO has the authority to identify, recruit, and appoint directly from any non-Federal applicant source with or without public notification or vacancy notices. OHR's data analytics show the levels of diversity within the applicant and new hire population.

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

As a Title 10 Excepted Service agency, the NRO cannot use Schedule A hiring authority under Title 5. The NRO's own recruitment targets include the goal to increase the number of PWD and PWTD within its application pool and workforce population. OHR's data analytics include metrics collection to show the levels of diversity within the applicant and new hire populations. It further includes, and as part of this plan, training for hiring managers on the use of its 1601 hiring authority to non-competitively hire PWDs as warranted. NRO University (NROU) instructs Hiring Advisors and Ambassadors on a variety of mandatory training topics and knowledge assessments prior to their attending recruitment events. This instruction includes equity training, which covers hiring authorities that take disability into account. The training also highlights reasonable accommodations the NRO provides to PWDs during the recruitment process.

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.

NRO is beginning efforts to reach out to organizations such as Wounded Warrior to identify opportunities for collaboration for PWD to secure and maintain employment with NRO.

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   Yes

b. New Hires for Permanent Workforce (PWTD)   Answer   Yes

11.8% of New Hires for the permanent workforce identified as a PWD, compared to 49.7% of new hires for the permanent workforce who identified as having no disability; 38.5% did not identify. 1.6% of New Hires for the permanent workforce identified as a PWTD.

New Hires	Total	Reportable Disability	Targeted Disability

	(#)	Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants					
% of Qualified Applicants					
% of New Hires					

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

      a. New Hires for MCO (PWD)   Answer   Yes

      b. New Hires for MCO (PWTD)   Answer   No

7.0% of qualified external applicants among new hires for the permanent workforce in Job Series 0560 identified as a PWD, compared to 83.2% of qualified external applicants who identified as having no disability. 10.5% of qualified external applicants among new hires for the permanent workforce in Job Series 0801 identified as a PWD, compared to 78.2% of qualified external applicants who identified as having no disability. 9.6% of qualified external applicants among new hires for the permanent workforce in Job series 1102 identified as a PWD, compared to 79.3% of qualified external applicants who identified as having no disability. *For FY23, the NRO is unable to determine whether a trigger exists among new hires who identify as a PWTD as the application process does not enable applicants to identify their specific disability or whether they have a targeted disability.

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

N/A – The NRO is working toward a process to implement data structure and queries that enable the organization to better track internal applicants for all occupations. This process is expected to be in place for the analysis of FY24 data.

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

      a. Promotions for MCO (PWD)   Answer   Yes

      b. Promotions for MCO (PWTD)   Answer   Yes

0% of qualified internal applicants for promotion within Job Series 0132 identified as a PWD, compared to 100% of qualified internal applicants who identified as having no disability. 0% of qualified internal applicants for promotion within Job Series 0560 identified as a PWD, compared to 100% of qualified internal applicants who identified as having no disability. 0% of qualified internal applicants for promotion within Job Series 0560 identified as a PWTD. 4.5% of qualified internal applicants for promotion within Job Series 0801 identified as a PWD, compared to 95.5% of qualified internal applicants who identified as having no

disability. 0.5% of qualified internal applicants for promotion within Job Series 0801 identified as a PWTD. 0% of qualified internal applicants for promotion within Job Series 1101 identified as a PWTD. 6.1% of qualified internal applicants for promotion within Job Series 1102 identified as a PWD, compared to 93.9% of qualified internal applicants who identified as having no disability. 0% of qualified internal applicants for promotion within Job Series 1102 identified as a PWTD.

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.

As noted above, the NRO's Workforce Strategy Group (WSG) published the NRO Workforce Strategy 2020-2030, which renews and strengthens the focus on the NRO workforce and outlines the plans for the NRO's future. OHR partners with the NRO Parent Element (PE) leads and across its Directorates and Offices (Ds&Os) to attract, develop, and retain a diverse, inclusive, and capable workforce designed to meet and exceed the evolving needs of the NRO's mission. The NRO Workforce Strategy was designed to reflect the focus areas that effectively support the NRO's mission today and through 2030. So that the NRO Workforce Strategy may remain timely, detailed, and flexible to support the evolving mission priorities of the NRO, WSG publishes a "refresh" of the Workforce Strategy each FY. In the FY24 refresh, the NRO Workforce Strategy identifies six Strategic Objectives and 26 Key Strategic Workforce Priorities that will continue to serve as the roadmap for the NRO's sustained transformation and evolution in the shaping of its workforce. As such, Strategic Objective 4: "Advance Diversity, Equity, Inclusion & Accessibility," is a critical focus area for the NRO. The organization is committed to continuing and amplifying its focus on hiring, developing, and retaining a workforce that is diverse in race, ethnicity, gender, ability, and other inherent characteristics while also promoting diversity of thought, experiences, and perspectives. Also within the NRO Workforce Strategy 2020-2030, the NRO has described the factors that point to diversity of all kinds—and specifically neurodiversity and diversity of thought—as integral to the organization's mission success. As the NRO advances the nation's security within and from space—the harshest and least predictable of all known environments—it requires a workforce that thinks and problem-solves differently. From their abilities to connect data points that others miss, imagine the next technological advancement, or leverage intellectual curiosity to unravel an enigma and discover potential solutions, the NRO's distinctive mission demands diversity across its workforce and culture. The NRO leverages the wide spectrum of expertise, innovation, creativity, mastery, collaboration, and its intentional and significant diversity of thought across its workforce to accomplish its current and evolving mission requirements. In FY23, the NRO made significant progress in accomplishments that support its Strategic Objective 4 focused on DEIA and cultivating an environment that affords PWD and PWTD to have sufficient opportunities for advancement. This progress includes: • Promoted diversity and inclusion awareness and understanding through a variety of NROU-led courses including "Unconscious Bias," "Let's Talk Leadership: Inclusive Strategies and Implicit Bias," "Let's Talk Leadership: Leveraging Generations in the Workplace," and via the "Flagship Leadership Training Series." • Augmented understanding for and importance of diversity and inclusion through various NROU training course enhancements, including the addition of a quarterly session for senior-level students focused on DEIA; incorporating Franklin Covey's "Leading an Inclusive Workforce" into course material and senior-level student programing; conducting quarterly "Unconscious Bias" training sessions; and hosting "Listen-Talk-Learn" sessions on DEIA throughout the year. • Completed the expanded FY23 Cadre Diversity Barrier Analysis (data through FY22) to assess the existence and ramifications of potential diversity, equity, inclusion, and accessibility (DEIA) barriers across Cadre hiring phases and throughout the employee lifecycle. The expanded analysis highlights areas that necessitate further review and root cause analyses, and recommends plans and actions that enable deeper and additional assessments, augment data integrity and collection, mitigate risks, and dismantle potential barrier-generating practices and policies. • Appointed its first Chief Diversity Officer (CDO) to coordinate, assess, and advise on the agency's efforts to promote diversity, equity, inclusion, and accessibility across the organization. The CDO is distinct from the Office of Equality & Inclusion (OE&I) per Executive Order 14035 – Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce in order to advance the NRO's drive toward being a model employer for DEIA. • OHR, OE&I, and the NRO CDO collaborated and coordinated on revisions to the NRO's draft DEIA Strategy. The NRO DEIA Strategy highlights the principles that must be embedded organically throughout the NRO to augment the organizational culture to one of fairness and inclusivity; leverages data and evidence-based decision-making to identify and mitigate any barrier to diversity and inclusivity; facilitates DEIA-related employee engagement and communications; tracks and measures continuous DEIA education, training, awareness, and skill

development; broadens the NRO's focus on community partnerships and engagement; and creates a shared accountability and responsibility for DEIA across the NRO. Within the NRO, the agency maintains a Disability Program (DP) under the direction of the NRO OE&I. This program provides additional resources for PWD and PWTD, including: • The opportunity to increase the number of individuals with diverse abilities by removing workplace barriers and celebrating the innovative contributions they bring to the workforce • Resources such as sensitivity training and disability etiquette, as well as outreach such as customer engagement, site visits, and internal and external partnerships • Architectural, technological, and administrative adjustments to reduce barriers for individuals with disabilities (IWD) The NRO DP ensures that NRO remains compliant with Executive Order 13548 and all supporting legislation. The DP provides oversight and assistance with the implementation of programs that employ, deploy, and optimize the talents of individuals with disabilities as defined in the Americans with Disabilities Act. The purview of the program includes support and advisement for accessibility including, but not limited to: recruitment, Information and Communications Technology, and the overall work environment. The DP strives for the broadest diversity in employment of individuals with disabilities and an equally inclusive work environment to support them. The DP coordinates with all NRO Ds&Os to ensure integration of accessibility principles and practices across the enterprise. Additionally, it leverages best practices by strengthening its relationships with IC, DoD, academia, and private industry partners. The DP is a champion for enterprise accessibility, which promotes proactive support for the workforce from recruitment to retirement. The NRO Accommodations Program (AP), pursuant to the American with Disabilities Act and the Rehabilitation Act as well as other federal laws and regulations, ensures all hiring, assignment, and reassignment actions do not discriminate against qualified individuals with disabilities by providing reasonable accommodations. It affords qualified individuals with disabilities an equal opportunity in the position application process, enables the employee to perform the essential functions of the position held or desired, and enables the employee to enjoy equal benefits and privileges of employment enjoyed by employees without disabilities. Further, the AP ensures timeliness and adherence to Privacy Act requirements throughout the process. Beyond legal obligations, the AP has a strong interest in providing accommodations that will enable employees with disabilities to continue to contribute to the mission of the NRO at the highest levels. A number of laws, regulations, and policies mandate the Inclusion Program (IP). The NRO recognizes diversity and inclusion to be an integral part of the core values of the NRO – Personal Integrity and Accountability, Mission Excellence, and Teamwork Built on Respect and Diversity. The IP cultivates an inclusive work culture and creating an environment that reflects and capitalizes on the rich diversity of the workforce. To this end, the IP works to foster collaboration, flexibility, and fairness and leverages diversity throughout the Enterprise. This ensures that all individuals are able to participate and contribute to their full potential. The NRO IP observes federally mandated programs through its Employee Resource Groups (ERGs) and provides cultural awareness and education to everyone through special observances held throughout the year. Participation in the IP initiatives is open to all NRO personnel. Specifically, the NRO's disability-focused ERG advocates for individuals on matters concerning equal opportunity and accessibility, and promotes awareness activities, educational opportunities, and training programs that recognize the achievements of people with disabilities. The NRO Disability Network encourages individuals, managers, and leadership to create an inclusive environment and provide opportunities for everyone to contribute, grow, and advance. Finally, NRO's University (NROU) within OHR provides training and materials to all employees interested in advancement and encourages them to participate in these courses. The NRO makes advancement opportunities open to all employees through a self-nomination process. Opportunities for PWD begins with our intern program where PWD are provided accommodations for success and paired with a mentor/ally to help guide their development. These efforts continue as the employee progresses in their career. Online training and development offerings are compliant with Section 508 of the Rehabilitation Act. The NRO's annual employee engagement survey provides PWDs an opportunity to anonymously provide feedback on the inclusiveness of opportunities.

B. CAREER DEVELOPMENT OPPORTUNITES

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

NROU provides training and materials to all employees to assist with career growth and professional development. This push for career development opportunities stems from the NRO Workforce Strategy 2020-2030 Strategic Objective 2: "Grow and Develop Employees." Employees can engage in a variety of internal and external training opportunities as well as joint duty activities with other agencies for professional development. In FY23, the NRO made significant progress in providing career development opportunities to the workforce. This progress included: • Launching an updated annual Training Needs Analysis (TNA) Survey to gain insights from all NRO government personnel to gather feedback on their learning and development requirements, course completions, and competency gaps, and to inform future training requirements. • Conducting a needs assessment with key NRO partners to identify opportunities for future cyber, digital, and data acumen courses, and to enhance relationships with partner subject matter experts toward potential future training and guest lecturer events. • Deploying the NRO Leadership Community of Practice to enhance internal NRO networking opportunities and share best-in-class leadership practices among graduates from NROU's "Flagship Leadership Training Series." Approximately 50 participants attended the first quarterly event in January 2023 and generated 100+ ideas to improve future events. • Benchmarking and initiating development of the inaugural NRO Learning &

Development Strategy for publication in FY24 and to facilitate the NRO's transformation into an organization that effectively develops and retains knowledge and capabilities and promotes a culture of continuous learning. Incorporated industry best practices on learning and development and researched other DoD and IC agency strategies. • Providing the NRO workforce with resources for conducting meaningful quarterly performance check-ins between supervisors and employees. The resources will enable supervisors and employees to have conversations that are more effective on performance expectations, identifying areas for improvement, and removing roadblocks to a successful career. • Transforming Individual Development Plans (IDPs) into an automated process that will be released in FY24 and streamlining the IDP process by building more comprehensive IDP training and coordinating facilitated information sessions with employees and supervisors. In addition, the NRO routinely provides the following programs to enhance the career development opportunities of the workforce: Internships: Beginning in the summer of FY 2020, NRO initiated paid summer internships for undergraduate and graduate students. In FY23, the NRO held the fourth annual summer NRO Student Internship Program with 90 total participants, including 73 from NRO Cadre, 17 from the National Aeronautics and Space Administration's Goddard Space Flight Center and Military sources. Two scholars from the DoD Science, Mathematics, and Research for Transformation (SMART) Scholarship-for-Service Program joined the FY23 Summer Internship Program and five SMART Scholarship recipients will join the FY24 intern cohort. At the conclusion of the FY23 program, 18 interns showcased their knowledge gained during their internship by briefing NRO Senior Leadership on their projects and presented recommended solutions to NRO organizational requirements. Fellowships: The NRO External Learning Opportunities Program enables NRO Civilian and Military employees to participate in learning and development programs made available externally through government and non-government institutions. These opportunities enhance workforce knowledge, skills, and abilities in order to support the NRO mission and become better-rounded DoD and Interagency leaders. Competitive external learning opportunities are communicated to the NRO workforce through an annual Competitive Call. These opportunities are open to NRO Civilian and Military personnel who meet individual program eligibility requirements and are chosen by a corporate-level panel internal review and selection process before employees can apply or register with the learning institution. NRO Civilian and Military employees can request sponsorship for non-competitive external learning opportunities through their D&O. Mentoring: The NRO Mentoring Program helps pair government employees with more experienced individuals who share their expertise and organizational knowledge to further the mentee's job performance and professional growth. The program is endorsed and supported by senior NRO leadership and is voluntary. Any government Civilian or Military member can be a mentor, mentee, or both. It is possible to be a mentor in one relationship and to have a mentor in another. In FY23, the NRO facilitated nine training sessions for 77 participants in NROU's virtual mentoring training, "Cultivate Connections" in support of the NRO Mentoring Program. The NRO further supported approximately 70 mentors and nearly 90 mentees through the NROU Mentoring Program, closing FY23 with approximately 30 active mentoring partnerships. Coaching: The NRO Leadership Coaching Program leverages professional certified coaches and is open to all government Civilians and Military personnel currently assigned to the NRO, regardless of grade or rank. All NRO employees are welcome to participate if they are on a rotation at the NRO from any parent element or service or are an NRO Cadre employee, and if they are a manager/supervisor or an individual contributor. The NRO Leadership Coaching Program is open to all government and Military personnel at the NRO because the organization firmly believes in the benefits of coaching and the positive impact that professional coaching has on an employee's career. In FY23, the NRO provided consistent support to the NRO Coaching Program with 14 coaches and 24 active coaching clients in FY23. Held an internal NRO Community of Practice gathering with coaches across the organization to share coaching best practices, trends, support, and training opportunities. Career Broadening Assignments: The IC Civilian Joint Duty Program is the Civilian personnel rotation program designed specifically for employees of the IC. It is similar to the Joint Duty Program designed for the Military services. It offers Civilians professional opportunities to broaden and enhance their careers by experiencing the Intelligence Enterprise beyond their home elements. The IC Civilian Joint Duty Program helps to develop intelligence professionals who value and foster an environment of information-sharing, interagency cooperation, and intelligence integration at all levels. Training & Development: In FY23, OHR and NROU continued to provide training and materials to all employees to assist with career growth and professional development. Employees can engage in both internal and external training as well as joint duty activities with other agencies for professional development. The NROU enhanced the NRO's overall learning curriculum by developing and updating over 50 training courses in support of eight Directorates & Offices to support enterprise-wide training requirements and ensure continuous improvement in course offerings. NROU also provided 118 open enrollment training courses leveraging virtual learning, web-based training, and traditional in-person instruction that served more than 1,800 NRO employees. NROU presented multiple iterations of NRO University's (NROU) "Flagship Leadership Training Series" and also designed a new training course for senior-level officers, "Leadership Zenith for Executives," as part of the NRO's Flagship Training Series.

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 (%)
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A
Mentoring Programs	N/A	N/A	N/A	N/A	N/A	N/A
Fellowship Programs	2	2	0	0	0	0
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A
Other Career Development Programs	NoData	NoData	NoData	NoData	NoData	NoData
Internship Programs	1,167	73	7	7	NoData	NoData
Training Programs	NoData	NoData	NoData	NoData	NoData	NoData

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   Yes

       b. Selections (PWD)   Answer   Yes

Within the Internship program, 7% of the applicants and selectees identified as a PWD. Within the Fellowship programs, 100% of applicants were selected into the fellowship program. Fifty percent of applicants/selectees indicated having no disability, while the remaining 50% declined to identify disability status; 0% of the applicants/selectees identified as a PWD or PWTD. *The NRO is working toward a process to implement data structure and queries that enable the organization to better track internal applicants and selectees for relevant career development programs. This process is expected to be in place for the analysis of FY24 data.

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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   N/A

       b. Selections (PWTD)   Answer   N/A

N/A - When applying to the Internship program, applicants do not have the ability to identify their specific disability; status of PWTD could not be determined for applicants to the Internship program.

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

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Time-Off Awards a. 6.4% of individuals who received a Time-off Award of 1-10 hours identified as a PWD and 4.6% identified as a PWTD, compared to 12.1% of recipients who identified as having no disability. b. 0.0% of individuals who received a Time-off Award of 11-20 hours identified as a PWTD, compared to 3.6% of recipients who identified as having no disability. c. 0.0% of individuals who received a Time-off Award of 21-30 identified as a PWTD, compared to 3.2% of recipients who identified as having no disability. d. 0.0% of individuals who received a Time-off Award of 31-40 hours identified as a PWD, and 0.0%

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identified as a PWTD compared to 1.0% of recipients who identified as having no disability. Cash Awards/Bonuses/Incentives a. 1.1% of individuals who received a Cash Award of $501 - $999 identified as a PWD and 0.0% identified as a PWTD, compared to 2.0% of recipients who identified as having no disability. b. 16.0% of individuals who received a Cash Award of $1000 - $1999 identified as a PWD and 9.1% identified as a PWTD, compared to 22.9% of recipients who identified as having no disability. c. 31.9% of individuals who received a Cash Award of $2000 - $2999 identified as a PWD, compared to 34.4% of recipients who identified as having no disability. d. 17.0% of individuals who received a Cash Award of $3000 - $3999 identified as a PWD and 9.1% identified as a PWTD, compared to 16.3% of recipients who identified as having no disability. e. 7.5% of individuals who received a Cash Award of $4000 - $4999 identified as a PWD, compared to 12.5% of recipients identifying as having no disability. f. 10.6% of individuals who received a Cash Award of $5000 or more identified as a PWD and 9.1% identified as a PWTD, compared to 10.7% of recipients who identified as having no disability.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %

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

24.5% of individuals who received a Quality Step Increase (QSI) or performance-based pay increase identified as a PWD and 22.7% identified as a PWTD, compared to 29.8% of QSI recipients who identified as having no disability.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %

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   No

               ii. Internal Selections (PWD)   Answer   No

    c. Grade GS-14

        i. Qualified Internal Applicants (PWD)   Answer   Yes

        ii. Internal Selections (PWD)   Answer   Yes

    d. Grade GS-13

        i. Qualified Internal Applicants (PWD)   Answer   Yes

        ii. Internal Selections (PWD)   Answer   Yes

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a. SES: N/A – Metrics are not available for analysis among SES internal competitive promotions. b. Grade GS-14: At the GG-14 or equivalent rank a lower percentage of employees who identified as a PWD applied and was selected for promotion, relative to the percentage of those qualified and applied, respectively. Among GG-14 or Equivalent employees, 12.4% of those qualified or eligible for promotion identified as a PWD; however, 9.1% of those who applied for promotion identified as a PWD. Subsequently, 5.3% of those who were selected for promotion identified as a PWD. c. Grade GS-13: At the GG-13 or equivalent rank, a lower percentage of employees who identified as a PWD applied for promotion, relative to the percentage qualified for promotion. Among GG-13 or Equivalent employees, 12.5% of those qualified or eligible for promotion identified as a PWD; however, 7.7% of those who applied for promotion identified as a PWD.

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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   No

        ii. Internal Selections (PWTD)   Answer   No

    c. Grade GS-14

        i. Qualified Internal Applicants (PWTD)   Answer   Yes

        ii. Internal Selections (PWTD)   Answer   Yes

    d. Grade GS-13

        i. Qualified Internal Applicants (PWTD)   Answer   No

        ii. Internal Selections (PWTD)   Answer   No

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a. SES: N/A – Metrics are not available for analysis among SES internal competitive promotions. b. Grade GS-14: Among GG-14 or Equivalent employees, 1.8% identified as a PWTD; however, 0% of those who applied for promotion identified as a PWTD and 0% of those who were selected for promotion identified as a PWTD.

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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

N/A – New hire applicant tracking data is insufficient to enable trigger analysis in this area using the identified benchmarks.

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

N/A – New hire applicant tracking data is insufficient to enable trigger analysis in this area using the identified benchmarks.

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   Yes

ii. Internal Selections (PWD)   Answer   No

c. Supervisors

i. Qualified Internal Applicants (PWD)   Answer   No

ii. Internal Selections (PWD)   Answer   No

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a. Executives: N/A – Metrics are not available for analysis among Executive internal competitive promotions. b. Managers: 0% of qualified internal applicants identified as PWD.

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   Yes

       ii. Internal Selections (PWTD)   Answer   No

    c. Supervisors

       i. Qualified Internal Applicants (PWTD)   Answer   Yes

       ii. Internal Selections (PWTD)   Answer   No

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a. Executives: N/A – Metrics are not available for analysis among Executive internal competitive promotions. b. Managers: 0% of qualified internal applicants identified as PWTD. c. Supervisors: 0% of qualified internal applicants identified as PWTD.

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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

N/A – New hire applicant tracking data is insufficient to enable trigger analysis in this area using the identified benchmarks.

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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

N/A – New hire applicant tracking data is insufficient to enable trigger analysis in this area using the identified benchmarks.

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   N/A

NRO does not use Schedule-A (Title 5) hiring authorities because it is a Title 10 agency. NRO uses the authority granted by section 1601 to structure NRO recruitment and appointment programs that provide the most direct access to local or national sources of high-quality, diverse candidates.

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

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

10.6% of voluntary separations from the permanent workforce identified as a PWD, compared to 9% of voluntary separations from the permanent workforce who identified as having no disability. 5.3% of involuntary separations from the permanent workforce identified as a PWD, compared to 0.4% of involuntary separations from the permanent workforce who identified as having no disability.

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %

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

4.6% of involuntary separations from the permanent workforce identified as a PWTD, compared to 0.4% of involuntary separations from the permanent workforce who identified as having no disability

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %

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.

The individuals who identified as PWD captured in the data as involuntary separations, separated from the permanent workforce due to removal or termination for bad conduct. Employees separating from the organization involuntarily are not invited to complete an exit survey; therefore, additional explanation was not available. Employees separating from the organization voluntarily left due to either resignation or retirement.

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 following links can be found on NRO's homepage under > Site Policies > Accessibility (link) https://www.nro.gov/ accessibility/ > Site Policies > Accessibility > Accessibility/Section 508 (link): https://dodcio.defense.gov/DoDSection508/ Std_Stmt.aspx The site provides users a link to Section 508 of the Rehabilitation Act and a link to a DOD Section 508 Form if they experience any accessibility difficulties. Additionally, at NRO's homepage under offices > Office of Equality and Inclusion there is

an overview of OE&I and its functions.

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

The following links can be found on NRO's homepage, under > Accessibility https://www.nro.gov/portals/135/Documents/offices/ OEI/NI%2080-3-3.pdf?ver=qW4ebuQr1OYnqU6h8-FqBQ%3d%3d%C3%97tamp=1693580528596 > Site Policies > Accessibility https://www.nro.gov/accessibility/ > Site Policies > Accessibility > Accessibility/Section 508 (link): https://dodcio.defense.gov/ DoDSection508/Std_Stmt.aspx The site provides users a link to Section 508 of the Rehabilitation Act and a link to a DOD Section 508 Form if they experience any accessibility difficulties. Additionally, at NRO's homepage under offices > Office of Equality and Inclusion there is an overview of OEI and its functions.

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 FY23, NRO/OE&I continued to provide funding to the Communications Directorate (COMM) to purchase assistive technology (hardware and software) on an ongoing basis to fulfill reasonable accommodation requests.

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.)

In FY23, the Accommodations Program (AP) processed requests with an average processing time of 40 days, a two-day improvement from FY22

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.

• As a result of the dedicated funding source for the Communications Directorate to purchase assistive technology, the timeline to fulfill Assistive Technology requests was significantly reduced. • During FY23, NRO/OE&I funded the installation of a Service Animal Relief Area (SARA), which supports NRO personnel and visitors with enhanced accessibility by providing a centrally located, designated, and maintained area for service animals. • During the reporting period, NRO/OE&I initiated the process of updating NRO Instruction 80-3-3 Reasonable Accommodation Process.

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.

No request for Personal Assistant Services (PAS) was submitted to OE&I in FY23. A contract vehicle is in place to process and

fulfill requests should a need arise.

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.

N/A

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   No

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.

N/A

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

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

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

N/A

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.

N/A