



EEOC

Management Directive 715

FY 2022

Part J

Part J - Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

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

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the Federal Government.

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

- | | | |
|--------------------------------|------------------------------|--|
| a) Cluster GS-1 to GS-10 (PWD) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| b) Cluster GS-11 to SES (PWD) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

Not applicable.

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

- | | | |
|---------------------------------|------------------------------|--|
| a) Cluster GS-1 to GS-10 (PWTD) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| b) Cluster GS-11 to SES (PWTD) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

During FY 2022, the participation rate for PWTD in the GS-1 to GS-10 cluster was zero percent which fell below the establish two percent goal. The participation rate for PWTD in the GS-11 to SES cluster was 0.60 percent, also below the established goal of two percent (Table B4-1).

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

During FY 2022, due to the vacancy in the position of the EEO Director, the EEO Assistant received oversight from members of TIGTA's senior leadership. Through direct communication with these senior leaders, the EEO Assistant shared the PWD and PWTD disability hiring goals and recruiting strategies.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training, and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

program, and oversee any other disability hiring and advancement program the agency has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

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

Yes No

See Program Deficiency H.8 and the associated action plan.

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	11 BFS Staffing Specialists One TIGTA HR Specialist			The Bureau of Fiscal Services (BFS) staffingclassification@fiscal.treasury.gov Jeremy Malloy, HR Specialist Jeremy.malloy@tigta.treas.gov
Answering questions from the public about hiring authorities that take disability into account	11 BFS HR Specialists One TIGTA HR Specialist			The Bureau of Fiscal Services (BFS) staffingclassification@fiscal.treasury.gov Jeremy Malloy, HR Specialist Jeremy.malloy@tigta.treas.gov
Processing reasonable accommodation requests from applicants and employees	One			Angelia McCoy, Program Analyst (EEO) Angelia.mccoy@tigta.treas.gov
Section 508 Compliance	One			Jesus Cantu, Management Analyst (OIT) Jesus.cantu@tigta.treas.gov
Architectural Barriers Act Compliance	One			Angelia McCoy, Program Analyst (EEO) Angelia.mccoy@tigta.treas.gov
Special Emphasis Program for PWD and PWTD	One			Angelia McCoy, Program Analyst (EEO) Angelia.mccoy@tigta.treas.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes,”

describe the training that disability program staff have received. If “no,” describe the training planned for the upcoming year.

Yes No

During FY 2022, the EEO Analyst attended: “Webinar EEOC Process for Federal Employees.” This online seminar included information on Federal disability programs. Additionally, the EEO Analyst attended the Treasury Department’s training “How to conduct accessibility reviews.” TIGTA’s senior-level management continues to support the EEO Office staff by ensuring adequate and required training, to include necessary disability training, is available.

B. Plan to Ensure Sufficient Funding for the Disability Program

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

Yes No

See Program Deficiencies H.3, H.6, H.7, and H.8 and the associated action plans.

Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. Plan to Identify Job Applicants with Disabilities

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

TIGTA functions continue to attend virtual career and college fairs to identify a diverse group of applicants to include persons with disabilities and targeted disabilities. During FY 2022, TIGTA’s Office of Audit and Office of Mission Support participated in the Bender Virtual Career Fair for students and college graduates.

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

Schedule A is available for use along with Veterans Appointment authorities to non-competitively appoint PWD and PWTD and veterans with service-connected disability ratings of 30 percent or more. The Selective Placement Program Coordinator has established numerous external partnerships with private and public organizations that assist PWD and PWTD candidates in finding meaningful employment. TIGTA’s EEO Office continues to collaborate with HR Specialists to ensure the value of hiring external disabled applicants is communicated to TIGTA personnel involved in the hiring process.

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

When individuals apply utilizing the Schedule A hiring authority, the servicing HR specialist reviews the application, confirms that the applicants met the qualification requirements of the announced position and provided required proof of disability. Applicants applying under the Schedule A hiring authority deemed “qualified” are referred to the hiring manager on a Schedule A certificate of eligibility. The manager is provided with guidance on selection procedures by the servicing HR specialist, including the application of veterans’ preference where applicable. Managers have the option to interview and/or hire from the Schedule A certificate or to consider other candidates from other issued certificates (Merit Promotion, Non-Competitive, VRA, etc.).

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

Yes No N/A

TIGTA provides annual training to all managers that addresses various hiring authorities, including the use of Schedule A hiring authority. New managers participate in supervisory training, which includes a review of hiring authorities.

B. Plan to Establish Contacts with Disability Employment Organizations

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

TIGTA will continue to collaborate and maintain current partnerships that assist PWD and PWTD with universities, colleges, and disabled veterans’ organizations. TIGTA will continue to coordinate with HR specialists within BFS to share TIGTA vacancy announcements with databases that seek qualified applicants to include PWD and PWTD.

C. Progression Towards Goals (Recruitment and Hiring)

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

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

During FY 2022, new hires among PWD was 7.69 percent and PWTD was zero percent. TIGTA’s representation for new hires in the permanent workforce fell below the required Section 501 goals for both PWD (12 percent) and PWTD (2 percent). TIGTA business units will continue to coordinate with HR specialists and BFS to share

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

TIGTA vacancy announcements with databases that seek qualified PWD and PWTD applicants.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes,” please describe the triggers below.

- a) New Hires for MCO (PWD) Yes No
- b) New Hires for MCO (PWTD) Yes No

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

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes,” please describe the triggers below.

- a) Promotions for MCO (PWD) Yes No
- b) Promotions for MCO (PWTD) Yes No

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

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes,” please describe the triggers below.

- a) Promotions for MCO (PWD) Yes No
- b) Promotions for MCO (PWTD) Yes No

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

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

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

A. Advancement Program Plan

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

TIGTA offers all qualified employees, including PWD and PWTD, the opportunity for career development and advancement through the Leadership Development Program (LDP), promotions, non-competitive and competitive details, and acting management/leadership opportunities.

The Office of Audit "Competency Matrices" guides the audit staff through career development at the GS-5 thru GS-13 levels. All TIGTA functions continue to offer career development opportunities to all employees, including PWD and PWTD.

B. Career Development Opportunities

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

During FY 2022, TIGTA's Human Capital and Personnel Security Office developed a newsletter that highlights important aspects within learning and development. The newsletter provides an overview of upcoming learning and development opportunities, events, and resources to support TIGTA employees to include PWD and PWTD, specialized and continuous learning needs for personal and professional development.

TIGTA offers qualified GS-13 through GS-15 employees throughout the Agency, including PWD and PWTD, the opportunity to participate in the LDP. This allows diverse qualified employees to participate in career development training and opportunities that will prepare them for management positions.

TIGTA functions continue to encourage all employees, including PWD and PWTD, to participate in career developmental opportunities by offering rotational assignments and details in management/leadership positions. TIGTA communicates vacancy announcements and detail opportunities to all employees through e-mail and posting on its intranet site.

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

Data for the LDP was not analyzed for FY 2022 due to a lack of staff within the EEO Office. The data will be reviewed through the barrier analysis process in FY 2023.

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

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

- a) Applicants (PWTD) Yes No
- b) Selections (PWTD) Yes No

Not applicable.

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

- a) Applicants (PWTD) Yes No
- b) Selections (PWTD) Yes No

Not applicable.

C. Awards

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

- a) Awards, Bonuses, & Incentives (PWD) Yes No
- b) Awards, Bonuses, & Incentives (PWTD) Yes No

Time Off Awards

- The inclusion rate for PWD (1.25%) and PWTD (0.00%) fell below the inclusion rate for employees with no disability (2.87%) for time off awards between 1-10 hours.
- The inclusion rate for PWTD (0.00%) fell below the inclusion rate for employees with no disability (2.87%) for time off awards between 11-20 hours.
- The inclusion rate for PWTD (0.00%) fell below the inclusion rate for employees with no disability (2.87%) for time off awards between 21-30 hours.
- The inclusion rate for PWTD (0.00%) fell below the inclusion rate for employees with no disability (12.98%) for time off awards between 31-40 hours.

Cash Awards

- The inclusion rates for PWD (20.00%) and PWTD (50.00%) were above the inclusion rates for employees with no disability (15.18%) in cash awards \$500 and under.
- The inclusion rates for PWD (15.00%) and PWTD (50.00%) were above the inclusion for employees with no disability (11.80%) in cash awards \$501-\$999.
- The inclusion rate for PWD (30.00%) fell slightly below the inclusion rate for employees with no disability (39.97%) in cash awards \$1000-\$1999.
- The inclusion rate for PWD (23.75%) and PWTD (25.00%) fell below the inclusion rate for employees with no disability (31.20%) in cash awards \$2000-\$2999.
- The inclusion rate for PWD (3.75%) and PWTD (0.00%) fell below the inclusion rate for employees with no disability (4.72%) in cash awards \$3000-\$3999.
- The inclusion rate for PWD (0.00%) and PWTD (0.00%) fell below the inclusion rate for employees with no disability (0.51%) in cash awards \$4000-\$4999.

In all but two of the categories listed, a trigger was identified. Additional barrier analysis is required to identify policies, practices, and procedures to equal employment opportunity for PWD and PWTD. This analysis will take place as part of a larger TIGTA effort in FY 2023 and FY 2024.

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

- a) Pay Increases (PWD) Yes No
- b) Pay Increases (PWTD) Yes No

The inclusion rate for PWD (3.75%) and PWTD (0.00%) fell below the inclusion rate for employees with no disability (4.89%) for quality step increases. There is a limited authorized number of quality step increases.

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

- a) Other Types of Recognition (PWD) Yes No N/A
- b) Other Types of Recognition (PWTB) Yes No N/A

Not applicable.

D. Promotions

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes,” describe the trigger(s) in the text box.

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

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

2. Does your agency have a trigger involving PWTB among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.)

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For non-GS pay plans, please use the approximate senior grade levels. If “yes,” describe the trigger(s) in the text box.

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

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

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes,” describe the trigger(s) in the text box.

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

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

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes,” describe the trigger(s) in the text box.

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

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

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes,” describe the trigger(s) in the text box.

- a) Executives
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No
- b) Managers
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No
- c) Supervisors
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No

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

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes,” describe the trigger(s) in the text box.

a) Executives

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

b) Managers

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

c) Supervisors

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

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

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

- a) New Hires for Executives (PWD) Yes No
- b) New Hires for Managers (PWD) Yes No
- c) New Hires for Supervisors (PWD) Yes No

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

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

- a) New Hires for Executives (PWTD) Yes No
- b) New Hires for Managers (PWTD) Yes No
- c) New Hires for Supervisors (PWTD) Yes No

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

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

Yes No N/A

TIGTA did not have any Schedule A employees requiring conversion during FY 2022.

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

a) Voluntary Separations (PWD) Yes No
 b) Involuntary Separations (PWD) Yes No

Not applicable.

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

a) Voluntary Separations (PWD) Yes No
 b) Involuntary Separations (PWD) Yes No

Not applicable.

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

Not applicable.

B. Accessibility of Technology and Facilities

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

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

The following is the link to the TIGTA public website for rights under Section 508 of the Rehabilitation Act: <https://www.tigta.gov/web-accessibility>. Employees/applicants should contact website.feedback@tigta.treas.gov with any complaints or suggestion regarding TIGTA electronic accessibility.

A Notice of Civil Rights, accessibility information, and where to inquire, file, and/or send a complaint to TIGTA EEO Director can be accessed on TIGTA's public website: <https://www.tigta.gov/important-notices>.

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

TIGTA's public website does not currently have a notice explaining employees' and applicants' rights under the Architectural Barriers Act. TIGTA will address this deficiency in FY 2023.

A Notice of Civil Rights, accessibility information, and where to inquire, file, and/or send a complaint to TIGTA EEO Director can be accessed on TIGTA's public website: <https://www.tigta.gov/important-notices>.

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

TIGTA's EEO Office continues to coordinate with TIGTA's Office of Information Technology to ensure employees and applicants with PWD and PWTD have adequate access to technology as needed. TIGTA's EEO Office coordinates with agency facilities personnel when employees and applicants need assistance with accessing TIGTA facilities where employees are located.

C. Reasonable Accommodation Program

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

- 1. Please provide the average timeframe for processing initial requests for reasonable accommodations during the reporting period. (Please do not**

include previously approved requests with repetitive accommodations, such as interpreting services.)

During FY 2022, the average timeframe for TIGTA to process reasonable accommodation requests was 14 days.

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

During FY 2022, TIGTA’s EEO Office ensured the timely processing of reasonable accommodations requests as received. TIGTA’s EEO Office distributed the Inspector General FY 2022 reasonable accommodation policy statement to all employees via e-mail and posted the statement on internal and external TIGTA websites. TIGTA’s EEO Office continues to monitor reasonable accommodation requests for timely processing and assist all parties during the interactive process.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

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

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

During FY 2022, TIGTA issued its personal assistance services (PAS) policy via e-mail to all employees (TIGTA memorandum Numbered Memorandum 22-22) and included this policy in TIGTA’s Operations Manual posted on TIGTA’s public and internal websites.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

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

Yes No N/A

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

Yes No N/A

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

Not applicable.

B. EEO Complaint Data involving Reasonable Accommodation

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

Yes No N/A

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

Yes No N/A

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

In accordance with the decision of the EEOC (9/26/22), TIGTA ensured application of the following corrective measures:

- Reasonable Accommodation training for the complainant’s manager (virtual platform utilized); and
- “Notice to Employees” (hard copy and electronic format) indicating a violation of the Rehabilitation Act was posted for 90 days.

The aforementioned corrective measures were completed by the agency within 30 days of the signed EEOC decision.

Section VII: Identification and Removal of Barriers

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

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

Yes No

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

Yes No N/A

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

EEOC FORM MD-715

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Trigger 1	During FY 2022, lower than expected participation rates among TIGTA's Person's with Targeted Disabilities (PWTD).			
Barrier(s)				
Objective(s)	Increase new hires among PWTD participation rate to 2 percent 501 goal.			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Human Capital and Personnel Security Director		Yes		
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)		
No		No		
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected		
Workforce Data Tables	Yes			
Complaint Data (Trends)				
Grievance Data (Trends)				
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)				
Climate Assessment Survey (e.g., FEVS)				
Exit Interview Data				
Focus Groups				
Interviews				
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)				
Other (Please Describe)				
Target Date (mm/dd/yyyy)	Planned Activities		Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)
07/01/22	Finalizing the Personal Assistance Services (PAS) Guidance		Yes	7/29/22
09/30/22	Evaluate new hire and applicant flow data		Yes	12/30/22
09/30/22	Attending PWD and PWTD events (targeted outreach)		Yes	04/13/22
Fiscal Year	Accomplishments			
FY 2022	During FY 2022, the PAS Policy was finalized.			

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

Treasury and its bureaus, including TIGTA, do not have accurate Applicant Flow data required to conduct Applicant Flow Data barrier analysis. Given Treasury's commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude Applicant Flow data from the FY 2022 submission. OCRE is hopeful that efforts made in FY 2023 will provide

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Treasury the opportunity to submit accurate Applicant Flow data and Part J responses for the FY 2023 report.

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

During FY 2022, TIGTA hiring was limited. TIGTA attended Bender College and Career fair in April, 2022. TIGTA will continue to attend hiring events which will assist with eliminating PWD and PWTD barriers and employ qualified candidates for TIGTA positions.

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

During FY 2023, TIGTA will increase outreach participation at PWD and PWTD college and career fairs and partnerships with various organizations to employ qualified PWD and PWTD with TIGTA careers.