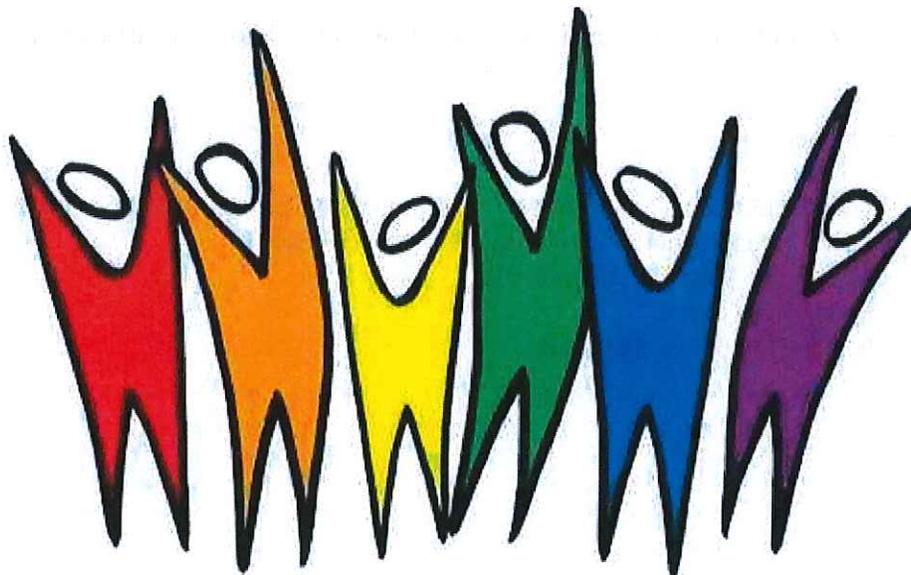


FY 2014

FEDERAL AGENCY

ANNUAL EEO PROGRAM STATUS REPORT

MANAGEMENT DIRECTIVE 715



U.S. Department of Commerce
National Oceanic and Atmospheric Administration
Civil Rights Office

OCTOBER 1, 2013 TO SEPTEMBER 30, 2014

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	• NOAA EEO Policy Statement	

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2013 to September 30, 2014

PART A Department or Agency Identifying Information	1. Agency		U.S. Department of Commerce	
	1.a. 2 nd level reporting component		National Oceanic and Atmospheric Administration	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		Herbert C. Hoover Building, Room 5128 14 th and Constitution Avenue, N.W., OR 1305 East West Highway SSMC4, Room 7500	
	3. City, State, Zip Code		Washington, DC 20230 OR Silver Spring, MD 20910	
	4. CPDF Code	5. FIPS code(s)	4. CM54	5. 11 – DC 24031 – MD
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		11,514	
	2. Enter total number of temporary employees		177	
	3. Enter total number employees paid from non-appropriated funds		Not Available	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		11,691	

PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	Dr. Kathryn D. Sullivan, Administrator, NOAA
	2. Agency Head Designee	Edward C. Horton, Chief Administrative Officer
	3. Principal EEO Director/Official Title/series/grade	Joseph E. Hairston, Director, Civil Rights Office ZA-0260-V
	4. Title VII Affirmative EEO Program Official	4. Coneshea Simpson, EEO Specialist
	5. Section 501 Affirmative Action Program Official	5. N/A
	6. Complaint Processing Program Manager	6. Carol Summers, EEO Specialist
	7. Other Responsible EEO Staff	7. Helen Buggs, EEO Specialist Michelle Moore, EEO Specialist Tillman Peck, Data Analyst

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
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PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in This Report	National Weather Service (NWS) Silver Spring, MD	CM54	24031
	National Ocean Service (NOS) Silver Spring, MD	CM54	24031
	National Marine Fisheries Service (NMFS) Silver Spring, MD	CM54	24031
	Office of Oceanic and Atmospheric Research Silver Spring, MD/Boulder, CO	CM54	24031/08013
	National Environmental Satellite, Data and Information Service (NESDIS) Silver Spring, MD	CM54	24031
	Office of Marine and Aviation Operations (OMAO) Silver Spring, MD	CM54	24031
	NOAA Staff Offices Washington, DC and Silver Spring, MD	CM54	24031

EEOC FORMS and Documents Included With This Report

*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X

Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

**EEOC FORM
715-01 PART E**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION
For Period Covering October 1, 2013 to September 30, 2014**

EXECUTIVE SUMMARY

INTRODUCTION

On October 1, 2003, Management Directive 715 (MD-715) became effective. Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended, require federal agencies to take proactive steps to ensure equal employment opportunity for all employees and applicants for employment. This means that agencies must work to proactively prevent potential discrimination before it occurs and establish systems to monitor compliance with Title VII.

MISSION AND VISION-RELATED FUNCTIONS

NOAA's mission is to understand and predict changes in climate, weather, oceans, and coasts; to share that knowledge and information with others; and to conserve and manage coastal and marine ecosystems and resources. Our vision of the future incorporates healthy ecosystems, communities, and economies that are resilient in the face of change.

NOAA, one of several operating units within the U.S. Department of Commerce (DOC), provides a variety of services to the Nation. NOAA's goals are: 1) climate adaptation and mitigation, 2) a weather-ready nation, 3) healthy oceans, and 4) resilient coastal communities and economies. These services are provided by NOAA's National Weather Service (NWS); National Marine Fisheries Service (NMFS); National Ocean Service (NOS); National Environmental Satellite, Data and Information Service (NESDIS); Office of Oceanic and Atmospheric Research (OAR); and the Office of Program Planning and Integration (PPI).

NOAA's major occupations include the following job series: Meteorologist, Fishery Biologist, Computer Science/Information Technology Specialist, and Electronic Engineer.

WORKFORCE ANALYSIS SUMMARY

During FY 2014, NOAA's total workforce (permanent, temporary, and term) included 11,691¹ total employees. This represents a decrease from the FY 2013 workforce (12,017) of 326 individuals (2.7%). An analysis of the workforce data shows several trends:

¹ The demographic data for this report is based on the MD-715 Data Tables provided to NOAA by the Department of Commerce's Office of Civil Rights. MD-715 requires that the data include all employees who appeared on the rolls at any time during the year. This is different than typical data reports or references, which are snapshot, and "as of" a certain time of the year, i.e., September 30.

- Hispanic males and females, White females, African American males and females, Asian females, and American Indian/Alaska Native males and females have lower than expected participation rates when compared to their availability in the Civilian Labor Force (CLF).
- Although the number of African American males increased slightly, their participation rates remained below the CLF.

The following EEO groups are above or equal to the CLF:

- White males
- Asian males
- Native Hawaiian/Pacific Islander males and females
- Multiple Race males and females

During FY 2014, NOAA continued to experience declining participation rates among White females (.33%). However, rates for other EEO groups increased including Hispanic males (.02%), White males (.04%), African American males (.09%), Asian males (.04%), Asian females (.05%), Native Hawaiian/Pacific Islander males (.04%), Multiple Race males (.05%) and Multiple Race females (.01%).

During this same time period, the total number of employees with disabilities increased by 46 from 668 to 714, resulting in 6.1% participation. The number of employees with targeted disabilities increased by 1, from 39 to 40, remaining at 0.3% participation. This remains substantially below the 2% Federal Goal².

NOAA's largest groups of permanent employees with targeted disabilities are mental illness (26) and convulsive disorder (10).

AGENCY SELF ASSESSMENT SUMMARY OF THE "ESSENTIAL ELEMENTS"

A. Demonstrated Commitment from Agency Leadership

Strengths:

- Issued the Annual EEO Policy Statement.

² In FY 2009 NOAA adopted the Federal Goal of 2% participation of employees with targeted disabilities and therefore is using that figure as the benchmark for comparison. The EEOC has recommended a goal of 2% as a part of the Leadership for the Employment of Americans with Disabilities (LEAD) initiative to address the declining number of employees with targeted disabilities in the federal workforce. In a training of Disability Program Managers, EEOC formally announced that the Federal High would no longer be used--instead the benchmark will be the Federal Goal of 2%.

- The EEO Policy Statement was provided to new employees and supervisors and was posted in common areas and on the Web.
- Reasonable accommodations procedures were posted on the agency's website and made available to new employees during orientation.
- EEO program and remedial procedures were provided to employees and posted throughout agency facilities and on the internet.
- CRO and WFMO collaborated to develop EEO performance language for all NOAA supervisors and managers.

Deficiencies:

- Non SES-level managers and supervisors are not evaluated on their commitment to EEO policies.

B. Integration of EEO into the Agency's Strategic Mission

Strengths:

- The Civil Rights Director presented the "State of the Agency" briefing on MD-715 to senior management and posted it on the CRO website.
- The CRO Director has established regular access to senior management.
- Posted quarterly NoFEAR data on the CRO website.
- Provided mandatory EEO training to all full-time and collateral-duty EEO Counselors.
- Supervisors received EEO training, including reasonable accommodation responsibilities/procedures.
- CRO and Line Offices provided EEO training on various topics, including the Complaint Process, EEO Laws and Regulation, How to Conduct a Barrier Analysis, Preventing EEO Workplace Conflict, Diversity, and Disability Law and Reasonable Accommodation to Headquarter and field employees onsite and via webinar.
- NOAA Line Office EEO Officials attended weekly senior staff meetings.
- Funding was secured for the publication and distribution of EEO materials during training and other outreach activities.
- Hosted a briefing with EEOC for NOAA leadership on developing new Transgender Employment Policy.

- Sponsored brown bag sessions on Conversational Spanish for NOAA employees.
- NOAA's NMFS provided funding for the Northwest Indian College Student Summer Discover Program. The program provides opportunities for high school/college students to participate in programs that build interest in the academic disciplines needed by NOAA and NMFS career opportunities.
- NMFS also provided funding for the Partnership Education Program (PEP), a consortium of six science institutions, which combines undergraduate course work with research in marine and environmental science; designed to recruit talent from minority groups that are under-represented in marine and environmental sciences.
- NOAA's NWS initiated a pilot mentoring program; enlisting 30 mentors & mentees.
- Two NWS employees were recipients of the Administrator's Technology Transfer Award for their role in creating the Nursing Mothers Program; improving workplace efficiency/productivity and support for new parents.
- NOAA's NESDIS and NWS sponsored a panel discussion on EEOC's Women's Work Group Report, discussing obstacles to achieving full equality for Federal women.
- NOAA's NOS provided host assignment for Educational Partnership Programs interns and worked with Big Brothers/Sisters of the Greater Chesapeake to institute a workplace mentoring program for students in grades 8 to 12.
- NOAA's OAR employees served as judges and hosted workshops at the American Indian Science & Engineering Society Conference.
- EEO and diversity policies, initiatives and outreach activities are communicated in OAR's quarterly EEO newsletter.

Deficiencies:

- The Civil Rights Director does not report directly to the agency head.
- CRO Director is not present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.

C. Management and Program Accountability

Strengths:

- The Civil Rights Office provided quarterly updates to Agency leaders on the demographics of the workforce and updates on complaints activity/trends.
- CRO met with WFMO Officials to discuss Management Directive 715 and reporting requirements.

Deficiency: There are no deficiencies in this element.

D. Proactive Prevention of Unlawful Discrimination

Strengths:

- CRO and Line Office EEO Officials conducted analysis of workforce profiles and applicant flow data to identify trends and remove potential barriers.
- NOAA's WFMO conducted regular audits on incentive awards programs to ensure policy compliance.
- CRO selected three (3) Special Emphasis Program Managers to assist in conducting barrier analysis on issues concerning women in the NOAA workforce.

Deficiency: The participation of supervisors and managers in the ADR process is not required.

E. Efficiency

Strengths:

- The WFMO has a Reasonable Accommodations Coordinator to coordinate the processing of request for disability accommodations.
- Applicant flow data and efforts were analyzed to identify potential barriers.

Deficiency: There are no deficiencies in this element.

F. Responsiveness and Legal Compliance

Strengths:

- NOAA complied with federal EEO statues and regulations, policy guidance, and other applicable written instructions with respect to responsiveness and legal compliance.

- Monetary agreements were timely processed, and documentation for compliance was promptly provided and reviewed by the CRO.

Deficiencies: There are no deficiencies in this element.

SUMMARY OF EEO PLAN OBJECTIVES TO ELIMINATE IDENTIFIED BARRIERS- PART I PLAN SUMMARIES

An analysis of NOAA's workforce data tables A and B shows several "triggers" at various stages of the employment cycle. As a result, NOAA continued its four (4) Part I Plans to complete in FY 2014. The Part I Plans address the following conditions: 1) the low participation rates of women at the GS-13 (or equivalent) and above; 2) the low participation rates of Hispanic Fishery Biologists; 3) the low participation rates of individuals with targeted disabilities; and 4) the overall high rate of separations for women.

Part I Plan #1 addresses the low participation of women that continues to affect higher graded positions. During FY 2014, the CRO will utilize Special Emphasis Program Managers to initiate a barrier analysis to identify the root cause of this condition.

Part I Plan #2 will continue to address the low participation rate of employees with targeted disabilities; although the participation rate increased slightly this fiscal year. This condition will be addressed through implementation of DOC's Diversity Plan.

Part I Plan #3 addresses the low participation rate for women in the overall workforce. During FY 15, CRO will work with newly selected Special Emphasis Program Managers to conduct an additional analysis on this issue.

Part I Plan #4 addresses the low participation rate of women in NOAA's most populous major occupations.

EEO COMPLAINT TRENDS

According to the FY 14 EEOC-462 Report, the NOAA Civil Rights Office completed 64 EEO counseling requests, which represents a decrease of 3 when compared to FY 13; while the use of EEO/Alternative Dispute Resolution (ADR) increased by 2 in FY 14. Of the 17 employees who elected ADR, 1 (5.9%) was settled, and 9 (52.9%) resulted in no complaint filed, which represents an increase of 4 compared to FY 13. We will continue train and encourage employees and managers to utilize the ADR process to resolve workplace conflict.

During FY 14, NOAA experienced a slight decrease of 2 (4.8%) in the number of formal complaints from 42 in FY 13 to 40 in FY 14. Reprisal, age, and disability (physical) were the top three (3) bases; with reprisal remaining at the top for the past eight (8) fiscal years. Harassment (non-sexual) continued to be the highest raised issue in FY 14, along with Evaluation/Appraisal and Assignment of Duties. The NOAA CRO will continue to collaborate with leadership and Line Office EEO Officials to address these trends through training and other measures.

CONCLUSION

During FY 14, NOAA moved closer to achieving the goal of becoming a model EEO agency. The self-assessment showed that NOAA met all but four (4) of 123 basic compliance measures required of a model EEO agency.

The agency remains committed to examining the reasons for the low participation rates of women by conducting a thorough barrier analysis on identified triggers and implementing actions identified in DOC's Diversity Plan and adopting recommendations from EEOCs Technical Assistance Review.

The CRO will continue to strengthen relationships with key stakeholders across the agency and other partners on issues relating to MD-715. The agency will work to address the identified compliance measures that were not met in FY 14.

**EEOC FORM
715-01 PART F**

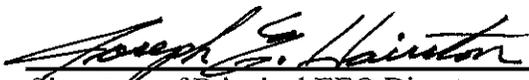
U.S. Equal Employment Opportunity Commission
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
CERTIFICATION OF ESTABLISHMENT OF CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Joseph E. Hairston, Director, Civil Rights Office, ZA-0260-V, am the Principal EEO Director/Official for the National Oceanic and Atmospheric Administration (NOAA).

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

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director and Reporting
Component Designee Certifies that this Federal Agency
Annual EEO Program Status Report is in compliance with
EEO MD-715.

1/21/15
Date



Signature of Agency Head or Agency Head Designee

1/23/2015
Date

**EEOC FORM
715-01 PART G**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION – FY 2014

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

➔ Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
↓ Measures	EEO policy statements are up-to-date.			
	The Agency Head was installed on March 6, 2014. The EEO policy statement was issued in June 2014. Was the EEO policy Statement issued within 6 – 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
	Are new employees provided a copy of the EEO policy statement during orientation?	X		
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
➔ Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief

↓ Measures		Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		
→ Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:			X	See Part H Plan #1
- resolve problems/disagreements and other conflicts in their respective work environments as they arise?			X	
- address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?			X	

- support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X	
- ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X	
- ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X	
- ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X	
- ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X	
- ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X	
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

➔ Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			X	See Part H Plan #2
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components. <i>The NOAA Civil Rights Office (CRO) sets policy and provides oversight and guidance to EEO Program Managers in five major Line Offices.</i>				

→ Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		

Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?			X	See Part H Plan #3
➔ Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
⬇ Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program – 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program – Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities – Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		

Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP – 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
→ Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		

Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
- for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
- to provide religious accommodations?	X		
- to provide disability accommodations in accordance with the agency's written procedures?	X		
- in the EEO discrimination complaint process?	X		
- to participate in ADR?	X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

➔ Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status	Measure has been met	For all unmet measures, provide a brief
-------------------------------	---	-----------------------------	--

<p>↓ Measures</p>	<p>of EEO programs within each managers or supervisor's area or responsibility.</p>	<p>Yes</p>	<p>No</p>	<p>explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</p>
<p>Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?</p>		<p>X</p>		
<p>Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?</p>		<p>X</p>		
<p>→ Compliance Indicator</p>	<p>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see. 29 CFR § 1614.102(b)(3)]</p>	<p>Measure has been met</p>		<p>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</p>
<p>↓ Measures</p>		<p>Yes</p>	<p>No</p>	
<p>Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?</p>		<p>X</p>		
<p>Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?</p>		<p>X</p>		
<p>Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?</p>		<p>X</p>		

➔ Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		
<p>If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.</p> <p><i>One (1) Finding of National Origin based hostile work environment: Agency ordered to provide training on preventing/correcting a hostile work environment to three (3) agency officials.</i></p>				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		

Essential Element D: PROACTIVE PREVENTION

Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

➔ Compliance Indicator		Measure has been met		
⬇ Measures	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Yes	No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?			X	
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		

Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
→ Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?			X	See Part H Plan #4

Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

→ Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		

Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
→ Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	

Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		Contractors are not used for Counseling.
If yes, briefly describe how: <i>Contract investigations are managed by the Agency Level (Department of Commerce, Office of Civil Rights). Investigation timelines are monitored by the Department and Contract Investigators are not paid until cases are completed.</i>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
→ Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		

Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?		X		Under DOC purview. See DOC MD 715 Report.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		Under DOC purview. See DOC MD 715 Report.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		Under DOC purview. See DOC MD 715 Report.
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
→ Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		

Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	See Part H Plan #4
Does the responsible management official directly involved in the dispute have settlement authority?		X		
➔ Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
⬇ Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		

Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
➡ Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		This is managed by the DOC Office of Civil Rights.
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		This is managed by the DOC Office of Civil Rights.
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		This is managed by the DOC Office of Civil Rights.

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

<p>➔ Compliance Indicator</p>	<p>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</p>	<p><i>Measure has been met</i></p>		<p>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status</p>
<p>↓ Measures</p>		<p>Yes</p>	<p>No</p>	
<p>Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?</p>		<p>X</p>		
<p>➔ Compliance Indicator</p>	<p>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</p>	<p>Measure has been met</p>		<p>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</p>
<p>↓ Measures</p>		<p>Yes</p>	<p>No</p>	
<p>Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.</p>		<p>X</p>		<p>This is partially under NOAA control and the National Finance Center.</p>

Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		
➔ Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		Civil Rights Director; Annual Performance Plan		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		

Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

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

FY 2014 – PART H PLAN – Completed	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Civil Rights Director did not present the “State of the Agency” to senior officials.
OBJECTIVE:	Conduct a briefing with senior officials covering all components of MD-715, including the assessment and any identified barriers.
RESPONSIBLE OFFICIAL:	Director, Civil Rights Office
DATE OBJECTIVE INITIATED:	February 28, 2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 30, 2014
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The Civil Rights Director will collaborate with the Chief Administrative Officer to identify participating senior officials and schedule meeting.	March 31, 2014
2) Conduct “State of the Agency” briefing with senior officials.	June 30, 2014
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
The CRO Director conducted the “State of the Agency” briefing with senior officials.	

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FY 2014 – PART H PLAN – Completed	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?
OBJECTIVE:	Track and analyze recruitment efforts to identify potential barriers in accordance with MD 715 standards.
RESPONSIBLE OFFICIAL:	Director, Civil Rights Office Director, Workforce Management Office
DATE OBJECTIVE INITIATED:	March 15, 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The Civil Rights Office will collaborate with Workforce Management to determine the best approach to track applicant flow data in the current application processing system.	March 2013
2) Develop a Recruitment Events Calendar, and identify Line Office Recruitment Point of Contacts.	October 15, 2014
3) Develop a NOAA-wide method to track recruitment efforts.	May 30, 2014
4) Review recruitment efforts and applicant flow data to analyze on a semi-annual basis.	September 15, 2014

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

Items 1 and 3 – Completed: During FY 13, the Office of Workforce Management identified systems used to retrieve applicant flow data and has committed to providing this data on a semi-annual basis.

Items 2 – Deleted

Item 4 – Completed: In FY14, CRO reviewed and analyzed applicant flow data semi-annually.

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FY 2014 – PART H PLAN – #1- New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Non-SES level managers and supervisors are not evaluated on their commitment to EEO policies.
OBJECTIVE:	Implement mandatory EEO language in the performance element of all supervisors.
RESPONSIBLE OFFICIAL:	Director, Civil Rights Office Director, Office of Workforce Management Deputy Under Secretary for Operations
DATE OBJECTIVE INITIATED:	June 2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	August 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The Civil Rights Director will collaborate with WFMO to develop supplemental EEO performance language.	June 2014
2) Route developed language to appropriate leaders for review and approval.	August 2014
3) Announce new performance requirement along with performance guidance.	July 2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
Items 1 & 2 – Completed--CRO and WFMO developed and routed EEO performance language to the Deputy Under Secretary for Operations for review and approval.	

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FY 2014 – PART H PLAN – #2- New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Civil Rights Director does not report directly to the agency head.
OBJECTIVE:	Establish regular update and communication channel between CRO and the Deputy Under Secretary for Operations on the status of EEO Programs.
RESPONSIBLE OFFICIAL:	Chief Administrative Officer Deputy Under Secretary for Operations
DATE OBJECTIVE INITIATED:	October 2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The Civil Rights Director will identify EEO program areas requiring regular status updates and provide data to the Chief Administrative Officer.	October 10, 2014
2) The Chief Administrative Office will identify senior staff meetings suitable for CRO participation.	June 2015
3)	July 2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
Item #1 – CRO developed a data chart outlining EEO Program areas for quarterly updates to the Deputy Under Secretary for Operations.	

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FY 2014 – PART H PLAN – #3- New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The CRO Director is not present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.
OBJECTIVE:	Establish regular update and communication channel between CRO and WFMO to review programs, policies, and procedures.
RESPONSIBLE OFFICIAL:	CRO Director Director, WFMO
DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	June 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Schedule monthly meetings with CRO & WFMO officials to discuss EEO objectives, the human capital plan, recruitment strategies, succession planning, and vacancy projections.	February 16, 2015
2) Include CRO to the routing of new/revised agency policies or procedures to allow time for recommendations.	August 2015
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

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FY 2014 – PART H PLAN – #4- New	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The participation of supervisors and managers in the ADR process is not required.
OBJECTIVE:	Ensure that whenever ADR is offered, all appropriate managers participate in the ADR process.
RESPONSIBLE OFFICIAL:	Director, WFMO
DATE OBJECTIVE INITIATED:	January 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
3) Encourage managers & supervisors to participate in the ADR process by providing training to ensure understanding and benefits of early resolution of disputes.	July 2015
4) Work with DOC & NOAA leadership to determine positive & negative impacts of mandatory ADR participation by managers and supervisors.	September 2015

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

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EEO Plan to Eliminate Identified Barrier**

FY 2014: PART I PLAN–Deleted	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate For Hispanic Fishery Biologist.</p> <p>The participation rate of Hispanics Fishery Biologist is 2.5% (2.1% male, 0.4% female), which is lower than the expected rate of 4.5% (2.4% male, 2.1% female).</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Civil Rights Office developed a barrier analysis tool to investigate the ‘why’ behind EEO target group low participation. The methodology enabled NOAA to conduct this type of investigation for any target group.</p> <p>The methodology was tested on Hispanic Fisheries Biologists, and was completed in FY10.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<ol style="list-style-type: none"> 1. NOAA has not yet analyzed recruitment efforts. 2. Eligible Hispanic Fishery Biologists are not applying for promotions at the expected rate. This results in Hispanics not being appropriately represented in the higher pay levels of Fishery Biologists.
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Collect and analyze applicant flow data by Office/Hiring Officials. 2. Conduct evaluations of recruitment events, which include the number of attendees, type of questions asked and materials taken, and other pertinent observations. 3. Implement activities outlined in the DOC’s Diversity Plan.

RESPONSIBLE OFFICIALS:	NOAA WFMO Supervisors Director, CRO	
DATE OBJECTIVE INITIATED:	March 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1) The CRO will collaborate with WFMO to determine how the current recruitment database will allow the tracking of applicant flow data.		March 2013
2) Conduct outreach and education campaigns in predominantly Hispanic communities/colleges and universities designed to increase education on fish biology careers.		September 2014
3) Once the tracking of data has been established, the CRO will review/analyze data on a semi-annual basis.		September 2014
4) Use focus groups to determine why eligible Hispanic Fishery Biologists are not applying for promotions at a higher rate.		September 2014
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		
This plan has been deleted and replaced with a new plan addressing the low participation of women in the most populous of NOAA's Major Occupations; Meteorologist, Computer Science/IT, Fishery Biologist, Electronic Engineer, and General Physical Science.		

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EEO Plan to Eliminate Identified Barrier

FY 2014: PART I PLAN #1 – Continued	
<p>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?</p>	<p>Lower Than Expected Participation Rate For Women At The GS-13 And Above Grade Levels.</p> <p>The participation rate of women at the GS-13 and above is 25.5%, which is lower than the expected rate of 32.4%.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>As in the previous fiscal year, workforce statistics for grades GS-13 and above were reviewed and analyzed on a basic level. However, the triggers identified above require additional, refined analysis in order to initiate the investigation of the root cause.</p>
<p>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.</p>	<p>As a thorough barrier analysis has not been completed at this time, no barrier has been identified.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The Civil Rights Office will utilize the barrier analysis methodology to identify the root cause of this condition.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, CRO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>March 2012</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>August 2015</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) The Civil Rights Office will collaborate with WFMO and supervisors to identify a workgroup to conduct the barrier analysis.	May 2014-Completed
2) Develop plans and actions to address identified barriers.	April 2015
3) Review and use appropriate actions from DOC's Diversity Plan to address any identified barriers.	August 2015

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

#1 – In FY 2014, the CRO selected three (3) Special Emphasis Program Managers to assist with conducting a barrier analysis on this issue.

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EEO Plan to Eliminate Identified Barrier

FY 2014: PART I PLAN #2 – NOAA – Continued

<p>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?</p>	<p>Lower Than Expected Participation Rate For Employees With Targeted Disabilities. The participation rate of NOAA employees with targeted disabilities remained at 0.3% in FY 2014, substantially below the 2% Federal Goal.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>At the end of Fiscal Year 2014, NOAA's workforce decreased from 12,017 to 11,691 employees, and the number with targeted disabilities increased slightly by 1 (2.6%). Employees with targeted disabilities are concentrated in lower grade (or equivalent) groupings and have lower than expected participation rates at higher grades (or equivalents).</p>
<p>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.</p>	<p>As a thorough barrier analysis has not been completed at this time, no barrier has been identified.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>1) Implement activities outlined in DOC's Diversity Plan.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, WFMO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 2012</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE	
<p>During FY14, to increase employee awareness of the reasonable accommodation process, WFMO partnered with the CRO to deliver Disability Law and Reasonable Accommodation Process webinars designed for employees and supervisors.</p> <p>The Workforce Management Office (WFMO) has developed a database which will store resumes specifically for Schedule A applicants. This tool will allow an individual with a disability or disabilities the ability to apply for NOAA positions even when there are no current vacancies or open announcements. This database mirrors a standard job vacancy announcement that is used in the Monster System as all NOAA announcements staffed by WFMO. The announcement covers multiple job series with an emphasis on mission critical occupations. During November 2014, several Schedule A applications were reviewed for eligibility and qualifications. Those applications were referred to several hiring managers located in the National Weather Service (NWS) and WFMO.</p> <p>In FY 15, NOAA will continue to analyze data and implement appropriate activities identified in the DOC Diversity Plan.</p>	

**EEOC FORM
715-01 PART I**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

FY 2014: PART I PLAN #3 – New	
<p>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?</p>	<p>Lower Than Expected Participation Rate For Women in the overall workforce.</p> <p>The representation of women in the total workforce is 32.4% as compared to their availability in the CLF at 48.1%</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Statistics on the Total Workforce, New Hires, and Separations were reviewed and analyzed on a basic level. However, the trigger identified above requires additional refined analysis in order to initiate the investigation of the root cause.</p>
<p>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.</p>	<p>As a thorough barrier analysis has not been completed at this time, no barrier has been identified.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The Civil Rights Office will utilize the barrier analysis methodology to identify the root cause of this condition.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, CRO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 2015</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2015</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

1) CRO will provide training on conducting barrier analysis to newly selected Special Emphasis Program Managers.

**TARGET DATE
(Must be specific)**

March 2015

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

**EEOC FORM
715-01 PART I**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

FY 2014: PART I PLAN #4 – New

<p>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?</p>	<p>Lower Than Expected Participation Rate For Women in the most populous of NOAA’s Major Occupations; Meteorologist, Computer Science/IT, Fishery Biologist, Electronic Engineer, and General Physical Science.</p> <p>Female Meteorologist represented 14.4% as compared to the CLF of 19.3%; Computer/IT 22.3% vs. 47.2%; Fishery Biologist 36.7% vs. 48%, Electronic Engineer 4.4% vs. 8.7%, and General Physical Science 24.7% vs. 39.1%.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Statistics on the Major Occupations and Applicant Flow were reviewed and analyzed on a basic level. However, the trigger identified above requires additional refined analysis in order to initiate the investigation of the root cause.</p>
<p>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.</p>	<p>As a thorough barrier analysis has not been completed at this time, no barrier has been identified.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The Civil Rights Office will utilize the barrier analysis methodology to identify the root cause of this condition.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, CRO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 2015</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2015</p>

**EEOC FORM
715-01 PART J**

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with
Targeted Disabilities**

PART I. Department or Agency Information	1. Agency	1. Department of Commerce
	1.a. 2 nd Level Component	1.a. National Oceanic and Atmospheric Administration
	1.b. 3 rd Level or lower	1.b. n/a

PART II. Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY		... end of FY		Net Change	
		Number	%	Number	%	Number	Rate of Change
Total Work Force	12,017	100.0%	11,691	100%	-326	-2.7%	
Reportable Disability	668	5.5%	714	6.1%	46	6.9%	
Targeted Disability*	39	0.3%	40	0.3%	1	2.6%	
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						53	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						1	

PART III. Participation Rates In Agency Employment Programs

Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions*									
4. Non-Competitive Promotions	208	15	7.2	2	1.0%	7	3.4%	184	88.5%
5. Employee Career Development Programs									
5.a. Grades 5 - 12	0	0	0%	0	0%	0	0%	0	0%
5.b. Grades 13 - 14	0	0	0%	0	0%	0	0%	0	0%
5.c. Grade 15/SES	0	0	0%	0	0%	0	0%	0	0%
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	2,128	149	7%	14	0.7%	41	1.9%	1,924	90.4%
6.b. Cash Awards (total \$\$\$ awarded)	6,868,356.10	317,766.77	4.6%	10,688.33	0.2%	114,783.48	1.7%	6,425,117.60	93.6%
6.c. Quality-Step Increase	137	6	4.4%	1	0.7%	3	2.2%	127	92.7%

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p> <p>Note: Information on competitive promotions is not available at this time.</p> <p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>The overall representation of NOAA employees with targeted disabilities remains at 0.3%. The NOAA offices with the largest participation rates for employees with targeted disabilities are the Staff Offices of the Office of the Under Secretary at 1.2%; with the National Environmental Satellite, Data and Information Service at 0.6%. The National Ocean Service, National Weather Service, and National Marine Fisheries Service had a rate of 0.3%, which are all below the NOAA and Federal-wide goal of 2%.</p> <p>NOAA selected 1 (0.2%) new permanent employee with a targeted disability and 6 (0.9%) voluntarily separated.</p> <p>The participation rate for permanent employees with targeted disabilities at the GS-12/equivalent pay level is 0.3% as compared to 30.5% participation rate for the overall workforce. The participation rate for permanent employees with targeted disabilities at the GS13-SES pay level is 0.2% as compared to 49.7% participation rate for the overall workforce. This indicates that people with targeted disabilities are disproportionately found in the lower pay levels than the overall workforce.</p> <p>There are 0.2% Professionals with targeted disabilities as compared to 65.8% for the overall workforce.</p> <p>In the most populous major occupations, 1) Meteorologist 0.2% as compared to 22%, 2) Computer Science and Information Technology with targeted disabilities participated 0.2% as compared to 9.5% of the overall workforce, 3) Fishery Biologist 0.3% compared to 7.9%, and 4) Electronic Engineer 0.4% as</p>

	<p>compared to 6.3%, and Management Analyst 0.4% as compared to 4.8%.</p> <p>NOAA's largest groups of permanent employees with targeted disabilities are mental illness (26) and convulsive disorder (10).</p> <p>Of the 6 permanent employees who voluntarily separated, 3 (50%) had self-disclosed a mental illness, 1 (16.7%) deafness, 1 (16.7%) mental retardation, and 1 (16.7%) partial paralysis.</p>
<p>Part V</p> <p>Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>Goal I. Increase (and retain) the employment of people with targeted disabilities within NOAA to achieve a NOAA-wide participation rate of 2% within the next five years.</p> <p>Strategies:</p> <ul style="list-style-type: none"> • Host brown bag sessions with managers & supervisors to explore their knowledge of Schedule A hiring authority as well as their role in the recruitment and hiring process. • Conduct focus groups with employees with disabilities to discuss their recruitment, hiring, and career growth experiences with the agency. • Meet with disability organizations and Disabled Student Services offices in universities to explore the perception of the agency within the disability community.

Goal II. Increase the number of qualified applicants with disabilities who are offered employment with NOAA.

Strategies:

- Implement 2% Goals. Each Line Office will implement hiring goals for people with targeted disabilities to be broken down over the next five years to achieve 2%. Expand the Number of People with Disabilities in NOAA's Recruitment Pool. NOAA's Resume Bank provides hiring managers with resumes of 30% or more service-connected disabled veterans and Schedule A individuals with disabilities who meet the qualification requirements. The NOAA Resume Bank is a recruitment tool for managers who are interested in considering high quality candidates with disabilities, particularly those trained and/or experienced in the scientific, engineering, financial management, IT, and other professional fields. All Resume Bank candidates have been pre-certified by the Workforce Management Office (WFMO) to meet the minimum qualifications for one or more job series. Hiring managers are encouraged to check available Resume Bank candidates early the workforce planning stage, well before a vacancy is posted on USAjobs. Managers may conduct interviews with candidates from the Resume Bank at any time (before an announcement opens, while an announcement is posted, or after considering applicants from the certificate of the posted announcement.) WFMO is establishing internal Standard Operating Procedures and outreach materials for managers and applicants regarding use of the NOAA Resume Bank. In addition, instructions for applicants for applying via the Schedule A hiring authority for people with disabilities will be provided via the NOAA Careers website and in other marketing materials.
- Increase Retention of Employees with Disabilities by Providing Technical Assistance on Disability Issues. Publicize the role of NOAA's Reasonable Accommodations Coordinator (RAC), regarding the reasonable accommodations process; including instructions on how to request an accommodation, documents for employees to give their health care provider and information on premium class travel accommodations, workers compensation, FAQs, and outside resources on reasonable accommodation (JAN, CAP and OPM).
- Improve Management's Awareness on Issues Related to Hiring and Retaining Employees with Disabilities. WFMO provides guidance as it relates to the hiring tools currently available to management to increase

	<p>hiring of People with Targeted Disabilities and Veterans with Disabilities, including Veterans' preference and noncompetitive appointments for Schedule A and preference eligible Veterans, as well as reasonable accommodations through the Computer/Electronic Accommodations Program (CAP) and the Job Accommodation Network (JAN). Hiring officials are provided briefings on success stories of employed people with disabilities and engage in other activities to make them more receptive to hiring people with disabilities. The Recruitment and Workforce Planning modules on the Commerce Learning Center have recently been updated to include information on how to hire employees with disabilities.</p>
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A TABLES ANALYSES

OVERALL NOTES:

Groups in which the number of people is less than 10 if the benchmark was applied to that group are considered to be too low for a valid evaluation.

TABLE A1: TOTAL WORKFORCE – DISTRIBUTION BY RACE/ETHNICITY AND SEX

The total number of employees (permanent and temporary) decreased from 12,017 in FY 2013 to 11,691 in FY 2014. This is a decrease of 326 employees. Decreases occurred in its representation of males (-2.3%), and females (-3.5%). Specific decreases included Hispanic males (-1.8%), Hispanic females (-2.6%), White males (-2.6%), White females (-4.0%), African American females (-2.7%), Asian males (-1.6%), Native Hawaiian/Pacific Islander females (-5.0%), American Indian/Alaska Native males (-2.1%), and American Indian/Alaska Native females (-3.6%). NOAA saw an increase in its representation of African American males (0.3%), Native Hawaiian/Pacific Islander males (25.0%), and Multiple Race males (16.7%).

The total number of permanent employees decreased from 11,799 in FY 2013 to 11,514 in FY 2014. This represents a decrease of 285 permanent employees. Decreases occurred in males (-2.1%) and females (-3.0%). Specific decreases included Hispanic males (-1.8%), Hispanic females (-2.6%), White males (-2.5%); White females (-3.3%), African American females (-2.6%); Asian males (-1.3%), Native Hawaiian/Pacific Islander females (-5.0%), American Indian/Alaska Native males (-2.1%), and American Indian/Alaska Native females (-3.6%). NOAA saw increases in its representation of African American males (0.5%), Native Hawaiian/Pacific Islander males (35.7%); and Multiple Race males (13.3%).

The total number of temporary employees decreased from 218 in FY 2013 to 177 in FY 2014. This is a decrease of 41 employees. Decreases occurred in males (-13.7%); females (-25.5%); White males (-13.6%), White females (-28.0%), African American males (-16.7%), African American females (-20.0%), Asian males (-25.0%), and Native Hawaiian/Pacific Islander males (-50.0%). There were no net increases.

The following groups are above their participation rate in the CLF:

Total males
White males
Asian males
Native Hawaiian/Pacific Islander males and females
Multiple Race males and females

The following groups are below their participation rate in the CLF:

Total females

Hispanic males and females
White females
African American males and females
Asian females
American Indian/Alaska Native males and females

TABLE A2: TOTAL WORKFORCE (PERMANENT EMPLOYEES ONLY) BY COMPONENT - DISTRIBUTION BY RACE/ETHNICITY AND SEX

In FY 2014, the National Weather Service (NWS) remained the largest Line Office with 4,463 (38.8%) employees and the National Marine Fisheries Service (NMFS) followed with 2,971 (25.8%) employees and the highest number of women at 1,251.

The workforce breakdown shows that females continue to be below the CLF in all offices except the Office of the Under Secretary, Staff Offices, and the Office of Program Planning and Integration. Hispanic males and females remained substantially below the CLF in all of NOAA's Offices.

The following groups had lower than expected participation rates when compared to the CLF:

Under Secretary

Total males
Hispanic males and females
White males
African American males
Asian males and females
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native males and females
Multiple Race females

Staff Offices

Total males
Hispanic males and females
White males and females
Native Hawaiian/Pacific Islander females
American Indian/Alaska Native males and females

OMAO

Total females
Hispanic males and females
White females
African American females
Asian females
American Indian/Alaska Native females

Multiple Race females

NOS

Total females
Hispanic males and females
White females
African American males
Asian females
American Indian/Alaska Native males and females

NWS

Total females
Hispanic males and females
White females
African American males and females
Asian females
American Indian/Alaska Native females
Multiple Race females

NMFS

Total females
Hispanic males and females
African American males and females
American Indian/Alaska Native males and females
Multiple Race males and females

NESDIS

Total females
Hispanic males and females
White females
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native males and females

OAR

Total females
Hispanic males and females
White females
African American males and females
Asian females
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native males

PPI

Total males
Hispanic males and females
African American males
Asian males and females
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native males and females
Multiple Race males and females

TABLE A3-1: OCCUPATIONAL CATEGORIES (PERMANENT) - DISTRIBUTION BY RACE/ETHNICITY AND SEX

Overall, males represent 40.4% of all **Officials and Managers** and females 59.5%. Hispanic females, White females, African American males and females, Asian females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native females, and Multiple Race males and females have rates of participation equal to or higher than their overall representation in the permanent workforce.

All Hispanic males, White males, Asian males, and American Indian/Alaska Native males have less participation in this category than their participation in the permanent workforce.

At the **Executive/Senior** level (Grades 15 and above) males represent 59.1% with females at 40.8%. Hispanic females, White females, African American males and females, Native Hawaiian/Pacific Islander females, American Indian/Alaska Native males, and Multiple Race males and females have a higher participation rate than their overall representation in the workforce.

At the **Mid-level** (Grades 13-14) males represent 40.3% and females 59.6%. Hispanic females, White females, African American males and females, Asian females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native females, and Multiple Race males and females have a participation rate equal to or higher than their overall workforce representation.

First-Level (GS 12 and below) males represent 36.1% and females 63.8%. Hispanic males and females, White females, African American males and females, Asian females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native females, and Multiple Race males and females have a participation rate equal to or higher than their overall workforce representation.

Professionals

This occupation employs the highest number of employees; with males representing 74% of all Professionals and females 26%. Hispanic males, White males, Asian males, and American Indian/Alaska Native females have rates equal to or higher than their overall representation in the permanent workforce.

Hispanic females, White females, African American males and females, Asian females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native males, and Multiple Race males and females have less participation in this category than their participation in the permanent workforce.

Technicians

Males represent 86.2% of all Technicians and females represent 13.7%.

Hispanic males, White males, African American males, Native Hawaiian/Pacific Islander males, American Indian/Alaska Native males, and Multiple Race males have rates of participation equal to or higher than their overall representation in the permanent workforce.

Hispanic females, White females, African American females, Asian males and females, Native Hawaiian/Pacific Islander females, American Indian/Alaska Native females, and Multiple Race females have less participation in this category than their participation in the permanent workforce.

Sales Workers

All EEO groups were absent from this category during FY 2014.

Administrative Support Workers

Overall, males represent 15.2% of all Administrative Support Workers and females represent 84.8%.

Females of all ethnic/racial groups have a higher participation in this category than their participation in the workforce.

Males of all ethnic/racial groups, except African American have less participation in this category than their participation in the overall workforce.

Craft Workers

Overall, males represent 89.6 of all Craft workers and females 10.4%.

All males have higher participation in this category than their participation in the workforce. At the same time; all females, except Native Hawaiian/Pacific Islander and Multiple Race, were represented below their overall participation.

Operatives

Males represent 94.1% of all Operatives and females 5.9%.

White, African American, and Asian males have rates of participation higher than their overall representation in the permanent workforce.

White females have less participation in this category than their participation in the permanent workforce. No other EEO groups were represented in FY 2014.

Laborers And Helpers

All groups were absent from this category during FY 2014.

Service Workers

Overall males represent 77.6% of all Service Workers and females represent 22.3%.

Hispanic males, White males, Asian males and females, American Indian/Alaska Native males and females, and Multiple Race males have rates of participation higher than their overall representation in the permanent workforce.

Hispanic females, White females, and African American males and females have less participation in this category than their participation in the permanent workforce. Native Hawaiian/Pacific Islander males and females, and Multiple Race females were not represented in this category in FY 2014.

TABLE A4-1: (PERMANENT) PARTICIPATION RATES FOR GS GRADES AND CAPS BY RACE/ETHNICITY AND SEX

There were a total of 11,100 GS/CAPS III employees; of which males represented 66.8% and females 33.2%.

The majority of NOAA employees (3,381) comprise the GS-12/CAPS III pay level. Males represented 63.3% and females 36.7%.

When compared to their overall representation in the permanent workforce Hispanic males and females, White females, Asian females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native females, and Multiple Race males and females are sufficiently represented at this level.

In contrast, White males, African American males and females, Asian males, and American Indian/Alaska Native males have a slightly lower than expected participation rate.

The GS-14/CAPS IV is the second highest comprised pay level (2,853); with males representing 68.1% and females 31.9%. White males, African American females, Asian males and females, Native Hawaiian/Pacific Islander females, American Indian/Alaska Native females, and Multiple Race males and females were represented at a rate higher and/or equal to their overall representation in the workforce.

Hispanic males and females, White females, African American males, Native Hawaiian/Pacific Islander males, and American Indian/Alaska Native males were represented at rates lower than their overall workforce representational rate.

TABLE A5-1: (PERMANENT) WAGE GRADE PARTICIPATION RATES BY RACE/ETHNICITY AND SEX

There were a total of 411 WG employees; of which males represented 89.8% and females 10.2%.

The majority of NOAA employees (95) comprised the WG-8 pay level. Males represented 89.5% and females 10.5%.

Hispanic females, White males, African American males, and American Indian/Alaska Native males have higher participation in this category than they do in the total permanent workforce.

White females and Asian males have lower participation in this category than in the total workforce.

Hispanic males, African American females, Asian females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native females, and Multiple Race males and females were not represented in this category in FY 2014.

TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS (PERMANENT) BY RACE/ETHNICITY AND SEX

Overall Note: The following Major Occupations are the most populous occupations employed at NOAA: 1) Meteorologist; 2) Computer Science and Information Technology Specialist; 3) Fishery Biologist; 4) Electronic Engineer; 5) General Physical Science; and 6) Management Analyst. The Occupational CLF is determined by the percentage of the population that is available for a specific position. Therefore, each position is compared to the respective Occupational CLF.

1) Meteorologist (1340):

This is NOAA's highest employed major occupation (2,561). In FY 2014, males comprised 85.6% of this occupation and females represented 14.4%.

Those that participated at rates above and/or equal to the occupational CLF include Hispanic males, White males, Asian males and females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native females, and Multiple Race females.

In comparison to the occupational CLF, the following groups had participation rates that fell below the occupational CLF:

- Hispanic females
- White females
- African American males and females
- American Indian/Alaska Native males
- Multiple Race males

2) Computer Science and Information Technology Specialist (2210):

In FY 2014, this occupation included a total of 1,098 employees. Males comprised 77.7% and females 22.3%.

Those that participated at rates above and/or equal to the occupational CLF include Hispanic males, White males, African American males, Asian males, Native Hawaiian/Pacific Islander males, and American Indian/Alaska Native males.

In comparison to the occupational CLF, the following groups had participation rates that fell below the occupational CLF:

- Hispanic females
- White females
- African American females
- Asian females
- Native Hawaiian/Pacific Islander females
- American Indian/Alaska Native females
- Multiple Race males and females

3) Fishery Biologist (0482):

There were a total of 912 employees in this occupation. Males comprised 63.3% and females represented 36.7%.

Those that participated at rates above and/or equal to the occupational CLF include White males, Native Hawaiian/Pacific Islander males and females, and American Indian/Alaska Native males and females.

In comparison to the occupational CLF, the following groups had participation rates that fell below the occupational CLF:

- Hispanic males and females
- White females
- African American males and females
- Asian males and females
- Multiple Race males and females

4) Electronic Engineer (0800):

This occupation held 726 employees. Males comprised 95.6% and females 4.4%.

Those that participated at rates above and/or equal to the occupational CLF include White males, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native males and females, and Multiple Race males.

In comparison to the occupational CLF, the following groups had participation rates that fell below the occupational CLF:

Hispanic males and females
White females
African American males and females
Asian males and females
Multiple Race females

5) General Physical Science (1301):

In FY 2014, this occupation held 657 employees. Males comprised 75.3% and females 24.7%.

Those that participated at rates above and/or equal to the occupational CLF include White males, African American males, Asian males, Native Hawaiian/Pacific Islander males and females, and American Indian/Alaska Native females.

In comparison to the occupational CLF, the following groups had participation rates that fell below the occupational CLF:

Hispanic males and females
White females
African American females
Asian females
American Indian/Alaska Native males
Multiple Race males and females

6) Management Analyst (0343):

This occupation held 547 employees. Males comprised 32.0% and females 68.0%.

Those that participated at rates above and/or equal to the occupational CLF include White females, African American males and females, Asian females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native males and females, and Multiple Race females.

In comparison to the occupational CLF, the following groups had participation rates that fell below the occupational CLF:

Hispanic males and females
White males
Asian males
Multiple Race males

**TABLE A7: APPLICANT FLOW DATA FOR MAJOR OCCUPATIONS –
DISTRIBUTION BY RACE/ETHNICITY AND SEX**

1) Meteorologist (1340):

In FY 2014, 10,302 applicants voluntarily identified for positions within this occupation. There were 9,478 (males 78.5%; females 21.5%) qualified applicants, and 72 selections. Of selections, Hispanic females, White females, American Indian/Alaska Native males, and Multiple Race males were selected at rates higher and/or equal to their qualified rate.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as qualified applicants:

Hispanic males
White males
African American males and females
Asian females and females
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native females
Multiple Race females

2) Computer Science and Information Technology Specialist (2210):

Of the 6, 227 applicants for this occupation, 5,791 (males 83.3%; females 16.7%) were qualified and 27 selected. Of selections, Hispanic males and females, White males and females, Asian females, and Multiple Race males were selected at rates higher and/or equal to their qualified rate.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

African American males and females
Asian males
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native males and females
Multiple Race females

3) Fishery Biologist (0482):

Of the 2,431 identified applicants, 2,145 (males 49%; females 51%) were qualified and 25 selected. Hispanic males and females, White males and females, and Asian males were selected at rates higher and/or equal to their qualified rate. Native Hawaiian/Pacific Islander males and females were not identified as qualified applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

African American males and females
Asian females
American Indian/Alaska Native males and females
Multiple Race males and females

4) Electronic Engineer (0800):

Of the 3,991 identified applicants, 3,527 (males 94.4%; females 5.6%) were qualified and 6 selected. Hispanic males, White males, and Multiple Race males were the only groups selected at a rate higher and/or equal to their qualified rate.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

Hispanic females
White females
African American males and females
Asian males and females
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native males and females
Multiple Race females

5) General Physical Science (1301):

Of the 2,028 identified applicants, 1,770 (males 77.1%; females 22.9%) were qualified and 28 selected. White males and females were the only groups selected at a rate higher and/or equal to their qualified rate. Native Hawaiian/Pacific Islander males and females and American Indian/Alaska Native males were not identified as qualified applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

Hispanic males and females
African American males and females
Asian males and females
American Indian/Alaska Native females
Multiple Race males and females

6) Management Analyst (0343):

Of the 3,425 identified applicants, 3,355 (males 48.1%; females 51.9%) were qualified and 20 selected. Hispanic females and White males and females were the only groups selected at a rate higher and/or equal to their qualified rate.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

Hispanic males
African American males and females
Asian males and females
Native Hawaiian/Pacific Islander males and females
American Indian/Alaska Native males and females
Multiple Race males and females

TABLE A8: NEW HIRES BY TYPE OF APPOINTMENT – DISTRIBUTION BY RACE/ETHNICITY AND SEX

In FY 2014, there were 417 total new hires (including temporary). Males comprised 68.6% of all new hires and females 31.4%. White males represented the highest number of new hires at 227 (54.4%), while White females represented the second highest group at 108 (25.9%).

Those EEO groups above and/or equal to the CLF include African American males and females, Native Hawaiian/Pacific Islander males, American Indian/Alaska Native males and females, and Multiple Race males and females. Native Hawaiian/Pacific Islander females were not represented in the number of new hires.

The following new hire rates fell below the CLF:

Hispanic males and females
White males and females
Asian males and females

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS

1) Meteorologist (1340):

Of the 2,686 applications received for this occupation, 2,607 (males 81.5%; females 18.5%) were qualified and 70 selected for promotion. Hispanic males and females, White females, African American males and females, Asian males, Native Hawaiian/Pacific Islander females, and American Indian/Alaska Native males and females were selected at rates higher and/or equal to their qualified rate. Native Hawaiian/Pacific Islander females were not identified as qualified applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

White males
Asian females
Native Hawaiian/Pacific Islander males
Multiple Race males and females

2) Computer Science and Information Technology Specialist (2210):

Of the 480 applications received for this occupation, 443 (males 77.4%; females 22.6%) were qualified and 27 selected for promotion. Hispanic males and females, White males and females, and Asian males and females were selected at a rate higher and/or equal to their qualified rate. Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native females, and Multiple Race females were not identified as applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

African American males and females
American Indian/Alaska Native males
Multiple Race males

3) Fishery Biologist (0482):

Of the 247 applications received for this occupation, 245 (males 49.8%; females 50.2%) were qualified and 22 selected for promotion. Hispanic males and females and White males were the only group selected at rates higher and/or equal to their qualified rate. African American males and females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native males and females, and Multiple Race males and females were not identified as applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

White females
Asian males and females

4) Electronic Engineer (0800):

Of the 230 applications received for this occupation, 222 (males 95.9%; females 4.1%) were qualified and 4 selected for promotion. White males were the only group selected at rates higher and/or equal to their qualified rate. Hispanic females, African American females, Native Hawaiian/Pacific Islander females, American Indian/Alaska Native females, and Multiple Race females were not identified as qualified applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

Hispanic males
White females
African American males
Asian males and females
Native Hawaiian/Pacific Islander males

American Indian/Alaska Native males
Multiple Race males

5) General Physical Science (1301):

Of the 401 applications received for this occupation, 396 (males 76%; females 24%) were qualified and 27 selected for promotion. White males and females were the only group selected at rates higher and/or equal to their qualified rate. Hispanic females, Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native males and females, and Multiple Race males and females were not identified as qualified applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

Hispanic males
African American males and females
Asian males and females

6) Management Analyst (0343):

Of the 241 applications received for this occupation, 237 (males 38.4%; females 61.6%) were qualified and 16 selected for promotion. Hispanic females, White males and females, African American males, and American Indian/Alaska Native females were selected at rates higher and/or equal to their qualified rate. Hispanic males, Native Hawaiian/Pacific Islander females, American Indian/Alaska Native males, and Multiple Race males were not identified as qualified applicants.

In comparison to the qualified rate, the following groups had selection rates that fell below their participation as applicants:

African American females
Asian males and females
Native Hawaiian/Pacific Islander males
Multiple Race females

TABLE A12: PARTICIPATION IN CAREER DEVELOPMENT BY RACE/ETHNICITY AND SEX

There were no applicants or participants for the 30 available slots in career development programs for **GS 5-12** employees.

In the **GS 13-14** category, 30 slots were available, but there were no applicants.

In the **GS 15-SES** career development program, 30 slots were available. There were no applicants.

Table A13: EMPLOYEE RECOGNITION AND AWARDS – Distribution by Race/Ethnicity and Sex

Cash Awards \$100-\$500:

During FY 2014, 1,219 cash awards were distributed to employees totaling \$473,898.45, of which males received \$294,081.86 (63.7%) and females \$179,816.59 (36.3%).

All EEO-groups received awards at rates equal to and/or higher than their overall workforce representation, except White males. Native Hawaiian/Pacific Islander males and females were not represented in the distribution of this award.

Cash Awards \$501+

In FY 2014, 4,557 awards were distributed totaling \$6,394,457.80. Males received \$4,133,311 (64.5%) and females \$2,261,146.82 (35.5%).

All EEO-groups received awards at rates equal to and/or higher than their overall workforce representation, except Hispanic males, White males, African American males and females, Asian males, Native Hawaiian/Pacific Islander males, American Indian/Alaska Native males, and Multiple Race males.

Quality Step Increases (QSI)

In FY 2014, 137 employees earned QSIs. Males received 61.3% and females 38.7%.

All EEO-groups received increases at rates equal to and/or higher than their overall workforce representation, except, African American males and Asian males. Hispanic males, Asian females, Native Hawaiian/Pacific Islander males, American Indian/Alaska Native males and females, and Multiple Race males and females were not represented in the distribution of this award.

Time-Off Awards 1-9 hours:

In FY 2014, 1,125 (8,009 hours) Time-off awards were distributed, of which males represented 826 (73.4%) and females 299 (26.6%).

White males, African American males, Native Hawaiian/Pacific Islander males, American Indian/Alaska Native males, and Multiple Race females were the only EEO-groups which received awards at rates equal to and/or higher than their overall workforce representation. All other groups received awards at rates below their overall workforce representation rates.

Time-Off Awards 9+ hours:

There were 1,003 (23,230 hours) Time-off awards distributed, of which males represented 645 (64.3%) and females 358 (35.7%).

All EEO-groups received awards at rates equal to and/or higher than their overall workforce representation, except Hispanic males and females, White males, Asian males and females, Native Hawaiian males and females, and American Indian/Alaska Native females.

**TABLE A14: PERMANENT SEPARATIONS BY TYPE OF SEPARATION –
DISTRIBUTION BY RACE/ETHNICITY AND SEX**

Total Separations:

In FY 2014, there were 680 total separations. Males represented 65.4% and females 34.6%. Females separated at a rate slightly higher than their overall representation.

Voluntary Separations:

There were 666 voluntary separations; males 433 (65%) and females 233 (35%). White females, African American males, American Indian/Alaska Native males, and Multiple Race males and females separated at rates higher than their participation rate in the workforce.

Involuntary Separations:

There were 14 involuntary separations; males 12 (85.7%) and females 2 (14.3%). White males, African American males and females, American Indian/Alaska Native males, and Multiple Race males separated at a rate higher than their overall workforce representation.

B TABLES ANALYSES

OVERALL NOTES:

NOAA has adopted the Federal Goal of 2% for hiring persons with targeted disabilities, and therefore is using that figure as the benchmark for comparison.

TABLE B1 TOTAL WORKFORCE – DISTRIBUTION BY DISABILITY

In comparing the FY 2014 workforce (11,691) to the FY 2013 workforce (12,017), there was an overall decrease of 326 individuals (2.7%). During this same time period, the total number of employees with disabilities increased from 5.6% to 6.1%; while the participation rate of NOAA employees with targeted disabilities remained below the 2% Federal Goal at 0.3%.

The number of permanent employees with reportable disabilities did increase, from 660 to 709. Also, the number of permanent employees with targeted disabilities increased by 1 individual (a net change of 2.6%).

The number of temporary employees with reportable disabilities decreased, from 8 to 5. The number of temporary employees with targeted disabilities remained at 1 (0.6%).

TABLE B2: TOTAL WORKFORCE (PERMANENT EMPLOYEES ONLY) BY COMPONENT – DISTRIBUTION BY DISABILITY

For FY 2014, the National Weather Service (NWS) remained the largest line office with 4,463 (38.8%) permanent employees, and the National Marine Fisheries Services (NMFS) followed with 2,971 (25.8%) employees. Both the NWS and NMFS had a 0.3% participation rate for employees with targeted disabilities.

Staff Offices had a 1.2% participation rate of employees with targeted disabilities, the National Environmental Satellite, Data, and Information Service (NESDIS) 0.6%, and the National Ocean Service remained at 0.3%

The number of employees with targeted disabilities in the other Line Offices are too small to evaluate, and therefore are not included.

TABLE B3-1: OCCUPATIONAL CATEGORIES (PERMANENT) – DISTRIBUTION BY DISABILITY

Compared to the overall workforce participation rate of 15.2% for **Officials and Managers**, persons with targeted disabilities have a participation rate of 0.5%.

The overall workforce participation rate for **Professionals** is 65.8%, as compared to 0.2% participation rate for people with targeted disabilities in this category. The overall workforce

participation rate for **Technicians** is 9.3% as compared to 0.6% for people with targeted disabilities. The overall workforce participation rate for **Administrative Support** is 5.0% as compared to 1.5% for people with targeted disabilities.

There were no employees with targeted disabilities in the other categories (**Sales, Laborers, Craft, Operatives, and Service**).

TABLE B4: (PERMANENT) PARTICIPATION RATES FOR GS BY DISABILITY

Employees with targeted disabilities have a higher participation rate at the (GS 12) pay levels than any other pay level.

The participation rate for GS-12 equivalent employees with targeted disabilities is 0.3% as compared to the 30.5% participation rate for the overall workforce. Employees with targeted disabilities make up 0.3% of the total workforce.

The rate of participation of persons with targeted disabilities in the GS-13/SES pay level is 0.2% as compared to the 49.7% participation rate for overall workforce.

TABLE B5: (PERMANENT) WAGE GRADE PARTICIPATION RATES BY DISABILITY

There were no employees with targeted disabilities in all of the wage grade categories.

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS (PERMANENT) BY DISABILITY

Overall Note: The following Major Occupations are the most populous occupations employed at NOAA.

Although the Meteorologists and Computer Science/IT Specialists occupations remain high, the participation rate for meteorologists with targeted disabilities is 0.2%, and the rate for Computer Science/IT Specialists is 0.2%, both substantially lower than the Federal and NOAA goal of 2%.

The overall participation rate of Fishery Biologist is 7.9%, as compared to 0.3% for people with targeted disabilities, Electronic Engineers is 6.3% as compared to 0.4%, and Management Analyst is 0.4% as compared to 4.8%

There were no employees with targeted disabilities in the General Physical Science occupation, as compared to their 5.7% participation rate in the permanent workforce.

TABLE B7: APPLICATION AND HIRES – DISTRIBUTION BY DISABILITY

There were a total of 6,999 applications received for NOAA positions. Of those, 0.8% identified a targeted disability and there was 1 (1.9%) hire.

TABLE B8: NEW HIRES BY TYPE OF APPOINTMENT – DISTRIBUTION BY DISABILITY

Of the 417 total new hires for FY 2014, 34 (8.2%) had a reportable disability. There were 2 (0.5%) with a targeted disability.

TABLE B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS BY DISABILITY CODE

1) Meteorologist (1340):

Of 2,607 qualified applicants, 157 (6.0%) were qualified persons with disabilities; of which 4 (5.7%) were selected. There was 1 (0.04%) qualified applicant with a targeted disability; and no selection.

2) Computer Science and Information Technology (2210):

Of 443 qualified applicants, 51 (11.5%) were persons with disabilities; of which 2 (7.4%) were selected. There were no qualified applicants with targeted disabilities.

3) General Physical Science (1301):

Of 396 qualified applicants, 37 (9.3%) were persons with disabilities; of which none were selected. No qualified applicants with targeted disabilities were identified.

4) Fishery Biologist (0482):

Of 245 qualified applicants, 31 (12.7%) were persons with disabilities; of which 3 (13.6%) were selected. There were no qualified applicants with targeted disabilities.

5) Management Analyst (0343):

Of 237 qualified applicants, 31 (13.1%) were persons with disabilities; of which none were selected. There was 1 (0.4%) applicant with a targeted disability and no selection.

6) Electronic Engineer (0800):

Of 222 qualified applicants, 30 (13.5%) were qualified persons with disabilities; of which none were selected. There were no qualified applicants with targeted disabilities.

TABLE B10: PARTICIPATION IN AGENCY EMPLOYMENT PROGRAMS BY DISABILITY CODE

There were 208 internal promotions, of which 15 (7.2%) were persons with disabilities, and 2 (1.0%) with targeted disabilities.

TABLE B12: PARTICIPATION IN CAREER DEVELOPMENT – DISTRIBUTION BY DISABILITY [OPM FORM 256 SELF-IDENTIFICATION CODES]

There were no applicants or participants identified in NOAA’s career development programs in FY 2014.

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS – DISTRIBUTION BY DISABILITY

Cash awards \$100 - \$500: Of 1,219 cash awards, 77 (6.3%) were distributed to employees with a disability and 2 (0.2%) to those with targeted disabilities; totaling 30,148.87.

Cash awards \$501+: Of 4,557 cash awards, 217 (4.8%) were distributed to employees with disabilities, and 7 (0.2%) to employees with targeted disabilities; totaling 298,306.23.

Quality Step Increase (QSI): In FY 2014, there were a total of 137 QSIs; of which 6 (4.4%) were awarded to employees with disabilities, and 1 (0.7%) with a targeted disability.

Time off awards 1-9 hours: Of 1,125 time-off awards, 81 (7.2%) were earned by employees with disabilities and 8 (0.7%) with a targeted disability.

Time off awards 9+ hours: Of 1,003 time-off awards, 68 (6.8%) were earned by employees with disabilities and 6 (0.6%) with targeted disabilities.

TABLE B14: SEPARATIONS BY TYPE OF SEPARATION (PERMANENT) – DISTRIBUTION BY DISABILITY

Total Separations: In FY 2014, there were 680 total separations. Persons with disabilities represented 56 (8.2%) and targeted disabilities 6 (0.9%).

Voluntary Separations: Of the 666 voluntary separations, 55 (8.3%) were by persons with disabilities and 6 (0.9%) targeted disabilities.

Involuntary Separations: Of the 14 involuntary separations, 1 (7.1%) was a person with a disability. There were no involuntary separations for those with targeted disabilities.

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

AGENCY OR DEPARTMENT: DOC National Oceanic and Atmospheric Administration

REPORTING PERIOD: FY 2014

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
	TOTAL COMPLETED/ENDED COUNSELING	
C. TOTAL COMPLETED/ENDED COUNSELINGS	64	61
C.1. COUNSELED WITHIN 30 DAYS	17	16
C.2. COUNSELED WITHIN 31 TO 90 DAYS	40	38
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	26	25
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	11	10
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	3	3
C.3. COUNSELED BEYOND 90 DAYS	7	7
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	10	10
D.2. INITIATED DURING THE REPORTING PERIOD	54	51
D.3. COMPLETED/ENDED COUNSELINGS	64	61
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	2	2
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	22	21
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	40	38
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	0	0

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

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

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.0	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

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

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	1	1

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STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOC National Oceanic and Atmospheric Administration

REPORTING PERIOD: FY 2014

PART II - FORMAL COMPLAINT ACTIVITIES

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

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	12,657			
A.1.b. PERMANENT EMPLOYEES	12,397			
A.2. COUNSELOR	11		0	
A.2.a. FULL-TIME	5	45.45	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	6	54.55	0	0
A.3. INVESTIGATOR	0		1	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	1	100
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF - TOTAL	11	0	0	1	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	11	0	0	1	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Suzan Aramaki
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES NO X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	
PERSON	Fred Stephens	
TITLE	Deputy Assistant Secretary for Administration	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	
PERSON	Suzan J. Aramaki	
TITLE	Director, OCR	
4.	WHO DOES THAT PERSON REPORT TO?	
PERSON	Fred Stephens	
TITLE	Deputy Assistant Secretary for Administration	

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

AGENCY OR DEPARTMENT: DOC National Oceanic and Atmospheric Administration

REPORTING PERIOD: FY 2014

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL				
A. APPOINTMENT/HIRE	0	0	1	1	0	0	1	0	1	9	3	3	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	1	0	0	5	21	12	12	
C. AWARDS	0	0	0	0	0	0	0	0	1	3	3	3	
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	0	0	0	2	0	0	0	0	3	7	5	5	
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	
E.2. REPRIMAND	0	0	0	1	0	0	0	0	1	3	2	2	
E.3. SUSPENSION	0	0	0	1	0	0	0	0	1	2	1	1	
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	1	1	1	
E.5 5. Banned from workplace until retrain	0	0	0	0	0	0	0	0	0	1	1	1	
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0	
E.7 7.	0	0	0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	0	0	0	0	0	1	0	0	1	4	1	1	
G. EVALUATION/APPRaisal	0	0	0	2	0	0	0	0	7	16	11	11	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	0	0	0	4	0	2	1	1	9	44	25	25	
I.1. NON-SEXUAL	0	0	0	4	0	2	1	1	8	42	24	24	
I.2. SEXUAL									1	2	1	1	
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	1	1	1	
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	0	0	6	2	2	
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	6	4	4	
M. REASSIGNMENT	0	0	0	0	0	0	0	1	1	3	2	2	
M.1. DENIED	0	0	0	0	0	0	0	0	1	1	1	1	
M.2. DIRECTED	0	0	0	0	0	0	0	1	0	2	1	1	
N. REASONABLE ACCOMMODATION								0	1	10	9	9	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	
Q. TERMINATION	0	0	0	1	0	0	0	0	1	6	3	3	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	0	0	1	12	8	8	
S. TIME AND ATTENDANCE	0	0	0	1	0	1	0	0	3	23	11	11	
T. TRAINING	0	0	0	0	0	0	0	0	2	6	4	4	
U. OTHER	0	0	0	0	0	0	0	0	0	0	0	0	
U.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	
U.2.	0	0	0	0	0	0	0	0	0	0	0	0	
U.3.	0	0	0	0	0	0	0	0	0	0	0	0	
U.4.	0	0	0	0	0	0	0	0	0	0	0	0	
U.5.	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL ALL ISSUES BY BASES	0	0	1	13	0	5	2	2	37				
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	1	7	0	2	2	1	18				
TOTAL ALL COMPLAINANTS BY BASES	0	0	1	7	0	2	2	1	17				

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	0	0	0	0	2			0	0	2	1	9	3	3
B. ASSIGNMENT OF DUTIES	1	4	0	0	0			4	1	5	0	21	12	12
C. AWARDS	0	0	0	0	0			2	0	0	0	3	3	3
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0			1	0	1	0	7	5	5
E.1. DEMOTION	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0			0	0	1	0	3	2	2
E.3. SUSPENSION	0	0	0	0	0			0	0	0	0	2	1	1
E.4. REMOVAL	0	0	0	0	0			0	0	0	0	1	1	1
E.5. 5. Banned from workplace until	0	0	0	0	0			1	0	0	0	1	1	1
E.6. 6.	0	0	0	0	0			0	0	0	0	0	0	0
E.7. 7.	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	0	0			1	0	0	0	4	1	1
G. EVALUATION/APPRaisal	1	2	0	0	0			4	0	0	0	16	11	11
H. EXAMINATION/TEST	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	1	8	0	0	1			6	1	10	0	44	25	25
I.1. NON-SEXUAL	1	7	0	0	1			6	1	10	0	42	24	24
I.2. SEXUAL	0	1	0									2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	1	1	0	0	0	1	1	1	0	0	0	6	2	2
L. PROMOTION/NON-SELECTION	0	2	0	0	0			3	0	1	0	6	4	4
M. REASSIGNMENT	0	1	0	0	0			0	0	0	0	3	2	2
M.1. DENIED	0	0	0	0	0			0	0	0	0	1	1	1
M.2. DIRECTED	0	1	0	0	0			0	0	0	0	2	1	1
N. REASONABLE ACCOMMODATION									1	8	0	10	9	9
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0			0	0	0	0	0	0	0
Q. TERMINATION	1	0	0	0	0			3	0	0	0	6	3	3
R. TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	1	0			3	0	3	0	12	8	8
S. TIME AND ATTENDANCE	0	4	0	0	0			7	1	6	0	23	11	11
T. TRAINING	0	1	0	1	0			1	0	1	0	6	4	4
U. OTHER	0	0	0	0	0			0	0	0	0	0	0	0
U.1. 1.	0	0	0	0	0			0	0	0	0	0	0	0
U.2.	0	0	0	0	0			0	0	0	0	0	0	0
U.3.	0	0	0	0	0			0	0	0	0	0	0	0
U.4.	0	0	0	0	0			0	0	0	0	0	0	0
U.5.	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	5	27	0	2	3	1	1	36	4	37	1			
TOTAL ALL COMPLAINTS FILED BY BASES	3	9	0	1	3	1	1	16	1	13	1			
TOTAL ALL COMPLAINTS BY BASES	3	9	0	1	2	1	1	16	1	13	1			

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PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	
1.1a. Number of Counselings Settled	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
1.1b. Number of Counselings Settled With	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
2. Complaint Settlement Allegations	0	0	0	7	4	0	9	3	18	4	7	0	3	0	0	11	0	18	3	
2.2a. Number of Complaints Settled	0	0	0	1	1	0	2	1	4	1	1	0	2	0	0	4	0	4	1	
2.2b. Number of Complainants Settled With	0	0	0	1	1	0	2	1	4	1	1	0	2	0	0	4	0	4	1	
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5.5b. # of Complainants Issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	8	4	0	9	3	18	4	7	0	3	0	0	15	0	18	3	
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	

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PART V - SUMMARY OF CLOSURES BY STATUTE

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

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	38	8113	213.50
A.1. WITHDRAWALS	5	292	58.40
A.1.a. NON-ADR WITHDRAWALS	5	292	58.40
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	8	1817	227.13
A.2.a. NON-ADR SETTLEMENTS	7	1564	223.43
A.2.b. ADR SETTLEMENTS	1	253	253.00
A.3. FINAL AGENCY ACTIONS	25	6004	240.16
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	20	4867	243.35
B.1. FINDING DISCRIMINATION	1	303	303.00
B.2. FINDING NO DISCRIMINATION	17	4518	265.76
B.3. DISMISSAL OF COMPLAINTS	2	46	23.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	5	1137	227.40
C.1. AJ DECISION FULLY IMPLEMENTED	5	1137	227.40
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	5	1137	227.40
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	18	1107	61.50
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	6	328	54.67
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	4	150	37.50
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	2	178	89.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	8	623	77.88
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	6	352	58.67
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	2	271	135.50
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	3	154	51.33
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	14	14.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	2	140	70.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	1	2	2.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	2	2.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	9	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	6	\$20,500.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	6	\$20,500.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	0	\$0.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	9	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	1	0
F.2. PROMOTIONS	0	1
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	1
F.3. EXPUNGEMENTS	0	1
F.4. REASSIGNMENTS	1	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	1
F.9.a. RESCINDED	0	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	0
F.11. LEAVE RESTORED	0	1
F.12. 12.Detail	1	0
F.13. 13.Support application for disability retirement/regular retirement	1	1
F.14. 14.Telework	0	1

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line 1)	65	36732			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	3	3	3	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	4	46	11.5	33	
A.2. COMPLAINTS PENDING IN INVESTIGATION	12	1270	105.83	218	
A.3. COMPLAINTS PENDING IN HEARINGS	43	34398	799.95	2098	531-2010-00235X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	5	1015	203	232	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	35	6496	185.60
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	35	6496	185.60
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	18	2579	143.28
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	17	3917	230.41
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	17	3917	230.41
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$160,460.50		\$4,584.59

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

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	38	36		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	21	20		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	17	16		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	17	16		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
D.1. MEDIATION	17	16	805	47.35
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED				
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	17	16	805	47.35
E.1.b. NO FORMAL COMPLAINT FILED	1	1	90	90.00
E.1.c. COMPLAINT FILED	9	9	358	39.78
E.1.c.i. NO RESOLUTION				
E.1.c.i. NO RESOLUTION	7	6	357	51.00
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1. d)				
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1. d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	3	3		
B.2. REJECTED BY COMPLAINANT	2	2		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1	1		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)				
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	1	1		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)			COMPLAINTS	COMPLAINANTS
D.1. MEDIATION	1	1	253	253.00
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
D.12.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES			COMPLAINTS	COMPLAINANTS
E.1. TOTAL CLOSED	1	1	253	253.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	253	253.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	0	0	0	0.00
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
E.2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED			COMPLAINTS	COMPLAINANTS
F.1. MONETARY (INSERT TOTALS)	1	1		AMOUNT
F.1.a. COMPENSATORY DAMAGES	0	0		\$1,000.00
F.1.b. BACKPAY/FRONTPAY	0	0		\$0.00
F.1.c. LUMP SUM	1	1		\$1,000.00
F.1.d. ATTORNEY FEES AND COSTS	0	0		\$0.00
F.1.e.	0	0		\$0.00
F.1.f.	0	0		\$0.00
F.1.g.	0	0		\$0.00
F.2. NON-MONETARY (INSERT TOTALS)	0	0		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	0	0		
F.2.d. REASSIGNMENTS	0	0		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	0	0		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	0	0		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	0	0		
F.2.k. LEAVE RESTORED	0	0		
F.2.l.	0	0		
F.2.m.	0	0		

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

AGENCY OR DEPARTMENT: DOC National Oceanic and Atmospheric Administration

REPORTING PERIOD: FY 2014

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR		12397
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)		1
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)		1
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)		0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)		0
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)		0
	AMOUNT	
D. EEO ADR FUNDING SPENT		\$11,832.96

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: Delores Beltz

E.2. TITLE: ADR Program Manager

E.3. TELEPHONE NUMBER: 816-426-7819

E.4. EMAIL: delores.e.beltz@noaa.gov

F. EEO ADR PROGRAM INFORMATION

	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.1a. If yes, is there a written policy requiring the participation?		
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2013 through September 30, 2014 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: Suzan Arasaki

TITLE OF CERTIFYING OFFICIAL: Director

TELEPHONE NUMBER: (202) 482-4534

E-MAIL: sarasaki@doc.gov

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

DATE: 21-10-2014

NAME OF PREPARER: Kathryn Anderson

TITLE OF PREPARER: Director, Administration & Special Projects Div.

TELEPHONE NUMBER: (202) 482-3680

E-MAIL: kanderson@doc.gov

DATE: 20-10-2014

The FY 2014 Form 462 report must be "Accepted" or "Finalized" by EEOC by October 31, 2014 to be considered timely.

NOAA FY 2014 Federal Equal Opportunity Recruitment Program Report

DELIVERABLES

Promising Practices

NOAA has been successful in implementing various worklife programs that provide employees and managers with the resources and tools needed to create and sustain an inclusive, respectful and supportive workplace. Some of them include the following:

EAP

NOAA's EAP provides employees and family members three telephonic counseling sessions, assessments and referrals, and free consultations on legal and financial issues with practicing attorneys and certified financial consultants. The EAP also offers Identity Theft services on how to prevent identity theft and a Management Coaching Program that provides information and expert advice on approaches to management issues or workplace concerns. Broadcast emails on the availability of resources for those impacted by tornadoes, hurricanes, wildfires, earthquakes, workplace shootings, and other traumatic events are sent to all employees when necessary. Critical incident management and grief counseling are provided to offices to help employees cope with the deaths of co-workers and other traumatic events. Electronic EAP newsletters are distributed to employees monthly. Employees can access the EAP 24/7.

WorkLife4You

The WorkLife4You Program provides expert research and referral services for life events, including child care and parenting, emotional well-being, relocation, adult care and aging, college prep, career development, retirement planning and convenience services. The WorkLife4You website provides life balance tips and checklists, an employee discount program, seminars, videos, podcasts, blogs, in-depth articles and other interactive tools. Monthly WorkLife4You webinars offer information on everyday issues to help employees successfully handle life's obstacles. Some of the topics include *Overcoming Debt*, *Telework with Success*, *Women's Leadership*, *Medicare/Medicaid*, *Retirement and Estate Planning*, *Diversity in the Workplace*, *The Importance of Having a Will*, *Emotional Intelligence*, *Building Better Relationships* and *Effective Presentation Skills*. In FY 2014, 2,083 employees attended the webinars. WorkLife4You is available to employees 24/7.

Nursing Mothers Program

Through its WorkLife4You Program, NOAA provides Lactation Consulting services to employees 24/7 and webinars on Breastfeeding and Returning to Work. NOAA has a Nursing Mothers Program Steering Committee that supports nursing mothers throughout the agency. All four buildings in NOAA Headquarters are equipped with a Lactation Room and breast pumps for nursing mothers and visitors to use. The NOAA Nursing Mothers website, is linked to the NOAA Workforce Management website, and includes information on lactation resources and services.

Retirement Simulation Workshops

NOAA conducts workshops to educate employees on financial literacy and retirement planning to help employees be more focused and productive. These workshops are delivered in classes held in Silver Spring or by webinar to employees located throughout the country. Based on employee feedback and to accommodate the high demand, these workshops and webinars are offered every month. To better serve the needs of employees with five years or less of government service, a webinar entitled *Building a Financially Secure Retirement* was developed and piloted to employees nationwide. The feedback received on the pilot was positive, and additional webinars are planned in the future. In FY 2014, 11 workshops were held with 816 employees in attendance.

ADR

The NOAA ADR Program helps employees and managers reduce and resolve unproductive conflicts quickly so that NOAA's mission can be accomplished as effectively and efficiently as possible. NOAA uses mediation, consultation and facilitated problem solving to resolve workplace disputes that may impede productivity or negatively impact the work environment. The ADR program not only handles EEO ADR requests, but all types of workplace disputes, such as grievances, hostile work environment, performance, communication and other HR issues. Because of difficulties obtaining mediators and facilitators from the Shared Neutrals Program in the Washington, DC area, it became necessary to explore other options for acquiring mediators at the lowest possible costs. As a result, WFMO reached out to Federal Mediation and Conciliation Services (FMCS) and continues to build on the established Shared Neutrals relationships with several FEBs located throughout the country. By acquiring the services of FMCS, the time it takes to obtain a mediator was reduced from 6 weeks to 2 days.

Strategies related to Hispanic employment

The Educational Partnership Program (EPP) with Minority Serving Institutions trains and graduates students from underrepresented groups in NOAA mission fields. Hispanic Serving Institutions engaged in the partnership include: California State University Los Angeles, City College of New York CUNY, New York City College of Technology CUNY, Lehman College CUNY, University of Puerto Rico at Mayaguez, University of Texas El Paso, University of Texas Brownsville and Texas A&M Corpus Christi. 279 Hispanic students have graduated from our program since 2001.

Strategies related to the employment of people with disabilities

NOAA provides reasonable accommodation for qualified individuals with disabilities. Requests for reasonable accommodation are submitted to the Reasonable Accommodation Coordinator (RAC). To increase employee awareness of the reasonable accommodation process, WFMO partnered with the CRO to deliver Disability Law and Reasonable Accommodation Process webinars designed for employees and supervisors. The WFMO Reasonable Accommodation website <http://www.wfm.noaa.gov/workplace/RAC.html> includes tools and links that educate individuals on the interactive process, a flowchart of the entire reasonable accommodation process, instructions on how to request an accommodation, documents for employees to give their health care provider and information on premium class travel accommodations, workers compensation, FAQs, and outside resources on reasonable accommodation (JAN, CAP and OPM).

NOAA provides a web based interpreter scheduling system that allows Deaf and hard of hearing employees to request an interpreter for a meeting or event 24 hours a day, seven days a week. Members of NOAA's Deaf community are issued individual accounts that provide them access to this scheduling system. An online interpreter request form has been developed for sponsors of NOAA-wide events or meetings. Two onsite interpreters are available Monday through Thursday to handle ad hoc requests for sign language interpreting services. In FY 2014, over 520 requests for sign language interpreters were processed.

To cultivate a more diverse workforce and meet or exceed the goals set forth in Executive Order 13548 - Increasing Federal Employment of Individuals with Disabilities, the Workforce Management Office (WFMO) has developed a database which will store resumes specifically for Schedule A applicants. This tool will allow an individual with a disability or disabilities the ability to apply for NOAA positions even when there are no current vacancies or open announcements. This database mirrors a standard job vacancy announcement that is used in the Monster System as all NOAA announcements staffed by WFMO. The announcement covers multiple job series with an emphasis on mission critical occupations. During November 2014, several Schedule A applications were reviewed for eligibility and qualifications. Those applications were referred to several hiring managers located in the National Weather Service (NWS) and WFMO.

**NOAA'S EQUAL EMPLOYMENT OPPORTUNITY
AND
CIVIL RIGHTS PROGRAM STRATEGIC PLAN**



Fiscal Years 2011 – 2016

Joseph E. Hairston
Director, NOAA Civil Rights Office

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INTRODUCTION

The NOAA Civil Rights Strategic Plan for fiscal years 2011 – 2016 is designed to guide NOAA's commitment to Equal Employment Opportunity and provide a framework for NOAA Line Offices/Staff to work in collaboration with the NOAA Civil Rights Office to drive continuous improvement across the agency and move NOAA to a model EEO employer of choice.

NOAA's Civil Rights Office and Line Office EEO Program Managers work together to meet the requirements of civil rights laws, rules, regulations, and guidelines codified, published, and outlined by the U.S. Equal Employment Opportunity Commission, the U.S. Office of Personnel Management, and the U.S. Department of Commerce.

The overall goal of this plan is to provide leadership to transform NOAA's EEO and Civil Rights program effectiveness. To this end, building on collaborative efforts and being transparent in our business strategies and processes are central to:

- Align with the NOAA Strategic Plan and Core Values: *People, Integrity, Excellence, Teamwork, and Ingenuity*;
- Allocate adequate resources to provide leadership, oversight and consistency in EEO Program products and services agency-wide;
- Build organizational credibility;
- Build partnerships;
- Enhance communications; and
- Support the Human Resources Council objectives.

This plan has 3 strategic goals which are aligned with the overall arching goal to provide leadership to transform NOAA's EEO and Civil Rights program effectiveness. Key to reaching our goals includes exploring external factors that may impact progress and achievement of our goals. Resources including funding and staffing levels could potentially affect the progress and priority associated with any business plan. Therefore, it is essential to also look at more cost effective ways of conducting business and providing services.

Equal Employment Opportunity and Civil Rights Strategic Goals and Measures

Goal 1: To implement a collaborative Equal Employment Opportunity Program that is fully compliant with all EEO Laws, rules and regulations that supports NOAA's mission and vision

- **Objective 1:** Meet the EEO Standards for a Model Federal Agency Equal Opportunity Program
- **Objective 2:** Ensure that employees and managers have access to current and accurate information about key civil rights issues
- **Objective 3:** Strengthen Program Delivery and Outreach
- **Objective 4:** Implement a collaborative EEO program that maximizes the support of the Civil Rights Office and the LO/EEO Program Managers

Performance Measures

FY 2011-2016:

- **Develop and submit Annual EEO Program Status Reports (MD-715) to the EEOC and the DOC**
 - o Devise strategies to meet EEOC indicators of a Model EEO Program and present the NOAA Leadership with the EEO Program Status Report (MD-715) Briefing – Annually
 - o Develop and issue written guidelines to the LO/EEO Program Managers for completing the EEO Status Report (MD-715) – Annually
 - o Provide updates (statistical only) to the LO/EEO Program Managers on complaint activity in order to analyze trends – Monthly
 - o Develop and post the EEO Program Status Report (MD-715) on the CRO webpage – Annually
 - o Review the Complaints Activity Report (462 Report) and post it on the CRO webpage in accordance with EEOC requirements – Annually
 - o Conduct agency-wide workforce analysis in areas relevant to the Affirmative Employment Program and provide to the LO/EEO Program Managers – Quarterly
 - o Develop and issue the Complaints Activity Report (462 Report) in accordance with EEOC requirements – Annually
- **Issue an Annual Civil Rights and Anti-Harassment Policy Statement**
- **Develop an EEO Plan to eliminate barriers that impede the hiring and progression of women, minorities, and disabled individuals.**
 - o Develop training and communication mechanisms to consistently promote inclusion at all levels of the workforce

- **Provide ongoing technical assistance to managers, supervisors, employees and collateral duty counselors**
 - o Conduct Bi-monthly meetings between CRO and LO/EEO Program Managers to share information and identify activities that highlight diversity best practices.
 - o CRO and LO/EEO Program Managers collaborate to design training and workshops that address agency civil rights issues and concerns for all managers, supervisors, and employees – Annually
 - o Develop and provide training on handling EEO Complaints, the Rights and Responsibilities and the EEO process
 - o Establish the selection procedures for EEO-Collateral Duty Counselors and provide the Certification Training
 - o Coordinate and schedule the annual 8-hour Refresher Training for EEO Counselor's to keep them apprised of current laws and regulations
 - o Respond to requests for workforce analyses information related to EEO complaints

- **Provide Civil Rights information to the workforce through a variety of sources**
 - o Provide customized agency specific Civil Rights briefings to managers and employees in meetings through various computer based systems – Quarterly
 - o Provide Civil Rights information to the NOAA workforce through a Civil Rights Update and Special Bulletins (*electronically distributed*) – Monthly
 - o Provide consultation and presentations for units that deliver Civil Rights training
 - o Provide training schedules and packets via the CRO webpage

Goal 2: CRO and LO/EEO Program Managers collaborate to strengthen and expand outreach, educational and Special Emphasis Programs that would continue to recruit and retain a multicultural workforce that reflects the Nation's diversity.

- **Objective 1:** Follow the standard operating procedures for Special Emphasis Program commemorative events in an effort to develop and maintain a level of consistency in the management of NOAA-wide sponsored programs

- **Objective 2:** CRO and LO/EEO Program Managers will collaborate for the participation in job fairs, college fairs, and other outreach venues such as the Career and Training Fair for Native American students at the Northwest Indian College in Bellingham, Washington, Society for the Advancement of Chicanos and Native Americans (SACNAS) National Conference, American Indian Science & Engineering Society (AISES) National Conference and Hispanic Association of Colleges & Universities (HACU) to provide training, internships, scholarships and full employment

- **Objective 3:** Develop and promote a calendar of outreach events aimed at promoting diversity in the workforce

- **Objective 4:** Collaborate across NOAA Line and Staff Offices to establish career development, training and/or mentoring programs in support of the NOAA Workforce and Workplace Diversity Implementation Team Plans.

Performance Measures

FY 2011-2016:

- **Plan and execute Special Emphasis Program commemorative events, including Bring your Sons' and Daughters' to Work Program**
 - Special Emphasis Program Manager will collaborate with LO/EEO Program Managers and committee members to educate and increase public awareness regarding NOAA's mission and employment opportunities
 - Special Emphasis Program Manager will collaborate with LO/EEO Program Managers to develop and implement a Special Emphasis Marketing plan for NOAA
 - CRO will monitor Special Emphasis initiatives included in MD-715
 - Special Emphasis Program Manager will collaborate with LO/EEO Program Managers to develop and publicize a calendar of Special Emphasis Events and publish on the CRO webpage – Annually
- **CRO and LO/EEO Program Managers collaborate to deliver the resources to support NOAA's partnerships at Minority Serving Institutions (MSI)**
- **CRO and LO/EEO Program Managers collaborate to conduct site visits to review progress on the implementation of NOAA's partnerships at MSIs.**
- **Provide ongoing technical assistance to managers, supervisors, and employees**
- **Develop and monitor workforce barrier analysis (hiring and separations) and changes in workforce representation data – Quarterly**
- **Develop and distribute mid-year statistical analyses**

Goal 3: Develop and implement programs, strategies, and initiatives designed to promote the early resolution of EEO complaints.

- **Objective 1:** CRO and LO/EEO Program Managers collaborate to provide training and information resources to managers and employees that will reduce EEO complaints

Performance Measures

FY 2011-2016:

- Develop and maintain a CRO EEO training database
- Develop and provide customized EEO and Diversity training for employees and managers which includes Workplace Harassment Prevention that is available to all locations via webcast or CRO webpage
- Implement and ensure a fully trained cadre of EEO collateral-duty counselors

Performance Measures

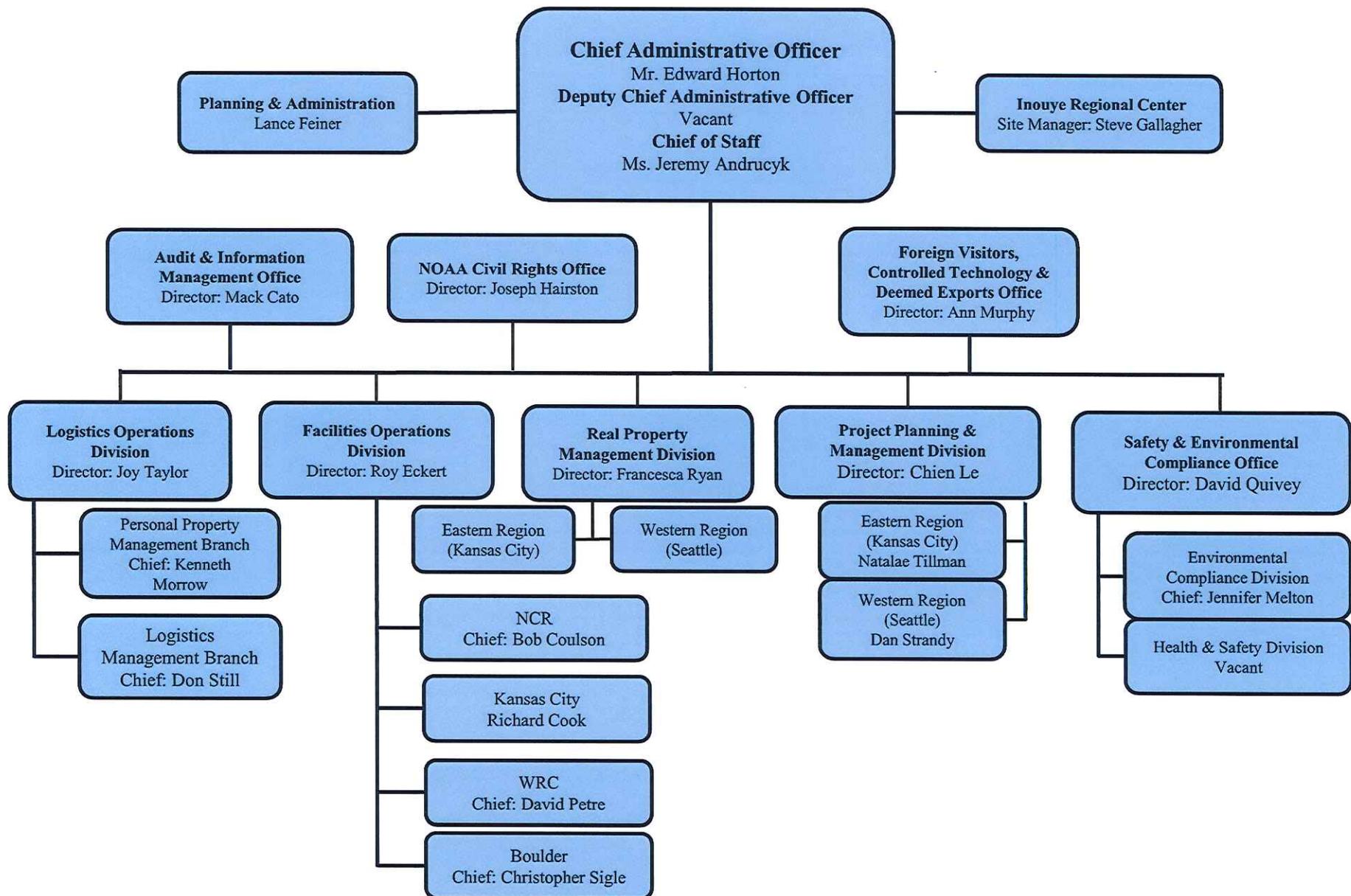
FY 2011-2016:

- Ensure new employee orientation materials contain updated and accurate EEO materials**
- CRO and LO/EEO Program Managers collaborate to design training and workshops that address agency civil rights issues and concerns for all managers and supervisors – Annually**
- Increase the percentage of employees trained in EEO and Diversity**
- Maintain training evaluation ratings reports on the CRO and LO/EEO Program Managers training and educational events**

Goals, Objectives, and Measures at a Glance

Strategic Goal 1: <i>Implement a collaborative Equal Employment Opportunity Program that is fully compliant with all EEO Laws, rules and regulations that supports NOAA's mission and vision.</i>	
Objectives:	Measures:
1. Meet the EEOC Standards for a Model Federal Agency EEO program	Devise strategies to meet EEOC indicators of a Model EEO Program and present the NOAA Leadership with the EEO Program Status Report (MD-715) Briefing - Annually
2. Ensure that employees and managers have access to current and accurate information about key civil rights issues	Provide consultation and presentations for units that deliver civil rights. Provide training schedules and packets via the CRO webpage
3. Strengthen Program Delivery and Outreach	Provide Civil Rights information to the NOAA workforce through a Civil Rights Update and Special Bulletins (<i>electronically distributed</i>) – Monthly
4. Implement a collaborative EEO program that maximizes the support of the Civil Rights Office and the LO/EEO Program Managers	Conduct Bi-monthly meetings between CRO and LO/EEO Program Managers to share information and identify activities that highlight diversity best practices
Strategic Goal 2: <i>Strengthen and Expand outreach, educational and special emphasis programs that would continue to recruit and retain a multicultural workforce that reflects the Nation's diversity.</i>	
Objectives:	Measures:
1. Follow the standard operating procedures for Special Emphasis Program commemorative events in an effort to develop and maintain a level of consistency in the management of NOAA-wide sponsored programs	Plan and execute Special Emphasis Program commemorative events, including Bring your Sons' and Daughters' to Work Program
2. Attendance at job fairs, college fairs, and other outreach venues targeted at underrepresented groups	An increase in the number of employees in underrepresented groups which supports NOAA Diversity Hiring Plan
3. Develop and promote a calendar of outreach events aimed at promoting diversity in the workforce	Special Emphasis Program Manager will collaborate with LO/EEO Program Managers to develop and publicize a calendar of Special Emphasis Events and publish on the CRO webpage – Annually
Strategic Goal 3: <i>Develop and implement programs, strategies, and initiatives designed to promote the early resolution of EEO complaints.</i>	
Objectives:	Measures:
1. Provide training and information resources to managers and employees that will reduce EEO complaints	Develop and maintain a CRO EEO training database. Develop and provide customized EEO and Diversity training for employees and managers which includes Workplace Harassment Prevention that is available to all locations via webcast or CRO webpage

Office of the Chief Administrative Officer





Message From the Under Secretary

June 2014

National Oceanic and Atmospheric Administration Policy Statement on Non-Discrimination and Equal Employment Opportunity (EEO)

Each year, the National Oceanic and Atmospheric Administration (NOAA) leadership reaffirms its commitment to provide a workplace that is free of discrimination and fosters an environment that supports and encourages the contributions of all employees.

The success of our Agency requires the support and commitment of every employee. We accomplish our mission and goals by utilizing the talent, dedication, and skills of all employees. As such, NOAA will not tolerate discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, national origin, age (40 years of age and over), genetic information or disability (physical or mental), including the provision of reasonable accommodations for qualified applicants and employees with disabilities. Retaliation against those who initiate discrimination complaints, serve as witnesses or otherwise oppose discrimination and harassment is strictly prohibited. NOAA's policy is to ensure that equal employment opportunity (EEO) covers all personnel/employment programs, management practices, and decisions.

The NOAA Civil Rights Office (CRO) is responsible for the vital mission of ensuring adherence to federal civil rights laws and regulations in all aspects of employment. Employees and applicants for employment who believe they have been discriminated against and wish to initiate an EEO complaint must contact CRO within 45 calendar days of the alleged discriminatory event. For information on the EEO complaint process call (800) 452-6728, (301) 713-0500 or visit www.eeo.noaa.gov.

All of us share in the responsibility for creating and maintaining a workplace free of discrimination, harassment, and reprisal. Therefore, you are reminded of your responsibilities as outlined in Department Administrative Order (DAO) 202-955, *Allegations of Harassment Prohibited by Federal Law*.

I strongly support Civil Rights, EEO and Alternative Dispute Resolution initiatives. The diversity of our workforce enriches the workplace and our community. Managers, supervisors and EEO Officials must work together to reflect our commitment to EEO and Diversity and to take steps to prevent and/or correct discriminatory practices and behaviors. All of us share in the responsibility for creating and maintaining a workplace free of discrimination, harassment, and reprisal.

We must continue to cultivate an inclusive environment in which every employee is respected and valued. I expect all managers, supervisors and employees to comply fully with all aspects of these policies and to conduct themselves in accordance with the principles of equal opportunity.

I appreciate your continued dedication to fulfilling the mission of our agency.



Kathryn D. Sullivan, Ph.D.
Under Secretary of Commerce
for Oceans and Atmosphere