



**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PROGRAM STATUS REPORT
FOR
FISCAL YEAR 2022**

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715-01 Part A - D

For period covering October 1, 2021, to September 30, 2022.				
PART A Department or Agency Identifying Information	1. Agency		1. Department of the Army	
	1.a. 2 nd level reporting component		Headquarters, Installation Management Command	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component		Headquarters, U. S. Army Garrison, Fort Gordon, GA	
	2. Address		2. 271 Heritage Park Lane, Bldg. 35200, Room 514	
	3. City, State, Zip Code		3. Fort Gordon, GA 30905	
	4. CPDF Code	5. FIPS Code	4. ARBA1	5. 13245
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			392
	2. Enter total number of temporary employees			0
	3. Enter total number employees paid from non-appropriated funds			427
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			819
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Garrison Commander	
	2. Agency Head Designee		2. Reginald K. Evans, COL	
	3. Principal EEO Director/Official Title/series/grade		3. Diane F. Stallings, EEO Director, GS-0260-13	
	4. Title VII Affirmative EEO Program Official		4. Cathy Robinson, GS-0260-11	
	5. Section 501 Affirmative Action Program Official		5. Cathy Robinson, GS-0260-11	
	6. Complaint Processing Program Manager		6. Renthia Richardson, GS-0260-12	

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	U.S. Army Cyber Center of Excellence	ARTC	13245
	915 th Cyber Protection Brigade	AR	13245
	Cyber Protection Brigade	AR	13245
	National Security Agency/CSS-Georgia	AR	13245
	Dwight D. Eisenhower Army Medical Center	ARMC	13245
	U. S. Army Defense Forensics Center	AR	13245
	U. S. Army Dental Lab	ARMC	13245
	U.S. Army Veterinary Command	ARMC	13245
	U.S. Army Contracting Command	ARXD	13245
	U.S. Army Garrison	ARXA	13245
	3 rd Medical Deployment Support Command	ARTC	13245
	U. S. Navy Information Operations Command (NAVIOCOM)	AR	13245
	NETCOM Command	ARG6	13245
	U.S. Army Criminal Investigative Command	ARCB	13245
	U. S. Navy Operational Support Center	AR	13245
	35 th Signal Brigade (Theatre Tactical)		13245
	Military Intelligence Information Advantage Group	ARMI	13245
	116 th Military Intelligence Brigade	ARMI	13245
	480 th Intelligence Surveillance and Reconnaissance Group (USAF)	ARMI	13245
	513 th Military Intelligence Brigade	ARMI	13245
	706 th Military Intelligence Group	ARMI	13245
	782 nd Military Intelligence Battalion	ARMI	13245

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EEO 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	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	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

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715-01 Part E

EXECUTIVE SUMMARY

The organizational proponent for this report is the Equal Employment Opportunity (EEO) Office, Fort Gordon, Georgia. The EEO Office is an operational entity that functions as the servicing component for the entire installation and its tenants. As an organization, the EEO Office is aligned as part of the staff for the Commander, HQ, U.S. Army Garrison. Fort Gordon reports directly to the IMCOM Directorate – Training, Fort Eustis, Virginia.

Major General Paul T. Stanton assumed the duties of Commanding General of the U.S. Army Cyber Center of Excellence and Fort Gordon on June 30, 2021. Prior to his current assignment, he has served in a number of command, staff, and joint positions, including service as Platoon Leader and later Battalion Personnel Officer, 1-508th Infantry Airborne Battalion Combat Team in Vicenza, Italy; Platoon Leader and later Operations Officer, 1st Battalion, 26th Infantry in Schweinfurt, Germany; Assistant Operations Officer, 1-502nd Infantry at Fort Campbell, Kentucky; Commander, B Company, 1-502nd Infantry at Fort Campbell, Kentucky and OPERATION IRAQI FREEDOM in Iraq; Instructor (Computer Science) at the U.S. Military Academy at West Point, New York; Senior Technical Advisor, U.S. Army Cyber Command at Fort Meade, Maryland; National Security Agency fellow at Fort Meade, Maryland; Director, Capabilities Development Group, U.S. Cyber Command at Fort Meade, Maryland; Commander, U.S. Army Cyber Protection Brigade at Fort Gordon, Georgia; and Director, J-34 and later Deputy Director of Operations (J-3) U.S. Cyber Command at Fort Meade, Maryland. Fort Gordon's leadership in educating and training Soldiers impacts every level of the Army. A major aspect of the CCOE's mission is the training, education and development of world-class, highly skilled professionals supporting operations at the strategic, operational and tactical level.

The U.S. Army Garrison at Fort Gordon also provides command and control and support through a hub and spoke scheme to the Gillem Enclave, which is home to about 2,500 civilian employees and active Army, Army Reserve, and National Guard Soldiers.

The mission of the Garrison EEO Office is to administer an EEO Program that enables and assists customers in building and sustaining a discrimination-free environment in the workplace. In order to accomplish this mission, the EEO Office assists top management in establishing and maintaining regulatory compliance with Civil Rights Laws covering employment discrimination under Title VII and Section 501 of the Rehabilitation Act of 1973 as amended. The program promotes equal opportunity in every aspect of employment for both applicants and employees, and to ensure timely processing of complaints of discrimination. To ensure the highest quality of services, the Garrison continues to use Performance Based Metrics (PBM) as a means of measuring program effectiveness. PBM is an Army approved performance-based set of installation services with prescribed, multi-level delivery standards. PBM enables

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successful uniform delivery of the Army's installation support services within available funding. PBM also enables the Garrison to address customer needs and expectations and measures performance in meeting basic services and support requirements.

Fort Gordon is the largest employer in the Central Savannah River Area (CSRA). The Fort Gordon Community is comprised of approximately 30,600 military servicemembers, family members, and civilians, while the supported off-post population includes over 80,000 military/civilian family members and military retirees.

The organization chart is located at Appendix C.

Major units currently include:

- U.S. Army Cyber Center of Excellence
- 915th Cyber Protection Brigade
- Cyber Protection Brigade
- National Security Agency/CSS-Georgia
- Dwight D. Eisenhower Army Medical Center
- U.S. Army Defense Forensics Center
- U.S. Army Dental Lab
- U.S. Army Veterinary Command
- U.S. Army Garrison – Fort Gordon
- 3rd Medical Deployment Support Command
- U.S. Navy Information Operations Command (NAVIOCOM)
- U.S. Navy Operational Support Center
- 35th Signal Brigade (Theatre Tactical)
- Military Intelligence Information Advantage Group
- 116th Military Intelligence Brigade
- 480th Intelligence Surveillance and Reconnaissance Group (USAF)
- 513th Military Intelligence Brigade
- 706th Military Intelligence Group
- 782nd Military Intelligence Battalion
- Company D Marine Cryptological Support Battalion (USMC)
Marine Corps Detachment – Ft Gordon
- 359th Signal Brigade (USAR)
- 324th Signal Battalion (USAR)
- U.S. Army Regional Training Site (Medical) (USAR)
- 201st Regional Support Group (ARNG)
- U.S. Army Cyber Command
- Joint Force Headquarters – Cyber

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Uniqueness:

- Home of the Cyber Center of Excellence which provides the Army's training for cyber operations.
- Home of the Armed Forces' largest communications and information technology training center.
- Home of Land War Net eUniversity which added 215 units to its distance learning system for future military communications to include students at the Marine Corps Communications-Electronics School.
- Permanent host for the National Security Agency/Central Security Service-Georgia- one of three major Joint Regional Centers that provide global operational intelligence.
- The Fort Gordon U.S. Army Dental Laboratory is the Army's only dental laboratory.
- Host of the Georgia National Guard's Youth Challenge Academy.
- Provide direct support of the military's only Forensic Science Laboratory.

AUTHORITY FOR ESTABLISHING A MODEL PROGRAM

The Equal Employment Opportunity Commission (EEOC) issued the first Management Directive (MD 715) initially in October 2003. The Directive provided policy guidance and standards for establishing and maintaining effective affirmative employment programs under Title VII. The EEO Office has responsibility for monitoring the workforce and ensuring that every effort is made to achieve a workforce representation that reflects our nation's diversity. The leadership and the EEO Office are jointly responsible for the successful implementation of the Model EEO Program. These responsibilities include ensuring employment policies, practices, and procedures that affect employees, customers and applicants for employment are free of discrimination and promote free and open competition in all aspects of employment. Specifically, the MD 715 requires the installation to conduct annual assessments in accordance with the enclosed self-assessment checklist at Part G. The checklist identifies policies and procedures that trigger barriers to hiring, recruiting, training, promotion or any other restrictions to career advancement. The annual report details workforce demographics and specific plans to eliminate barriers that impede free and open competition in the workplace.

The EEO program is divided into six broad elements, as listed below. These six elements serve as the foundation upon which the report measures progress towards meeting compliance with the MD-715 standards. It is an ongoing process to identify strengths, weaknesses and improve EEO program effectiveness.

SUMMARY OF TOTAL SERVICED POPULATION

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Data contained in this report is reflective of Fiscal Year (FY) 2022 and was extracted from the Department of Army (DA) Internet Complaints Tracking System (iComplaints), Business Objects and Business Applications Information (BOBI). Fiscal Year 2021 comparative data was used to complete FY 2022 self-assessment. Data was benchmarked against the 2010 Local Civilian Labor Force (LCLF) statistics. Results are reflective of the overall DA Civilian workforce; permanent and temporary, Appropriated Fund (AF) and Non-Appropriated Fund (NAF). The Federal Information Processing Standards (FIPS) code used for this report is 13245 – Richmond County, Georgia.

FY 2022 Applicant Flow Data was not available: awaiting guidance from HQ IMCOM. Equal Employment Opportunity Commission data tables may vary slightly, but conclusive enough to assess the state of the overall EEO Program.

In FY 2022, the Garrison Command's overall civilian workforce decreased by 23 employees from 413 to 390. There are 115 females, an increase of 2 from FY 21, and 275 males, a decrease of 25 from FY 21. Males are above the National Civilian Labor Force (NCLF) representation of 53.20% at 72.63%. Females are below the 46.80% NCLF representation at 27.36% (Reference Data Table A1 in Appendix). The NAF employees increased from 400 in FY 21 to 427 in FY22.

WORKFORCE PARTICIPATION BY RNO			
RNO Group	FY 2021	FY 2022	CLF
Male	72.63%	70.51%	53.20%
Female	27.36%	29.48%	46.80%
Hispanic Male	5.08%	4.10%	6.20%
Hispanic Female	0.96%	1.28%	4.50
White Male	39.70%	39.74%	39.00%
White Female	11.62%	12.82%	33.70%
Black Male	25.42%	24.10%	4.80%
Black Female	14.04%	14.35%	5.70%
Asian Male	0.72%	0.76%	1.90%
Asian Female	0.00%	0.00%	1.70%
Native Hawaiian Male	0.24%	0.00%	0.10
Native Hawaiian Female	0.00%	0.25%	0.10%
American Indian Male	0.24%	0.51%	0.30%
American Indian Female	0.00%	0.00%	0.30%
Two+ Races Male	1.21%	1.28%	0.80%

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Two+ Races Female	0.72%	0.76%	0.80%
Targeted Disabilities	4.36%	5.64%	N/A

Data pertaining to the overall Civilian workforce participation summary was extracted from Tables A-1 and B-1; data includes AF employees. Data may vary slightly from one table to another, but quantitative enough to be considered reliable.

Summary FED9 Table by RNO

Jobs in the United States Federal Government are organized and grouped into nine (9) job categories based on required duties, skills, education, and or training:

- Officials and Managers – includes occupations requiring administrative and managerial personnel who set policies.
- Professionals – requires college and/or experience.
- Technicians – requires basic scientific knowledge and manual skills obtained through 2 years of post-high school education.
- Sales Workers – requires engaging wholly or primarily in direct selling.
- Administrative Support Workers – includes clerical-type occupations.
- Craft Workers – requires manual workers at a relatively high skill level
- Operatives – requires semi-skilled workers who operate machinery or processing equipment
- Laborers and Helpers – includes unskilled workers in manual occupations which generally requires no specialized training.
- Service Workers – provides both protective and non-protective services.

The top four (4) major job categories in the FY 2022 Garrison Civilian workforce included Professionals, 34.10%, Officials and Managers, 26.15%, Administrative Support Workers 44% and Service Workers, 45%.

DEMOGRAPHICS ON RACE AND GENDER

- A review of Ethnicity and Race Identification data in Table A4-1 revealed that females and some minorities continue to remain below their participation rate in the workforce at grades GS -13 and above. The amount of underrepresentation varies in terms of participation in all the grade levels.

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Hispanic Males are below parity at 3.57% of the workforce at the GS-13, absent at both the GS-14 and GS-15 grade levels. The National CLF for Hispanic males is 6.20%. Hispanic Females are below parity at 3.57% of the workforce at the GS-13 grade level and absent at both the GS-14 and GS-15 grade levels. The National CLF for Hispanic Females is 4.50%.

White Males are above parity at 42.85% of the workforce at the GS-13 grade level, 44.44% at the GS-14 grade level and 50.00% at the GS-15 grade level. The National CLF for White Males is 39.00%. White Females are below parity at 17.85% of the workforce at the GS-13 grade level and absent at the GS-14 grade and GS-15 grade levels. The National CLF for White Females is 33.70%.

Black Males are above parity of the workforce at the GS-13 level reflecting 7.14%. Black males are also above parity at the GS-14 grade level, 33.33% and absent at the GS-15 grade level. The National CLF for Black Males is 4.80%. Black Females are above parity at the GS-13 level, 17.85%, above parity at 11.11% of the workforce at the GS-14 grade level and absent at the GS-15 grade level. The National CLF for Black females is 5.70%.

Asian Males are absent at the GS-13 grade level, above parity at 11.11% at the GS-14 grade level and above parity at 50.0%, at the GS-15 grade level. The National CLF is 1.90%. Asian Females are absent at the GS-13, GS-14 and GS-15 grade levels. The National CLF is 1.70%.

Native Hawaiian or Other Pacific Islander Males and Females are absent at the GS-13, GS-14 and GS-15 grade levels. The National CLF for both groups is 0.10%.

American Indian/Alaskan Native Males are absent at the GS-13, GS-14 and GS-15 grade levels. The National CLF is 0.30%. American Indian/Alaskan Native Females are absent at the GS-13, GS-14 and GS-15 grade levels. The National CLF is 0.30%.

Two or more Race Males are above parity at 7.14% at the GS-13 grade level and absent at the GS-14 and GS-15 grade levels. The National CLF for two or more races males is 0.80%. Two or more race females are absent in GS-13, GS-14 and GS-15 grade levels. The National CLF is 0.80% for Two or more Race Males and Females.

DISTRIBUTION OF AWARDS RECOGNITION

- Table A-13-3 reveals a total of \$356,756.00 was disbursed for awards recognition in FY 22. Males received 70% of the total awards which is above

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their representation of 53.20%. Females received 30% of the total awards which is below their representation of 46.80%. Minorities received 49.15% of the total awards compared to their combined CLF of 27.2%.

- A consolidated review of Table B-1 revealed that the Individuals with Targeted Disabilities participation rate of 5.64% for permanent employees is above the Department of Army's target of 2.00%. The table revealed those employees with a disability were at 15.64% which above the DA goal of 12.00%.

MODEL PROGRAM SUMMARY

ELEMENT A – DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP

Strengths:

- EEO statements were updated, issued, communicated to employees and posted on official bulletin boards, media vehicles, and websites and made available to employees and applicants upon request.
- EEO Training was conducted for the entire workforce on EEO laws, workplace harassment, the complaints process, reasonable accommodation, the work climate, and other topics throughout the fiscal year which aided management in resolving issues and problems.
- Employees were provided EEO Policy letters during the new employee orientation and as part of their training modules for the installation.
- EEO standards are in the EEO Director's performance standards.

Deficiencies:

There were no deficiencies identified during the reporting period.

ELEMENT B – INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

Strengths:

- EEO Manager is a part of the Garrison Commander's senior management team and as such has direct access to the Garrison Commander.
- EEO Manager regularly communicates with directors and senior management staff during weekly staff meetings concerning any changes in program guidance,

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policy and/or regulatory changes that impact implementation at the installation level.

- EEO Manager and staff are sought out by the senior leadership to provide advice and guidance on problematic issues/concerns/conflicts that impact the workforce.
- The EEO Officer initiates meetings on Workforce Issues with the Civilian Personnel Director (CPAC), and the Labor Attorney (SJA) for the installation.
- Managers and supervisors support the goals of the EEO program.
- EEO Office staff has access to collect and track data through the automated systems BOBI and DCPDS.
- EEO Officer participates in the annual Garrison Strategic planning.
- Reasonable Accommodation (RA) Procedures for Individuals with Disabilities have been an asset in helping employees and managers work through accommodations.

Deficiencies:

- Self-assessment has not been conducted to determine possible program deficiencies.
- Agency has not conducted a thorough barrier analysis of its workforce.
- Agency has published and distributed limited EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures) due to budget constraints.
- Department of the Army does not have procedures in place to effectively manage its anti-harassment program.
- Senior managers do not assist with developing agency EEO action plans when barriers are identified.

ELEMENT C – ENSURING MANAGEMENT AND PROGRAM ACCOUNTABILITY

Strengths:

- EEO Manager meets with key management officials to coordinate the development and implementation of EEO plans and objectives and to ensure

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they are aware of their EEO responsibilities. Meetings were held throughout the year to resolve issues at the organizational level.

- The Accessibility Survey for the installation was not completed in FY 21. The EEO office will continue to engage the Directorate of Public Works (DPW) and the Garrison Command in an effort to complete a survey in FY 22. Renovation of buildings and the construction of new buildings are ADA compliant.

Deficiencies:

- The Agency has not established a firewall between the Anti-Harassment Coordinator and the EEO Director.
- EEO does provide information to the anti-harassment program of all EEO counseling activity alleging harassment due to the fact that there is no separate anti-harassment program established.
- The Agency has not established a firewall between the Reasonable Accommodation Program Manager and the EEO Director.
- The Agency has not established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards.
- The Agency does not post procedures for processing requests for Personal Assistance Services on its public website.
- The HR Director and the EEO Director do not meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives.
- The Agency has not established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups.

ELEMENT D – PROACTIVE PREVENTION

Strengths:

- Management officials and the EEO staff work collectively to incorporate proactive prevention measures by issuing EEO and anti-harassment policy statements.

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- Fort Gordon is committed to preventing discrimination on the bases of race, color, national origin, religion, sex, age, reprisal and disability, and eliminate barriers that impede free and open competition in the workplace. As part of this commitment, Fort Gordon conducts EEO program self-assessments, sensing sessions, and Staff Assistance Visits (SAVs) to monitor progress, identify areas where barriers may exist, and develop strategic plans to eliminate identified barriers.
- EEO offered quarterly EEO related training to the workforce to prevent unlawful discrimination. Training was also conducted upon request by commanders, directors, managers, and supervisors.

Deficiencies:

- The agency has not conducted exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities.

ELEMENT E – EFFICIENCY

Strengths:

- The EEO Office maintains efficient, fair, and impartial complaints processing programs by ensuring EEO complaints processing services are provided to all employees located on Fort Gordon, contract employees and external applicants for employment. The office maintains extended hours to allow more flexibilities in allowing employees to choose nonduty times to make inquiries about their concerns.
- Fort Gordon has an efficient and fair non-Alternative Dispute Resolution (ADR) process (Mediation is the preferred method) and utilize the Department of the Army's complaint tracking system (iComplaints) to monitor the effectiveness of ADR. In the past, the Alternative Dispute Resolution (ADR) Policy required managers with settlement authority to participate in the process when an aggrieved employee accepts an offer to mediate.

Deficiencies:

There were no deficiencies identified during the reporting period.

ELEMENT F – RESPONSIVENESS AND LEGAL COMPLIANCE

Strengths:

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- The EEO program at Fort Gordon is in legal compliance with the laws and statutes according to EEOC and Army regulations, policy guidance, and other written instructions. The annual certification is listed in this report at Part F.
- The EEO Office will continue toward a progressively diverse workforce through recruiting, hiring, and retention of qualified applicants, thus, allowing Fort Gordon to be “Built to Last” in the out years. Diversity management as a result will be embedded in all programs, policies, and plans that enables each employee to perform at their highest expected level towards mission accomplishment.

Deficiencies:

There were no deficiencies identified during the reporting period.

COMPLAINT DATA

The EEO Office maintains efficient, fair, and impartial complaints processing programs by ensuring EEO complaints processing services are provided to all employees located on Fort Gordon, contract employees and external applicants for employment. The office maintains extended hours to allow more flexibilities in allowing employees to choose nonduty times to make inquiries about their concerns.

Fort Gordon has an efficient and fair Alternative Dispute Resolution (ADR) process (Mediation is the preferred method) and utilizes the Department of the Army’s complaint tracking system (iComplaints) to monitor the effectiveness of ADR. In the past the Alternative Dispute Resolution (ADR) Policy required managers with settlement authority to participate in the process when an aggrieved employee accepts an offer to mediate.

During FY 21 seven (7) complaints were closed through non-ADR and final agency decisions. There were 55 pre-complaints filed during the reporting period, twenty (20) withdrew no complaint filed, and one (1) resolved and thirty-three (33) filed formal complaints during the reporting period.

- EEO utilized iComplaints to monitor complaints for compliance with regulatory timeframes.
- EEO provided updates on the status of EEO Complaints to Garrison and MECOM Commanders.
- EEO Counselors received training to ensure skills and knowledge remained relevant and current.

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During FY 22 there were sixty (60) pending formal complaints from the previous year and thirty-three (33) new formal EEO complaints for a total of ninety-three (93) EEO complaints processed. Twenty (20) formal complaints were closed at the end of the reporting period. An analysis of the bases and issues for formal EEO complaints filed is documented in iComplaints – 462 Report (Appendix E).

- The most common bases were race and disability (physical).
- The most common issues were harassment (non-sexual) and disciplinary actions.

The Agency completed timely processing of EEO counseling with an average of 21 days compared to the required 30 days after initial contact by the aggrieved. This timely counseling has improved significantly. EEO continued to provide training to the certified collateral duty counselors on board. The EEO Counselor's availability to counsel informal complaints has assisted in the closure of complaints prior to the required 30-day timeline.

THE WAY AHEAD

The significant growth and continued increased demands on organizations, budget constraints, and employee expectations, the installation should continue to strategically position itself to recruit, attract, develop, advance, and retain a high quality and diverse workforce capable of delivering exceptional administrative and technical services to its customers. The new Model EEO Program (EEOC Management Directive (MD) 715) complies with the tenets of the President's Management Agenda to reform and rethink workforce planning and restructuring as a part of strategically managing our human capital. Under the guidelines of the MD 715, Fort Gordon's EEO Office will regularly examine employment policies and practices to identify and remove barriers that impede free and open competition in the workplace for all employees.

Compliance will be observed through demonstrated commitment from Fort Gordon leadership; integration of EEO into Fort Gordon's strategic mission; management and program accountability; proactive prevention of unlawful discrimination; efficiency; and responsiveness and legal compliance.

Disabled Veterans Affirmative Action Plan:

Narrative:

The Fort Gordon EEO Office will continue its efforts to increase the participation of

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Disabled Veterans through education and training of managers, supervisors and senior leaders. Managers and supervisors are strongly encouraged to open recruitment actions to the widest areas of consideration possible to use Veterans Recruitment Appointment (VRA), Veterans Employment Opportunity Act, the 30 percent or more compensable appointment authority, Delegated Examining Authority, Schedule A hiring authority and Workforce Recruitment Program.

REASONABLE ACCOMMODATION

There were 102 reasonable accommodation requests during the fiscal year of which 69 (68%) were approved within the 30-day regulatory requirement and 33 (32%) with clarification being required or no decision issued. Garrison Commander has no direct operational control over tenant commands.

Type of Accommodation Requested	Number Requested	Number Granted	Value of Accommodations* (\$)
Telework	20	17	Unknown
Assistive Technology	1	1	Unknown

*from invoices or other documents

Form G summary

Form G Element	Number of Deficiencies this year	Number of deficiencies last year	Number increase/decrease	Percent of Net change
<u>A</u>	0	2	-2	100
<u>B</u>	6	6	0	0
<u>C</u>	7	11	-4	64
<u>D</u>	1	1	0	0
<u>E</u>	0	2	-2	100
<u>F</u>	0	0	0	0

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Complaints processing summary (processed by)

<u>Total inventory (462)</u>	<u>Median informal days *</u>	<u>Median Formal days</u>	<u>Number of formals beyond 180 days</u>	<u>Number formals accepted or dismissed</u>	<u>Number of formals remanded</u>	<u>Number of ADR offered</u>	<u>Number of ADR conducted</u>
107	0	0		36	1	36	0

days between contact to closure

** (days between formal filed and date ROI issued)

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715-01 Part F

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

I, (Name) _____ (Title) _____ am the Principal EEO
Director/Official for: (Agency) _____.

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.

(EEO Director Signature) _____

(EEO Signature Date) _____

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status
Report is in compliance with EEO MD-715.

Date

Signature of Agency Head or Agency Head Designee

Date





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715-02 PART G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

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.				
<input type="checkbox"/> Compliance Indicator	The agency issues an effective, up-to-date EEO policy statement.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
A.1.a Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]		X		The Agency Head was installed on 6/30/2022. The EEO policy statement was issued on 7/22/2022.
A.1.b Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR Â§ 1614.101(a)]		X		
<input type="checkbox"/> Compliance Indicator	The agency has communicated EEO policies and procedures to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
A.2.a Does the agency disseminate the following policies and procedures to all employees:				
A.2.a.1 Anti-harassment policy? [see MD 715, II(A)]		X		
A.2.a.2 Reasonable accommodation procedures? [see 29 C.F.R Â§ 1614.203(d)(3)]		X		
A.2.b Does the agency prominently post the following information throughout the workplace and on its public website:				
A.2.b.1 The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R Â§ 1614.102(b)(7)]		X		https://www.home.army.mil/gordon/index.php/EEO
A.2.b.2 Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R Â§ 1614.102(b)(5)]		X		
A.2.b.3 Reasonable accommodation procedures? [see 29 C.F.R. Â§ 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.		X		https://www.home.army.mil/gordon/index.php/EEO
A.2.c Does the agency inform its employees about the following topics:				
A.2.c.1 EEO complaint process? [see 29 CFR Â§Â§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.		X		Quarterly
A.2.c.2 ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.		X		Quarterly

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A.2.c.3 Reasonable accommodation program? [see 29 CFR Â§ 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.		X		Quarterly
A.2.c.4 Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.1] If "yes", please provide how often.		X		Quarterly
A.2.c.5 Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR Â§ 2635.101(b)] If "yes", please provide how often.		X		Quarterly
 Compliance Indicator	The agency assesses and ensures EEO principles are part of its culture.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
A.3.a Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR Â§ 1614.102(a) (9)] If "yes", provide one or two examples in the comments section.		X		
A.3.b Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]		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 715-02 PART H to the agency's status report
 Measures		Yes	No	
B.1.a Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR Â§1614.102(b)(4)]		X		
B.1.a.1 If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.				Not Applicable
B.1.a.2 Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR Â§1614.102(b)(4)]		X		
B.1.b Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR Â§1614.102(c)(1); MD-715 Instructions, Sec. I]		X		





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B.1.c During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.		X		
B.1.d Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]		X		
<input type="checkbox"/> Compliance Indicator	Compl_Indic_Desc EssElementIDThe EEO Director controls all aspects of the 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 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
B.2.a Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR Â§1614.102(c)]		X		
B.2.b Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR Â§1614.102(c)(4)]		X		
B.2.c Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR Â§1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]		X		
B.2.d Is the EEO Director responsible for overseeing the timely issuing final agency decisions? [see 29 CFR Â§1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]				Not Applicable
B.2.e Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR Â§Â§ 1614.102(e); 1614.502]		X		
B.2.f Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR Â§1614.102(c)(2)]		X		
B.2.g If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR Â§Â§ 1614.102(c)(2) and (c)(3)]				Not applicable
<input type="checkbox"/> Compliance Indicator	The EEO Director and other EEO professional staff 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 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
B.3.a Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]		X		

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B.3.b Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.		X		
<input type="checkbox"/> Compliance Indicator	The agency has sufficient budget and staffing to support the success of its 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 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
B.4.a Pursuant to 29 CFR Â§1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:				
B.4.a.1 To conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]			X	
B.4.a.2 To enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]			X	
B.4.a.3 To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR Â§ 1614.102(c)(5) & 1614.105(b) - (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]		X		
B.4.a.4 To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.		X		
B.4.a.5 To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR Â§1614.102(c)(2)]				Not Applicable
B.4.a.6 To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]			X	
B.4.a.7 To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.		X		
B.4.a.8 To effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC Â§ 7201; 38 USC Â§ 4214; 5 CFR Â§ 720.204; 5 CFR Â§ 213.3102(t) and (u); 5 CFR Â§ 315.709]		X		
B.4.a.9 To effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.1]			X	
B.4.a.10 To effectively manage its reasonable accommodation program? [see 29 CFR Â§ 1614.203(d)(4)(ii)]		X		
B.4.a.11 To ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]		X		

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B.4.b Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR Â§ 1614.102(a)(1)]		X		
B.4.c Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]		X		
B.4.d Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?		X		
B.4.e Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?		X		
 Compliance Indicator	The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
B.5.a Pursuant to 29 CFR Â§ 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:				
B.5.a.1 EEO Complaint Process? [see MD-715(II)(B)]		X		
B.5.a.2 Reasonable Accommodation Procedures? [see 29 C.F.R. Â§ 1614.102(d)(3)]		X		
B.5.a.3 Anti-Harassment Policy? [see MD-715(II)(B)]		X		
B.5.a.4 Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]				Not applicable - This function is carried out through the Civilian Personnel Advisory Center (CPAC)
B.5.a.5 ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]		X		
 Compliance Indicator	The agency involves managers in the implementation of its 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 715-02 PART H to the agency's status report
 Measures		Yes	No	
B.6.a Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]		X		
B.6.b Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]			X	
B.6.c When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]			X	
B.6.d Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR Â§ 1614.102(a)(5)]		X		

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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.				
<input type="checkbox"/> Compliance Indicator	The agency conducts regular internal audits of its component and field offices.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
C.1.a Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR Â§1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.				Not applicable
C.1.b Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR Â§1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.				Not applicable
C.1.c Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]				Not applicable
<input type="checkbox"/> Compliance Indicator	The agency has established procedures to prevent all forms of EEO discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
C.2.a Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, Â§ V.C.1 (June 18, 1999)]		X		
C.2.a.1 Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.1]		X		
C.2.a.2 Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]			X	Resources are not available to establish an Anti-Harassment Coordinator.
C.2.a.3 Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, Â§ V.C.1 (June 18, 1999)]		X		
C.2.a.4 Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]			X	Resources are not available to establish an Anti-Harassment Coordinator.

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C.2.a.5 Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X		
C.2.a.6 Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	X		
C.2.b Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	X		
C.2.b.1 Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	X		
C.2.b.2 Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]		X	
C.2.b.3 Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	X		
C.2.b.4 Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	X		
C.2.b.5 Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.		X	[68% Reasonable Accommodation requests within the time frame]
C.2.c Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]		X	
C.2.c.1 Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR Â§ 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.		X	
C.3.a Pursuant to 29 CFR Â§1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	X		

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<div style="border: 1px solid black; padding: 2px; width: 40px; float: left; margin-right: 5px;"></div> Compliance Indicator	The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<div style="border: 1px solid black; padding: 2px; width: 40px; float: left; margin-right: 5px;"></div> Measures		Yes	No	
C.3.b Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:				
C.3.b.1 Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]		X		
C.3.b.2 Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR Â§1614.102(b)(6)]		X		
C.3.b.3 Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		X		
C.3.b.4 Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]		X		
C.3.b.5 Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR Â§1614.102(a)(7)]		X		
C.3.b.6 Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR Â§1614.102(a)(8)]		X		
C.3.b.7 Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]		X		
C.3.b.8 Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]		X		
C.3.b.9 Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		X		
C.3.c Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR Â§1614.102(c)(2)]		X		
C.3.d When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR Â§1614.102(c)(2)]		X		

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<div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"> <input type="checkbox"/> Compliance Indicator </div>	The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<div style="border: 1px solid black; padding: 2px;"> <input type="checkbox"/> Measures </div>		Yes	No	
C.4.a Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR Â§1614.102(a)(2)]			X	
C.4.b Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]			X	
C.4.c Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR Â§1614.601(a)]		X		
C.4.d Does the HR office timely provide the EEO office have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]		X		
C.4.e Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
C.4.e.1 Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR Â§1614.203(d); MD-715, II(C)]		X		
C.4.e.2 Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]		X		
C.4.e.3 Develop and/or provide training for managers and employees? [see MD-715, II(C)]		X		
C.4.e.4 Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]		X		
C.4.e.5 Assist in preparing the MD-715 report? [see MD-715, II(C)]		X		
<div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"> <input type="checkbox"/> Compliance Indicator </div>	Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<div style="border: 1px solid black; padding: 2px;"> <input type="checkbox"/> Measures </div>		Yes	No	
C.5.a Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR Â§ 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)		X		
C.5.b When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR Â§1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.		X		For FY 22 there were no disciplinary actions administered for discriminatory conduct

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C.5.c If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]		X		
<input type="checkbox"/> Compliance Indicator	The EEO office advises managers/supervisors on EEO matters.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
C.6.a Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.		X		
C.6.b Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]		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.				
<input type="checkbox"/> Compliance Indicator	The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
D.1.a Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X		
D.1.b Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		X		
D.1.c Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]			X	
<input type="checkbox"/> Compliance Indicator	The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
D.2.a Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]		X		
D.2.b Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR Â§1614.102(a)(3)]		X		

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D.2.c Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR Â§1614.102(a)(3)]		X		
D.2.d Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		X		
 Compliance Indicator	The agency establishes appropriate action plans to remove 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 715-02 PART H to the agency's status report
 Measures		Yes	No	
D.3.a Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR Â§1614.102(a)(3)]		X		
D.3.b If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]		X		
D.3.c Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]		X		
 Compliance Indicator	The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
D.4.a Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.		X		https://www.home.army.mil/gordon/eeo/
D.4.b Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]		X		
D.4.c Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]		X		
D.4.d Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]		X		

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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 maintains an efficient, fair, and impartial complaint resolution process.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
E.1.a Does the agency timely provide EEO counseling, pursuant to 29 CFR Â§1614.105?		X		
E.1.b Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR Â§1614.105(b)(1)?		X		
E.1.c Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?		X		
E.1.d Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.		X		
E.1.e Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR Â§1614.102(b)(6)?		X		
E.1.f Does the agency timely complete investigations, pursuant to 29 CFR Â§1614.108?		X		The Agency and IRD are jointly responsible; the EEO office don't have control over IRD
E.1.g If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR Â§1614.108(g)?		X		
E.1.h When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR Â§1614.110(b)?		X		
E.1.i Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR Â§1614.110(a)?		X		
E.1.j If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.			X	Not applicable
E.1.k If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X		
E.1.l Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR Â§ 1614.403(g)]		X		

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



 Compliance Indicator	The agency has a neutral EEO process.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
E.2.a Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.b When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.		X		Attorneys from other organizations are assigned to complete legal sufficiency reviews. For example: ARCYBER would review Garrison documents for legal sufficiency.
E.2.c If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.d Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.e If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)		X		
 Compliance Indicator	The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
E.3.a Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR Â§1614.102(b)(2)]		X		
E.3.b Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]		X		Command Policy dated July 22, 2022, established this requirement.
E.3.c Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]		X		
E.3.d Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]		X		
E.3.e Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]		X		
E.3.f Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]		X		

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<input type="checkbox"/> Compliance Indicator	The agency has effective and accurate data collection systems in place to evaluate its 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 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
E.4.a Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
E.4.a.1 Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]		X		
E.4.a.2 The race, national origin, sex, and disability status of agency employees? [see 29 CFR Â§1614.601(a)]		X		
E.4.a.3 Recruitment activities? [see MD-715, II(E)]		X		
E.4.a.4 External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]				Not applicable
E.4.a.5 The processing of requests for reasonable accommodation? [29 CFR Â§ 1614.203(d)(4)]		X		
E.4.a.6 The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), Â§ V.C.2]		X		
E.4.b Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]		X		
<input type="checkbox"/> Compliance Indicator	The agency identifies and disseminates significant trends and best practices in its 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 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	
E.5.a Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		X		
E.5.b Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.		X		EEO conferences/professional engagements and development sessions
E.5.c Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X		
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.				
<input type="checkbox"/> Compliance Indicator	The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
<input type="checkbox"/> Measures		Yes	No	

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F.1.a Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR Â§1614.102(e); MD-715, II(F)]		X		
F.1.b Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]		X		
F.1.c Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]		X		
F.1.d Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]		X		
F.1.e When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]		X		
 Compliance Indicator	The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
F.2.a.1 When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR Â§1614.108(g)]		X		
F.2.a.2 When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR Â§1614.501]		X		
F.2.a.3 When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR Â§1614.403(e)]		X		
F.2.a.4 Pursuant to 29 CFR Â§1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?		X		
F.3.a Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), Â§203(a)]				
 Compliance Indicator	The agency reports to EEOC its program efforts and accomplishments.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
F.3.b Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR Â§1614.703(d)]				

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EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
[US Army Garrison, Fort Gordon]	FY 2022	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	B.4.a.1 To conduct a self-assessment of the agency for possible program deficiencies.	
OBJECTIVE:	To establish procedures to determine the Agency's deficiencies.	
RESPONSIBLE OFFICIAL:	EEO and Human Resource Officials	
DATE OBJECTIVE INITIATED:	10/01/2021	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Discuss with Civilian Personnel Advisory Center the process for determining how to assess the Agency's deficiencies.	1/18/2023	
Discuss with Garrison Commander the approval of funding.	2/1/2023	
Draft the process.	5/1/2023	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: As of 30 Sep 2021		

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[US Army Garrison, Fort Gordon]	FY 2022	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	B.4.a.2 To enable the agency to conduct a thorough barrier analysis of its workforce.	
OBJECTIVE:	Ensure EEO is allocated sufficient funding to conduct barrier analysis of its workforce.	
RESPONSIBLE OFFICIAL:	EEO Office Staff and Civilian Personnel Advisory Center & Resource Management	
DATE OBJECTIVE INITIATED:	10/01/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	4/1/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Ongoing)
Discuss allocation of funds for the EEO program		1/16/2023
Obtain approval of funding		1/31/2023
Train EEO staff on barrier analysis process		5/1/2023
Conduct initial barrier analysis		7/11/2023
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	B.4.a.6 To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)	
OBJECTIVE:	To secure funding for the production of EEO material to be distributed throughout the installation.	
RESPONSIBLE OFFICIAL:	EEO	
DATE OBJECTIVE INITIATED:	9/29/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Discuss allocation of funding for printing material		1/16/2023
Obtain approval to have materials printed		3/22/2023
Provide EEO material to each command on the installation that is serviced by the Garrison EEO Office		6/13/2023
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS RECOMMEND:		

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[US Army Garrison, Fort Gordon]	FY 2022	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Requires that the agency's EEO programs have sufficient budget and staffing to support the success of its EEO program. B.4.a.9: Effectively manage the Anti-harassment program.	
OBJECTIVE:	Establish a separate anti-harassment program.	
RESPONSIBLE OFFICIAL:	EEO Director/Deputy Garrison Commander	
DATE OBJECTIVE INITIATED:	9/30/2021	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	6/30/2022	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Department of the Army has not established procedures to set up the antiharassment program. Awaiting guidance from the Department of the Army on how to resource and implement the program.		To be determined
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS RECOMMEND: As of 30 September 2022, guidance from Department of the Army has not been issued.		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Requires the agency's managers' involvement in the implementation of the EEO program. B.6.b Senior managers do not participate in the barrier analysis process.	
OBJECTIVE:	Develop a plan to solicit input from senior leaders, in support of the barrier analysis process.	
RESPONSIBLE OFFICIAL:	EEO Director/ EEO SEP Manager/ Senior Leaders	
DATE OBJECTIVE INITIATED:	9/29/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Provide briefing on Senior Leaders' roles and responsibility in identifying barrier analysis		3/30/2023
Develop plan to identify barriers in the workplace		5 May 2023/7 Jul 2023
Identify barriers in the workplace		10 August 2023
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS RECOMMEND:		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Requires the agency's managers' involvement in the implementation of the EEO program. B.6.c Senior managers do not assist in developing agency EEO action plans when barriers are identified.	
OBJECTIVE:	Hold managers accountable for participation in developing and implementing agency EEO action plans when barriers are identified.	
RESPONSIBLE OFFICIAL:	EEO Director/EEO SEP Manager/Senior Managers	
DATE OBJECTIVE INITIATED:	9/29/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Establish staff assistance visits with managers to discuss possible barriers and other EEO related concerns.		On-going; starting with 6/30/2021
When managers actively participate in the barrier analysis process, notify their leadership of the manager's active participation and accomplishments.		On-going; starting with 6/30/2021
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS RECOMMEND:		
This initiative will continue. AEP Manager position is currently vacant and when the new AEPM is on board this initiative will begin again.		

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<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EEOC FORM 715-01 PART H </div> <div style="text-align: center;"> <i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT </div> </div>	
[US Army Garrison, Fort Gordon]	FY 2022
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Require that the agency head ensure that there are procedures to prevent all forms of EEO discrimination. C.2.a.2- There has not been a firewall between the Anti-Harassment Coordinator and the EEO Director.
OBJECTIVE:	Provide a firewall between the Anti-Harassment and the EEO Program.
RESPONSIBLE OFFICIAL:	EEO/EO Manager/Human Resource Officials/Senior Managers
DATE OBJECTIVE INITIATED:	9/29/2020
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Department of the Army has not established procedures to set up the antiharassment program. Awaiting guidance from the Department of the Army on how to resource and implement the program.	To be Determined
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: As of 30 September 2022, guidance from Department of the Army has not been issued.	

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Require that the agency head ensure that there are procedures to prevent all forms of EEO discrimination. C.2.a.4- EEO Office does not provide information to the anti-harassment program of all counseling activity alleging harassment.	
OBJECTIVE:	Provide counseling activity alleging harassment to the anti-harassment program.	
RESPONSIBLE OFFICIAL:	EEO Officials	
DATE OBJECTIVE INITIATED:	9/29/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2022	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Department of the Army has not established procedures to set up the antiharassment program. Awaiting guidance from the Department of the Army on how to resource and implement the program		To be determined
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: As of 30 September 2022, guidance from Department of the Army has not been issued.		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Require that the agency head ensure that there are procedures to prevent all forms of EEO discrimination. C.2.b2- Is there a firewall between the Reasonable Accommodation Program Manager and the EEO Director.	
OBJECTIVE:	Provide a firewall between the EEO Director and the Reasonable Accommodation Manager	
RESPONSIBLE OFFICIAL:	EEO Officials	
DATE OBJECTIVE INITIATED:	9/29/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Disability and Reasonable Accommodation Manager is an EEO Specialist		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: As of 30 September 2022, the Reasonable Accommodation Program Manager and the Disability Program Manager is an EEO Specialist that works on the EEO Staff.		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Require that the agency head ensure that there are procedures to prevent all forms of EEO discrimination. C.2.c- Has Agency established procedures for processing requests for Personnel Assistance Services.	
OBJECTIVE:	Provide procedures for processing requests for Personnel Assistance Services.	
RESPONSIBLE OFFICIAL:	EEO Officials	
DATE OBJECTIVE INITIATED:	9/29/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2022	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Department of the Army has not established procedures for processing requests for Personnel Assistance Services. Awaiting guidance from the Department of the Army on how to resource and implement the program		To be Determined
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: As of 30 September 2022, guidance from Department of the Army has not been issued.		

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715-01 PART H
EEO Plan to Attain the Essential Elements of a Model EEO Program

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Require that the agency head ensure that there are procedures to prevent all forms of EEO discrimination. C.2.c.1- Does the Agency post its procedures for processing requests for Personnel Assistance Services	
OBJECTIVE:	Provide procedures for processing Personnel Assistance Services.	
RESPONSIBLE OFFICIAL:	EEO Officials	
DATE OBJECTIVE INITIATED:	9/29/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Department of the Army has not established procedures for processing requests for personnel assistance services. Awaiting guidance from the Department of the Army on how to resource and implement the program		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: As of 30 September 2022, guidance from Department of the Army has not been issued.		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	C.4.a The HR Director and the EEO Director dos does not meet regularly to assess whether personnel programs, policies and procedures conform to EEOC laws, instructions, and management directives.	
OBJECTIVE:	Schedule regular meetings with HR Director to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives.	
RESPONSIBLE OFFICIAL:	EEO Director and HR Director	
DATE OBJECTIVE INITIATED:	9/26/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Schedule meeting to plan the process for reviewing policies and procedures		3/31/2023
Schedule meeting to review the policies and procedures		6/15/2023
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	C.4.b The agency has not established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups.	
OBJECTIVE:	Schedule regular meetings with HR Director to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives.	
RESPONSIBLE OFFICIAL:	EEO Director and HR Director	
DATE OBJECTIVE INITIATED:	9/26/2020	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Schedule meeting to plan the process for establishing timetables/schedules		3/31/2023
Schedule meeting to review the timetables/schedules		6/15/2023
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:		

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Require the agency to conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]</p> <p>D.1.c Exit interview information to include questions on how the agency could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities is not conducted.</p>	
OBJECTIVE:	Provide exit interviews	
RESPONSIBLE OFFICIAL:	EEO Officials	
DATE OBJECTIVE INITIATED:	9/26/2021	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2022	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Brief HR/CPAC and DPW on requirements based on IMCOM RA Policy Guidelines		02/12/2023
Provide managers/supervisors update on requirement to provide exit interview as a part of the out-processing checklist. In addition, provide quarterly training on Reasonable Accommodation requests as part of annual EEO Compliance training for supervisors.		Ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: The EEO Office will continue to work with CPAC to develop an Exit interview tool that captures information pertaining to the recruitment, hiring, inclusion, retention and advancement of individuals leaving the workforce.		

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[US Army Garrison, Fort Gordon]	FY 2022	
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?	There continues to be disparity in the representation of females and minorities in grades GS-13 and above. Condition recognized as a result of analysis conducted on participation rates across GS grades and assessment of positions filled at the GS-13 and above grade levels.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analysis of MD 715 Reporter data tables conducted on participation rates across GS grades and assessment of positions filled at the GS-13 and above grade levels.	
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.	Barriers exist in the area of recruitment and internal promotions that impede qualified women and minorities from being referred or selected for positions in the GS-13 and above grade levels. Further analysis of the condition will be conducted by EEO and CPAC.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	An in-depth analysis to determine why females and minorities are not well represented in grades GS-13 and above has to be conducted in order to determine what procedure/policy/practice needs to be implemented to correct the condition. Conduct targeted recruitment and ensure qualified women and minorities are being referred.	
RESPONSIBLE OFFICIAL:	Senior Managers/Supervisors, HR Staff, EEO Staff	
DATE OBJECTIVE INITIATED:	9/26/21	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/23	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Analyze applicant pool of all GS-13 and above positions filled in FY 21 to determine if females and minorities are applying.	3/31/2023 and 9/30/2023	
Work with Human Resources Office and managers/supervisors in reviewing skills sets required for positions.	ongoing	
Review number of females and minorities at grade GS-12 in organizations and engage Career Program Managers in Mentoring Programs	6/30/2023	
Review recruitment sources.	6/30/2023	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:		
UPDATE: Females and minorities are in the applicant pools. Females and minorities are being referred to the selecting official and are being interviewed. Work with Career Program Managers to continue mentoring females and minorities in the grades of GS 12 above to assist in development for promotion to higher grades.		

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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?	<i>The number of individuals in the workforce with a targeted disability in FY 22 was 22 employees which represents 5.64% of persons with a targeted disability. This percentage is above the Federal goal of 2.00%.</i>
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Emphasis will continue to be placed on recruitment initiatives within the installation. Managers and supervisors were informed of the installation's initiative to recruit qualified individuals with disabilities for vacant positions and retain them in the workforce. Streamlined hiring with the colleges based Workforce Recruitment Program (WRP) is a tool used to recruit students and college graduates with targeted disabilities. A comparison of Data Table B1, Garrison's Total Work Force by disability revealed there is no disparity.
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.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Increase emphasis to expand the recruitment pool considering schools such as Florida School for the Deaf and Blind or Gallaudet University as part of the recruitment plan. Utilizing special hiring authorities such as schedule A and D shortens the hiring process. In addition, recruitment efforts given to the Wounded Warriors in Transition Program and other programs such as Workforce Recruitment Program can help build a resume bank of Schedule A applicants with the knowledge, skills and abilities to successfully perform major occupations with critical need. To address the disparity pertaining to retention, the organization can ensure accommodations are provided timely and remove identified barriers in the work environment. In addition, awards and other recognition, highlighting qualified individuals with targeted disabilities that are top performers. Exit interview survey to confirm voluntary reason for leaving.
RESPONSIBLE OFFICIAL:	Senior Managers/Supervisors, HR Staff, EEO Staff
DATE OBJECTIVE INITIATED:	9/26/2022
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2023

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EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Continue to work with HR in identifying special hiring authorities and ensure that supervisors and managers are aware of them.		3/31/2023
Continue to promote participation in workforce recruitment program and visit organizations quarterly ensuring awareness of the hiring authorities as they pertain to individuals with targeted disabilities.		9/30/2023
Establish and maintain documented contact with disabled placement services and non-profit organizations.		Ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>UPDATE:</p> <p>Persons hired with targeted disabilities represented 5.64% of the workforce in FY 22 compared to 3.14% in FY 21; this category has made a slight increase and is above the federal goal of 2.00%. EEO will continue to work with managers and supervisors to promote opportunities to hire and retain persons with targeted disabilities. The Disability Program Manager will continue to work with the Workforce Recruitment Program. The program seeks to function as a primary pipeline for bringing new talent into the federal government to fill mission critical jobs. The program helps participating college Career Centers and Disability Services Offices tackle the unique issues involved in assisting candidates with disabilities with finding employment, such as accommodations and the use of the Schedule A Hiring Authority.</p>		

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715-02 PART J
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

Part I Department of Agency Information	1. Agency						
	1.a. 2 nd Level Component						
	1.b. 3 rd Level or lower						

Part II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY2022		... end of FY2022.		Net Change	
		Number	%	Number	%	Number	%
	Total Work Force	413	100.00%	390	100.00%	-31	-5.56%
	Reportable Disability	56	8.93%	61	15.64%	5	8.92%
	Targeted Disability*	18	1.02%	22	5.64%	-3	-12.00%
* 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.						0	
* 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).							
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0	

Part III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	33	1	3.03%	0	0.00%	7	21.21%	25	75.75%
4. Non-Competitive Promotions	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5. Employee Career Development Programs	368	48	13.04 %	5	1.35%	52	14.13%	261	70.92%
5.a. Grades 5 - 12	360	51	14.16 %	5	1.38%	54	15.00%	247	68.61%

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5.b. Grades 13 - 14	41	3	7.31%	0	0.00%	3	7.31%	34	82.92%
5.c. Grade 15/SES	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%
6. Employee Recognition and Awards	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6.a. Time-Off Awards (Total hrs awarded)	136	18	13.23 %	1	0.73%	19	13.97%	98	72.05%
6.b. Cash Awards (total \$\$\$ awarded)	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6.c. Quality-Step Increase	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EEOC FORM 715-02 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities								
Part IV Identification and Elimination of Barriers									
Part V Goals for Targeted Disabilities									

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Appendix A Definitions

- The following definitions apply to Management Directive 715: **Applicant:** A person who applies for employment.
- **Applicant Flow Data:** Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
- **Barrier:** An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
- **Disability:** For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on an Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.
- **Civilian Labor Force (CLF):** Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
- **EEO Groups:** Members of groups protected under Title VII of the Civil Rights Act and other Federal guidelines. Includes: White Men, White Women, Black Men, Black Women, Hispanic Men, Hispanic Women, Asian Men, Asian Women, Native American Men, Native American Women, and Persons with Disabilities.
- **Employees:** Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.
- **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.
- **Feeder Group or Pool:** Occupational group(s) from which selections to a particular job are typically made.
- **Federal Categories (Fed9):** For the first time EEOC is requiring agencies to report their workforce data by aggregating it into nine employment categories. These categories are more consistent with those EEOC uses in private sector enforcement and will permit better analysis of trends in the federal workplace than previous categories used. The Commission has created a Census/OPM Occupation Cross-Classification Table by OPM Occupational Code (crosswalk) which assists agencies in determining the category in which to place a position through use of the position's OPM or SOC codes or the OPM or Census Occupation Title. The crosswalk may be accessed at the Commission's website: <http://www.eeoc.gov/federal/715instruct/00-09opmcode.html>. This crosswalk is intended as general guidance in cross-classifying OPM occupational codes to the EEO nine categories. Agencies are encouraged to contact EEOC with specific questions about what category might be appropriate for their particular occupations.
- **The nine job category titles are:**
 - **Officials and Manager** Occupations requiring administrative and managerial

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personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) **Executive/Senior-Level**, (2) **Mid-Level**, (3) **First-Level** and (4) **Other**. When an employee is classified as a supervisor or manager, that employee should be placed in the *Officials and Managers* category rather than in the category in the crosswalk that they would otherwise be placed in based on their OPM occupational code. Those employees classified as supervisors or managers who are at the GS-12 level or below should be placed in the First-Level sub-category of Officials and Managers, those at the GS-13 or 14 should be in the **Mid-Level** sub-category, and those at GS-15 or in the SES should be in the **Executive/Senior-Level** sub-category. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees, in these three sub-categories. The fourth sub-category, called "**Other**" contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities. For example, Administrative Officers (OPM Code 0341) are appropriately placed in the "**Other**" sub-category.

- **Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors and kindred workers.
- **Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post-high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.
- **Sales** - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales workers, demonstrators, sales workers and salesclerks, grocery clerks, and cashiers/checkers, and kindred workers.
- **Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.
- **Craft Workers**(skilled) - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters

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(construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

- **Operatives**(semiskilled) - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.
 - **Laborers** (unskilled) - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.
 - **Service workers** - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurse's aides, and orderlies), barbers, char workers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.
- **Fiscal Year:** The period from October 1 of one year to September 30 of the following year.
 - **Goal :** Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.
 - **Major Occupations:** Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
 - **Onsite Program Review:** Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.
 - **Reasonable Accommodation:** Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

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- **Relevant Labor Force:** The source from which an agency draws or recruit applicants for employment or an internal selection such as a promotion.
- **Section 501 Program:** The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.
- **Section 717 Program:** The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.
- **Selection Procedure:** Any employment policy or practice that is used as a basis for an employment decision.
- **Special Recruitment Program:** A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.
- **Targeted Disabilities:** Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.
- **Technical Assistance:** Training, assistance or guidance provided by the EEOC in writing, over the telephone or in person.
- **Under representation:** Result of conditions in which the representation of EEO groups is lower than expected.

DATABASE NOTES

1. The data for this report reflects the organization as of 1 October YYYY. The HR database of record, the Defense Civilian Personnel Data System (DCPDS), was used to obtain the data. It is recognized that the HR database contains anomalies that affect data reporting. The variance didn't appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusions on data tables.
3. Manifested Imbalances and Conspicuous Absences (MICA) are the correct terms required by federal rulings to describe the term "under representation". Manifested Imbalances indicate that although women and minorities are present, their representation is below the CLF. Conspicuous Absences refers to an absence of women and/or minorities.
4. Grade designations are the same ones used in DCPDS based on federal guidelines. Senior individuals are defined as those members of the Senior Executive Service or equivalent, such as all pay plans that start with an "E", or "I", pay plan "ST" and some positions in the "AD" category. Data for Pay plan "EX" are excluded.
5. Because the HR data system has not been retooled to meet MD 715 requirements, and OPM has not issued an authorization for the retooling, many data points in the accompanying data tables will not consistently sum to the total Army workforce. This is especially true in the calculations for persons with disabilities. The reportable codes used by EEOC vary from those in the HR data system in that some codes were excluded.

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Because of this exclusion, many of the data tables will not sum to the total Army workforce. In addition, many of the tables that capture data on RNO groups, because of the variety of pay plans used in Army do not fit into the aspects of "GS" or "Wage Grade" equivalents. Therefore, many of those data points were excluded.

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Appendix B

Data Tables

****CONTROLLED UNCLASSIFIED INFORMATION****

**TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex by FY
(GORDON, FY 2022)**

Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Prior FY#	798	411	387	21	4	164	51	105	71	3	4	0	0	1	0	117	257
Total Prior FY%	100.00%	51.50%	48.49%	2.63%	0.50%	20.55%	6.39%	13.15%	8.89%	0.37%	0.50%	0.00%	0.00%	0.12%	0.00%	14.66%	32.20%
Total Current FY#	390	275	115	16	5	155	50	94	56	3	0	0	1	2	0	5	3
Total Current FY%	100.00%	70.51%	29.48%	4.10%	1.28%	39.74%	12.82%	24.10%	14.35%	0.76%	0.00%	0.00%	0.25%	0.51%	0.00%	1.28%	0.76%
General CLF% (2010)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference #	-408	-136	-272	-5	1	-9	-1	-11	-15	0	-4	0	1	1	0	-112	-254
Ratio Change%	0.00%	19.01%	-19.01%	1.47%	0.78%	19.19%	6.43%	10.95%	5.46%	0.39%	-0.50%	0.00%	0.25%	0.39%	0.00%	-13.38%	-31.44%
Net Change - %	-51.12%	-33.09%	-70.28%	-23.80%	25.00%	-5.48%	-1.96%	-10.47%	-21.12%	0.00%	-100.00%	0.00%	0.00%	100.00%	0.00%	-95.72%	-98.83%
Perm. Prior FY#	398	290	108	20	4	159	45	103	56	3	0	0	0	1	0	4	3
Perm. Prior FY%	100.00%	72.86%	27.13%	5.02%	1.00%	39.94%	11.30%	25.87%	14.07%	0.75%	0.00%	0.00%	0.00%	0.25%	0.00%	1.00%	0.75%
Perm. Current FY#	390	275	115	16	5	155	50	94	56	3	0	0	1	2	0	5	3
Perm. Current FY%	100.00%	70.51%	29.48%	4.10%	1.28%	39.74%	12.82%	24.10%	14.35%	0.76%	0.00%	0.00%	0.25%	0.51%	0.00%	1.28%	0.76%
General CLF% (2010)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference #	-8	-15	7	-4	1	-4	5	-9	0	0	0	0	1	1	0	1	0
Ratio Change %	0.00%	-2.35%	2.35%	-0.92%	0.28%	-0.20%	1.52%	-1.77%	0.28%	0.01%	0.00%	0.00%	0.25%	0.26%	0.00%	0.28%	0.01%
Net Change %	-2.01%	-5.17%	6.48%	-20.00%	25.00%	-2.51%	11.11%	-8.73%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	25.00%	0.00%
Temp Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temp Prior FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp. Current FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temp Current FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
General CLF% (2010)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAF Prior FY#	400	121	279	1	0	5	6	2	15	0	4	0	0	0	0	113	254
NAF Prior FY%	100.00%	30.25%	69.75%	0.25%	0.00%	1.25%	1.50%	0.50%	3.75%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	28.25%	63.50%
NAF Current FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Current FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
General CLF% (2010)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference #	-400	-121	-279	-1	0	-5	-6	-2	-15	0	-4	0	0	0	0	-113	-254
Ratio Change%	-100.00%	-30.25%	-69.75%	-0.25%	0.00%	-1.25%	-1.50%	-0.50%	-3.75%	0.00%	-1.00%	0.00%	0.00%	0.00%	0.00%	-28.25%	-63.50%
Net Change %	-100.00%	-100.00%	-100.00%	-100.00%	0.00%	-100.00%	-100.00%	-100.00%	-100.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	-100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

B1: TOTAL WORKFORCE - Distribution by Disability by FY
(GORDON, FY 2022)

Employment Tenure	Total Employees	Detail by Disability Status				Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Total Prior FY #	795	629	95	71	25	0	3	3	2	0	2	0	1	5	8	0	1
Total Prior FY %	100.00%	79.12%	11.95%	8.93%	3.14%	0.00%	12.00%	12.00%	8.00%	0.00%	8.00%	0.00%	4.00%	20.00%	32.00%	0.00%	4.00%
Total Current FY #	390	273	56	61	22	0	3	3	1	0	2	0	1	4	7	0	1
Total Current FY %	100.00%	70.00%	14.36%	15.64%	5.64%	0.00%	13.64%	13.64%	4.55%	0.00%	9.09%	0.00%	4.55%	18.18%	31.82%	0.00%	4.55%
Federal Goal				12.00%	2.00%												
Difference #	-405	-356	-39	-10	-3	0	0	0	-1	0	0	0	0	-1	-1	0	0
Ratio Change %	0.00%	-9.12%	2.41%	6.71%	2.50%	0.00%	1.64%	1.64%	-3.45%	0.00%	1.09%	0.00%	0.55%	-1.82%	-0.18%	0.00%	0.55%
Net Change %	-50.94%	-56.60%	-41.05%	-14.08%	-12.00%	0.00%	0.00%	0.00%	-50.00%	0.00%	0.00%	0.00%	0.00%	-20.00%	-12.50%	0.00%	0.00%
Perm Prior FY #	398	291	52	55	18	0	3	3	1	0	2	0	1	2	5	0	1
Perm Prior FY %	100.00%	73.12%	13.07%	13.82%	4.52%	0.00%	16.67%	16.67%	5.56%	0.00%	11.11%	0.00%	5.56%	11.11%	27.78%	0.00%	5.56%
Perm Current FY #	390	273	56	61	22	0	3	3	1	0	2	0	1	4	7	0	1
Perm Current FY %	100.00%	70.00%	14.36%	15.64%	5.64%	0.00%	13.64%	13.64%	4.55%	0.00%	9.09%	0.00%	4.55%	9.09%	22.73%	0.00%	4.55%
Federal Goal				12.00%	2.00%												
Difference #	-8	-18	4	6	4	0	0	0	0	0	0	0	0	2	2	0	0
Ratio Change %	0.00%	-3.12%	1.29%	1.82%	1.12%	0.00%	-3.03%	-3.03%	-1.01%	0.00%	-2.02%	0.00%	-1.01%	-2.02%	-5.05%	0.00%	-1.01%
Net Change %	-2.01%	-6.19%	7.69%	10.91%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	40.00%	0.00%	0.00%
Temp Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temp Prior FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp Current FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temp Current FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goal				12.00%	2.00%												
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAF Prior FY #	397	338	43	16	7	0	0	0	1	0	0	0	0	3	3	0	0
NAF Prior FY %	100.00%	85.14%	10.83%	4.03%	1.76%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	42.86%	42.86%	0.00%	0.00%
NAF Current FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Current FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goal				12.00%	2.00%												
Difference #	-397	-338	-43	-16	-7	0	0	0	-1	0	0	0	0	-3	-3	0	0
Ratio Change %	-100.00%	-85.14%	-10.83%	-4.03%	-1.76%	0.00%	0.00%	0.00%	-14.29%	0.00%	0.00%	0.00%	0.00%	-42.86%	-42.86%	0.00%	0.00%
Net Change %	-100.00%	-100.00%	-100.00%	-100.00%	-100.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	-100.00%	0.00%	0.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A3-1-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex
(GORDON, FY 2022)

Occupational Groups		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Officials and Managers	#	102	60	42	5	2	32	20	21	20	2	0	0	0	0	0	0	0
Professionals	#	133	95	38	7	2	58	16	25	17	1	0	0	1	1	0	3	2
Technicians	#	25	17	8	0	0	12	6	5	2	0	0	0	0	0	0	0	0
Administrative Support Workers	#	44	27	17	2	1	13	5	12	10	0	0	0	0	0	0	0	1
Craft Workers	#	12	12	0	0	0	7	0	4	0	0	0	0	0	0	0	1	0
Operatives	#	27	25	2	2	0	13	1	9	1	0	0	0	0	1	0	0	0
Service Workers	#	45	38	7	0	0	19	2	18	5	0	0	0	0	0	0	1	0
Total		390	275	115	16	5	155	50	94	56	3	0	0	1	2	0	5	3
	%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF 2010	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers	%	100.00%	58.82%	41.17%	4.90%	1.96%	31.37%	19.60%	20.58%	19.60%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers CLF 2010	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.20%	0.70%	0.50%
Professionals	%	100.00%	71.42%	28.57%	5.26%	1.50%	43.60%	12.03%	18.79%	12.78%	0.75%	0.00%	0.00%	0.75%	0.75%	0.00%	2.25%	1.50%
Professionals CLF 2010	%	100.00%	46.30%	53.70%	2.29%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.20%	0.30%	0.60%	0.80%
Technicians	%	100.00%	68.00%	32.00%	0.00%	0.00%	48.00%	24.00%	20.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians CLF 2010	%	100.00%	42.20%	57.80%	3.30%	3.40%	32.20%	43.20%	3.40%	7.60%	2.20%	2.40%	0.10%	0.00%	0.30%	0.40%	0.70%	0.90%
Administrative Support Workers	%	100.00%	61.36%	38.63%	4.54%	2.27%	29.54%	11.36%	27.27%	22.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.27%
Administrative Support Workers CLF 2010	%	100.00%	24.40%	75.60%	2.90%	6.70%	16.50%	56.30%	3.30%	8.90%	1.00%	2.00%	0.00%	0.10%	0.10%	0.50%	0.40%	1.20%
Craft Workers	%	100.00%	100.00%	0.00%	0.00%	0.00%	58.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
Craft Workers CLF 2010	%	100.00%	94.50%	5.50%	11.90%	0.60%	72.50%	3.90%	6.20%	0.60%	1.50%	0.20%	0.10%	0.00%	0.80%	0.10%	1.40%	0.00%
Operatives	%	100.00%	92.59%	7.40%	7.40%	0.00%	48.14%	3.70%	33.33%	3.70%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%	0.00%
Operatives CLF 2010	%	100.00%	71.80%	28.20%	10.80%	5.09%	48.40%	16.30%	8.90%	4.50%	2.00%	1.60%	0.10%	0.00%	0.50%	0.20%	1.10%	0.30%
Service Workers	%	100.00%	84.44%	15.55%	0.00%	0.00%	42.22%	4.44%	40.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.22%	0.00%
Service Workers CLF 2010	%	100.00%	40.60%	59.40%	6.60%	7.90%	25.00%	38.00%	6.20%	9.60%	1.60%	1.90%	0.10%	0.10%	0.40%	0.50%	0.90%	1.20%
Total	%	10,000	7,051	2,948	410	128	3,974	1,282	2,410	1,435	76	0	0	25	51	0	128	76
General CLF 2010	%	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
	%	0.51%	0.36%	0.86%	0.00%	0.00%	0.64%	0.00%	0.00%	1.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support Workers	%	11.28%	9.81%	14.78%	12.50%	20.00%	8.38%	10.00%	12.76%	17.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Craft Workers	%	3.07%	4.36%	0.00%	0.00%	0.00%	4.51%	0.00%	4.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Officials and Managers	%	26.15%	21.81%	36.52%	31.25%	40.00%	20.64%	40.00%	22.34%	35.71%	66.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Operatives	%	6.92%	9.09%	1.73%	12.50%	0.00%	8.38%	2.00%	9.57%	1.78%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Professionals	%	34.10%	34.54%	33.04%	43.75%	40.00%	37.41%	32.00%	26.59%	30.35%	33.33%	0.00%	0.00%	100.00%	50.00%	0.00%	60.00%	66.66%
Service Workers	%	11.53%	13.81%	6.08%	0.00%	0.00%	12.25%	4.00%	19.14%	8.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Technicians	%	6.41%	6.18%	6.95%	0.00%	0.00%	7.74%	12.00%	5.31%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	%	10,000	7,051	2,948	410	128	3,974	1,282	2,410	1,435	76	0	0	25	51	0	128	76

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A4-1 : PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex
(GORDON, FY 2022)

GS/GM, and Related Grades		Total Employees					RACE/ETHNICITY (Non-Hispanic or Latino)											
		Hispanic or Latino					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total GS/GM/GG/GR/GP	#	375	261	114	16	5	148	49	88	56	3	0	0	1	2	0	4	3
Grade - 4	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Grade - 5	#	8	2	6	0	0	1	1	1	5	0	0	0	0	0	0	0	0
Grade - 6	#	43	33	10	0	0	16	5	16	5	0	0	0	0	0	0	1	0
Grade - 7	#	52	42	10	4	0	21	3	14	6	1	0	0	0	1	0	1	1
Grade - 8	#	40	37	3	4	1	20	1	13	1	0	0	0	0	0	0	0	0
Grade - 9	#	54	33	21	3	1	20	9	9	11	0	0	0	0	1	0	0	0
Grade - 10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	71	42	29	2	0	26	19	14	8	0	0	0	1	0	0	0	1
Grade - 12	#	62	43	19	2	0	24	5	17	13	0	0	0	0	0	0	0	1
Grade - 13	#	31	17	14	0	2	13	6	2	6	0	0	0	0	0	0	2	0
Grade - 14	#	9	9	0	1	0	6	0	1	0	1	0	0	0	0	0	0	0
Grade - 15	#	2	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Total Non Wage Grade Pay Plans	#	375	261	114	16	5	148	49	88	56	3	0	0	1	2	0	4	3
General CLF 2000	%	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Grade - 4	%	100.00%	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 5	%	100.00%	25.00%	75.00%	0.00%	0.00%	12.50%	12.50%	12.50%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	%	100.00%	76.74%	23.25%	0.00%	0.00%	37.20%	11.62%	37.20%	11.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.32%	0.00%
Grade - 7	%	100.00%	80.76%	19.23%	7.69%	0.00%	40.38%	5.76%	26.92%	11.53%	1.92%	0.00%	0.00%	0.00%	1.92%	0.00%	1.92%	1.92%
Grade - 8	%	100.00%	92.50%	7.50%	10.00%	2.50%	50.00%	2.50%	32.50%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 9	%	100.00%	61.11%	38.88%	5.55%	1.85%	37.03%	16.66%	16.66%	20.37%	0.00%	0.00%	0.00%	0.00%	1.85%	0.00%	0.00%	0.00%
Grade - 10	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	%	100.00%	59.15%	40.84%	2.81%	0.00%	36.61%	26.76%	19.71%	11.26%	0.00%	0.00%	0.00%	1.40%	0.00%	0.00%	0.00%	1.40%
Grade - 12	%	100.00%	69.35%	30.64%	3.22%	0.00%	38.70%	8.06%	27.41%	20.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.61%
Grade - 13	%	100.00%	54.83%	45.16%	0.00%	6.45%	41.93%	19.35%	6.45%	19.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.45%	0.00%
Grade - 14	%	100.00%	100.00%	0.00%	11.11%	0.00%	66.66%	0.00%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Non Wage Grade Pay Plans	%	100.00%	69.60%	30.40%	4.26%	1.33%	39.46%	13.06%	23.46%	14.93%	0.80%	0.00%	0.00%	0.26%	0.53%	0.00%	1.06%	0.80%
Grade - 4	%	0.53%	0.00%	1.75%	0.00%	20.00%	0.00%	0.00%	0.00%	1.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 5	%	2.13%	0.76%	5.26%	0.00%	0.00%	0.67%	2.04%	1.13%	8.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	%	11.46%	12.64%	8.77%	0.00%	0.00%	10.81%	10.20%	18.18%	8.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%
Grade - 7	%	13.86%	16.09%	8.77%	25.00%	0.00%	14.18%	6.12%	15.90%	10.71%	33.33%	0.00%	0.00%	0.00%	50.00%	0.00%	25.00%	33.33%
Grade - 8	%	10.66%	14.17%	2.63%	25.00%	20.00%	13.51%	2.04%	14.77%	1.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 9	%	14.40%	12.64%	18.42%	18.75%	20.00%	13.51%	18.36%	10.22%	19.64%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Grade - 10	%	0.26%	0.38%	0.00%	0.00%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	%	18.93%	16.09%	25.43%	12.50%	0.00%	17.56%	38.77%	15.90%	14.28%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	33.33%
Grade - 12	%	16.53%	16.47%	16.66%	12.50%	0.00%	16.21%	10.20%	19.31%	23.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Grade - 13	%	8.26%	6.51%	12.28%	0.00%	40.00%	8.78%	12.24%	2.27%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Grade - 14	%	2.40%	3.44%	0.00%	6.25%	0.00%	4.05%	0.00%	1.13%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	%	0.53%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	1.13%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Non Wage Grade Pay Plans	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	100.00%	100.00%

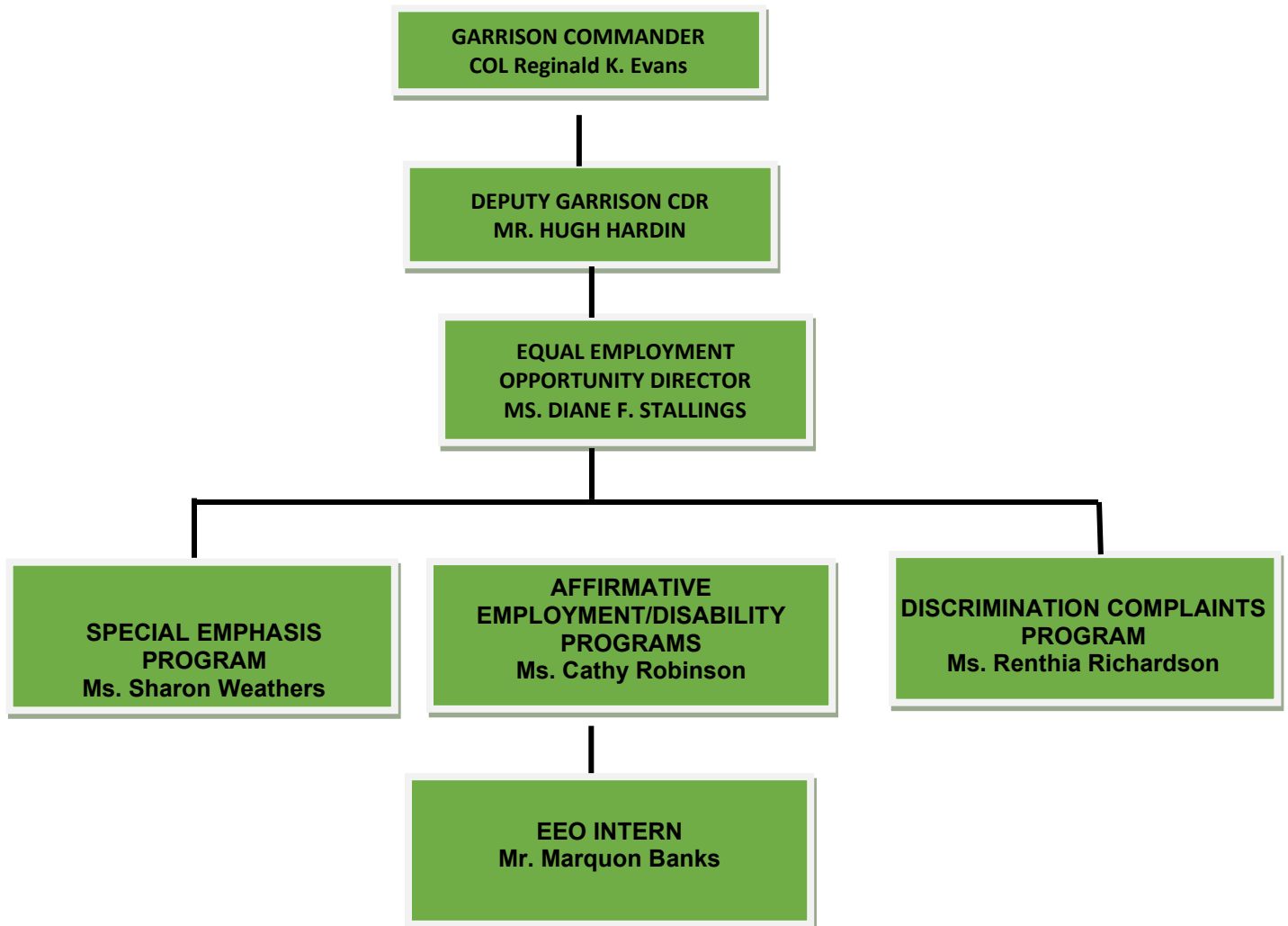
****CONTROLLED UNCLASSIFIED INFORMATION****

Table A13-3 : EMPLOYEE RECOGNITION AND AWARDS BY PERFORMANCE RATING - Distribution by Race/Ethnicity and Sex
(GORDON, FY 2022)

Performance Awards (9L) By Performance Rating		Total Employees				RACE/ETHNICITY (Non-Hispanic or Latino)											
		All		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
3	LEVEL 3-FULLY SUCC OR EQUIV. PASS LEVEL UND	#	131	107	24	8	1	54	9	41	14	0	0	0	0	2	0
	Total Award Amount	\$	\$103,924	\$90,091	\$13,833	\$6,923	\$0	\$44,198	\$3,646	\$37,548	\$10,187	\$0	\$0	\$0	\$0	\$1,422	\$0
	Median Award Amount	\$	\$101,900	\$104,600	\$99,650	\$171,300	\$0	\$110,100	\$84,650	\$98,700	\$100,600	\$0	\$0	\$0	\$0	\$142,200	\$0
5	LEVEL 5 OUTSTANDING OR EQUIVALENT	#	223	141	82	8	4	81	36	48	39	3	0	0	1	0	1
	Total Award Amount	\$	\$252,832	\$180,532	\$72,300	\$7,682	\$3,504	\$106,409	\$30,707	\$61,054	\$35,099	\$5,387	\$0	\$0	\$1,490	\$0	\$1,500
	Median Award Amount	\$	\$193,100	\$194,650	\$167,500	\$141,600	\$175,200	\$204,100	\$201,600	\$197,350	\$152,750	\$169,350	\$0	\$0	\$149,000	\$0	\$150,000
X	NOT RATED. NOT YET RCVD RATING OF RC RD UN	#	29	23	6	0	0	17	2	5	3	0	0	0	0	0	1
	Total Award Amount	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Median Award Amount	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total Ratings Received	#	383	271	112	16	5	152	47	94	56	3	0	0	1	2	4
3	LEVEL 3-FULLY SUCC OR EQUIV. PASS LEVEL UND	%	100.00%	81.65%	18.31%	6.10%	0.76%	41.22%	6.87%	31.29%	10.58%	0.00%	0.00%	0.00%	0.00%	1.52%	0.00%
5	LEVEL 5 OUTSTANDING OR EQUIVALENT	%	100.00%	63.20%	36.74%	3.98%	1.79%	36.32%	16.14%	21.52%	17.48%	1.34%	0.00%	0.00%	0.44%	0.00%	0.89%
X	NOT RATED. NOT YET RCVD RATING OF RC RD UN	%	100.00%	79.30%	20.67%	0.00%	0.00%	58.62%	6.89%	17.24%	10.34%	0.00%	0.00%	0.00%	0.00%	3.44%	3.44%
3	LEVEL 3-FULLY SUCC OR EQUIV. PASS LEVEL UND	%	34.20%	39.48%	21.42%	50.00%	20.00%	35.52%	19.14%	43.61%	25.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
5	LEVEL 5 OUTSTANDING OR EQUIVALENT	%	58.22%	52.02%	73.21%	50.00%	80.00%	53.28%	76.59%	51.06%	69.64%	100.00%	0.00%	0.00%	100.00%	0.00%	66.66%
X	NOT RATED. NOT YET RCVD RATING OF RC RD UN	%	7.57%	8.48%	5.35%	0.00%	0.00%	11.18%	4.25%	5.31%	5.35%	0.00%	0.00%	0.00%	0.00%	25.00%	33.33%

Appendix C

Organizational Chart



EEOC FORM
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Appendix D
Policy Letters



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON
307 CHAMBERLAIN AVENUE
FORT GORDON, GEORGIA 30905-5730

AMIM-GOG-EE

JUL 22 2022

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 04 - Equal Employment Opportunity (EEO)

1. As the commander of the US Army Garrison at Fort Gordon, I am committed to the principles of Equal Employment Opportunities for all employees and applicants for employment. It is essential that all individuals receive fair and equitable consideration in all areas of personnel management based solely on their merit and ability. All personnel share in the responsibility to create and maintain an environment free from unlawful discrimination.
2. Each of us has a responsibility to support and ensure the success of our EEO program. The Directorate's leaders, managers and supervisors at all levels are to exhibit commitment to EEO through their efforts to resolve conflicts and address concerns in the workplace as they arise. When an employee believes he or she has been treated differently based on age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion and reprisal and the principles of EEO law were violated in policy, procedures or practice, the employee is encouraged to consult with the EEO office. Complaints of discrimination will be resolved fairly, expeditiously, and dispassionately at the lowest level possible. Managers will participate in the mediation process as a means of resolving the problem. Reprisal or intimidation against those employees who exercise rights to seek resolution through the complaint process will not be tolerated. The commitment to EEO includes taking prompt remedial action to correct inappropriate behavior.
3. Our success in meeting established goals depends on our commitment to the Army's policy regarding equal opportunity and affirmative action. It is vital that we strive for the workforce that is representative of our nation's diversity that allows everyone an opportunity to work at their full potential. Achieving and maintaining an environment that ensures equality for all requires the personal attention of all commanders, managers, and supervisors. Continued support from senior leaders will ensure that together we succeed in meeting the dual mission of supporting the Warfighter and maintaining a dedicated workforce.
4. This policy will be brought to the attention of all personnel during EEO training, and a copy of this memorandum will be posted on the EEO website and on all the primary bulletin boards.

AMIM-GOG-EE

SUBJECT: Garrison Commander's Policy Memorandum No. 04 - Equal Employment Opportunity (EEO)

5. Questions regarding this policy should be directed to the Garrison EEO Director at (706) 791-4551 or diane.f.stallings.civ@army.mil.

A handwritten signature in black ink, appearing to read 'Reginald Evans', with a stylized, flowing script.

REGINALD EVANS
COL, SC
Commanding



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON
307 CHAMBERLAIN AVENUE
FORT GORDON, GEORGIA 30905-5730

AMIM-GOG-EE

JUL 4 2022

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 05 - Anti-Harassment

1. References:

- a. Equal Employment Opportunity Commission (EEOC) Management Directive 715, EEO, 1 Oct 03.
- b. The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, (No FEAR Act), effective 1 Oct 03.
- c. AR 690-12, Equal Employment Opportunity and Affirmative Action, 12 December 2019.
- d. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- e. AR 600-20, Army Command Policy, 6 November 2014.

2. Fort Gordon military and civilian personnel must be allowed to work in an environment free of harassment. We must be committed to an environment of mutual respect, dignity and fair treatment for all individuals. Workplace and discriminatory harassment impacts our team. Soldiers and employees cannot perform at their best while working in a hostile environment.

3. Harassment based on race, religion, color, sex, national origin, age, disability, genetic predisposition, or reprisal or other impermissible basis is not acceptable. Harassment includes any offensive conduct including slurs, jokes or other verbal, nonverbal, or physical conduct that has the effect of interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment.

4. Workplace harassment, including sexual harassment, has no place on Fort Gordon. Sexual harassment is a form of sex discrimination. It adversely impacts readiness and affects mission accomplishment. Further, it violates the law, is detrimental to productivity, diminishes self-esteem, and adversely affects morale.

5. Any Soldier or civilian who encounters workplace harassment should report the incident through appropriate channels. Contact should be made with the appropriate

AMIM-GOG-EE

SUBJECT: Garrison Commander's Policy Memorandum No. 05 - Anti-Harassment

chain of command and/or servicing EEO (Civilian), EO (Military), legal, or personnel offices for prompt, thorough, and impartial investigation. The Equal Employment Office and the Office of the Staff Judge Advocate are available for advice and counsel. Leaders must ensure that incidents are investigated immediately and thoroughly. Failure to promptly and effectively deal with alleged harassment may result in other harm to a victim and puts the Army further at risk. Leaders, managers, and supervisors will ensure that employees who report harassment are not subject to reprisal for exercising their protected activity.

6. We must be committed to ensuring that Fort Gordon is free of workplace harassment, and we must expect all individuals to understand and support this policy. Together we can create teams that are beyond reproach. It is only through a team effort that we can meet our ultimate goal of strengthening the health of our Nation by improving the health of our Army and Fort Gordon.

7. This policy is effective until superseded or rescinded. This policy will be posted on all official bulletin boards and websites. The proponent for this action is the Equal Employment Opportunity Office at (706) 791-4551.



REGINALD EVANS
COL, SC
Commanding



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON
307 CHAMBERLAIN AVENUE
FORT GORDON, GEORGIA 30905-5730

AMIM-GOG-EE

JUL 22 2022

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 06 - Reasonable Accommodation for Individuals with Disabilities

1. References:

- a. 29 C.F.R. 1630, EEOC Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act, as Amended 25 Mar 11.
- b. The Americans with Disabilities Act (ADA) Amendments Act of 1990, Titles I and V, as amended 18 July 2016.
- c. Army Regulation 690-12,, Equal Employment Opportunity and Diversity, dated 12 December 2019.
- d. Army Regulation 600-7, Nondiscrimination on the Basis of Handicap in Programs and Activities Assisted or Conducted by the Department of the Army, 10 March 2020.
- e. Rehabilitation Act of 1973, Section 501.
- f. Equal Employment Opportunity Commission (EEOC) Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act, October 2002.
- g. Equal Employment Opportunity Commission (EEOC) Guidance on 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation, 20 October 2000.

2. Policy: I fully support reasonable accommodations for individuals with disabilities and consider it a matter of high priority. It is my intent with this policy to fully comply with the reasonable accommodations requirements of the Rehabilitation Act of 1973. Under the law, federal agencies must provide reasonable accommodations to qualified employees or applicants with disabilities, unless to do so would cause undue hardship. Fort Gordon is committed to providing reasonable accommodations to its employees and applicants for employment, in order to assure that individuals with disabilities enjoy full access to equal employment opportunity at Fort Gordon. Fort Gordon will provide reasonable accommodations when:

AMIM-GOG-EE

SUBJECT: Garrison Commander's Policy Memorandum No. 06 - Reasonable Accommodation for Individuals with Disabilities

a. An applicant with a disability requires accommodations in order to be considered for a job.

b. An employee with a disability needs accommodations to enable him or her to perform the essential functions of the job or to gain access to the workplace.

c. An employee with a disability needs accommodations to enjoy equal benefits and privileges of employment.

3. All requests for reasonable accommodations should be submitted in writing through each employee's supervisory chain; costs related to accommodations are part of the responsibility of each organization. Procedures to follow in submitting a request are located on the EEO website.

4. Questions regarding this policy should be directed to the Garrison EEO Director at (706) 791-4551 or diane.f.stallings.civ@army.mil.



REGINALD K. EVANS
COL, SC
Commanding

EEOC FORM
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

APPENDIX E
Annual Federal EEO Statistical Report of Discrimination
Complaints

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

Mixed Cases are Included in this report.

Total Elapsed Time: 00:10:31

AGENCY OR DEPARTMENT: USAG - Fort Gordon

REPORTING PERIOD: 10/01/2021 – 09/30/2022

Part I – Pre-Complaint Activities

EEO Counselor

	Counselings	Individuals
A. Intentionally Left Blank		

ADR Intake Officer

	Counselings	Individuals
B. Intentionally Left Blank		

Total Completed/Ended Counselings

	Counselings	Individuals
C. Total Completed/Ended Counselings	53	53
1. Counseled Within 30 Days	45	45
2. Counseled Within 31 to 90 Days	7	7
a. Counseled Within Written Extension Period No Longer Than 60 Days	6	6

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other Non-ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total	3	3
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0

b. Counseled Within 90 Days Where Individual Participated in ADR	0	0
c. Counseled Within 31-90 Days That Were Untimely	1	1
3. Counseled Beyond 90 Days	1	1
4. Counseled Due to Remands	0	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	4	4
2. Initiated during the Reporting Period	52	52
3. Completed/Ended Counseling	53	53
a. Settlements (Monetary and Non-Monetary)	3	3
b. Withdrawal/No Complaint Filed	13	13
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	35	35
d. Decision to File Complaint Pending at the End of the Reporting Period	2	2
4. Counselings Pending at the End of the Reporting Period	3	3

b. Non-Retroactive	0	0	
3. Expungements	0	0	
4. Reassignments	2	2	
5. Removals Rescinded	0	0	
a. Reinstatement	0	0	
b. Voluntary Resignation	0	0	
6. Accommodations	0	0	
7. Training	1	1	
8. Apology	0	0	
9. Disciplinary Actions	1	1	
a. Rescinded	1	1	
b. Modified	0	0	
10. Performance Evaluation Modified	0	0	
11. Leave Restored	0	0	
12. Neutral Reference	0	0	
13. Other Non-ADR Settlements w/ Non-Monetary Benefits	0	0	
14.	0	0	

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
H. Total	0	0
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	0	0
12. Neutral Reference	0	0
13. Other ADR Settlements w/ Non-Monetary Benefits	0	0
14.	0	0

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. Total	3	3

**AGENCY OR DEPARTMENT: USAG -
Fort Gordon**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	71
B. Complaints Filed	36
C. Remands (sum of lines C1 + C2 + C3)	1
C.1. Remands (Not Included in A or B)	0
C.2. Remands (Included in A or B)	1
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	0
D. Total Complaints (sum of lines A + B + C1)	107
E. Complaints in Line D that were NOT Consolidated	107
F. Complaints in Line E that were Closed During Report Period	34
G. Complaints in Line D that WERE Consolidated	0
H. Complaints in Line G that were Closed During Report Period	0
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	74
J. Individuals Filing Complaints (Complainants)	36
K. Number of Joint Processing Units from Consolidation of Complaints	0

**AGENCY OR DEPARTMENT: USAG -
Fort Gordon**

**REPORTING PERIOD: 10/01/2021 –
09/30/2022**

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force	390	100.00%		
a. Total Work Force	390	100.00%		
b. Permanent Employees	390	100.00%		
2. Counselors	7	1.79%	0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	7	1.79%0	0	0
3. Investigators	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. Staff – Total	1	0	0	0	0	0
a. New Staff Receiving At Least 32 Hours Of Training	1	0	0	0	0	0
b. Experienced Staff Receiving At Least 8 Hours of Training	0	0	0	0	0	0
c. Training Requirement Not Met	0	0	0	0	0	0
2. Experienced Staff (ES) – Total	6	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	6	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name: Diane F. Stallings	
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	YES
2. If no, who does the EEO Director Report to?	Person: Title:

3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization? Diane F. Stallings	Person: Title:
4. Who does that person report to? Hugh H. Hardin Deputy Garrison Commander	Person: Title:

AGENCY OR DEPARTMENT: USAG - Fort Gordon

REPORTING PERIOD: 10/01/2021 – 09/30/2022

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Issues of Alleged Discrimination	Bases of Alleged Discrimination												
	Race							Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races	Other						
A. Appointment/Hire	0	0	0	1	0	0	0	0	0	0	3	1	1
B. Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0
C. Awards	0	0	0	0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	1	0	1	0	0	0	0	1	3	7	5	5
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0	0	0	1	1	1	1
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Disciplinary Actions	0	1	0	1	0	0	0	0	1	2	6	4	4
7.	0	0	0	0	0	0	0	0	0	0	0	0	0
F. Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
G. Perf. Eval./ Appraisal	0	0	0	1	0	1	0	0	0	1	6	4	4
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	2	0	5	2	3	0	1	1	9	49	27	27
1. Non-Sexual	0	2	0	5	2	3	0	1	1	9	49	27	27
2. Sexual										0	0	0	0
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	0	0	5	0	1	0	1	0	3	16	8	8

Issues of Alleged Discrimination	Bases of Alleged Discrimination												
	Race							Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races	Other						
M. Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability										0	5	3	3
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation									0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping											0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0	0	0	0	1	1	1	1
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	1	1	0	0	0	1	1	8	4	4
W. Training	0	0	0	1	0	0	0	0	0	0	2	1	1
X. Other Terms/Conditions of Employment	0	1	0	3	0	2	0	1	0	2	18	10	10
Total All Issues by Bases	0	4	0	18	3	7	0	3	3	20			
Total All Complaints Filed by Bases	0	2	0	12	2	4	0	3	2	13			
Total All Complainants by Bases	0	2	0	12	2	4	0	3	2	13			

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 complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	0	1	0	0	0	0			1	0	0	0	3	1	1
B. Assignment of Duties	0	0	0	0	0	0			0	0	0	0	0	0	0

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 complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
C. Awards	0	0	0	0	0	0			0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	0	0	0			0	0	0	1	7	5	5
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0			0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0			0	0	0	0	1	1	1
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0
6. Other Disciplinary Actions	0	0	0	0	0	0			0	0	0	1	6	4	4
7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. Duty Hours	0	0	0	0	0	0			0	0	0	0	0	0	0
G. Perf. Eval./ Appraisal	0	1	0	0	0	1			1	0	0	0	6	4	4
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0
I. Harassment	2	5	1	0	4	1			4	4	5	0	49	27	27
1. Non-Sexual	2	5	1	0	4	1			4	4	5	0	49	27	27
2. Sexual	0	0	0	0									0	0	0
J. Medical Examination	0	0	0	0	0	0			0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	1	2	0	0	1	0			0	1	1	0	16	8	8
M. Reassignment	0	0	0	0	0	0			0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0			0	0	0	0	0	0	0
N. Reasonable Accommodation Disability			1	0						2	3	0	5	3	3
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0
P. Religious Accommodation													0	0	0
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0

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 complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
R. Sex-Stereotyping	0	0	0										0	0	0
S. Telework	0	0	0	0	0	0			0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0			0	0	0	0	1	1	1
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0			1	1	1	1	8	4	4
W. Training	0	1	0	0	0	0			0	0	0	0	2	1	1
X. Other Terms/Conditions of Employment	1	3	0	0	1	1			1	1	1	0	18	10	10
Total All Issues by Bases	4	13	1	0	6	3	0	0	8	9	11	2			
Total All Complaints Filed by Bases	3	10	1	0	4	1	0	0	5	5	7	1			
Total All Complainants by Bases	3	10	1	0	4	1	0	0	5	5	7	1			

PART IV C – Bases and Issues Alleged in Settlements (Part 1)

[illegible]

[illegible]

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements															
	Race							Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individual s Settled With by Issue	Number Complaint s Settlement Allegations	Number Complaint s Settled by Issue	Number Complainant s Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races	Other									
R. Sex-Stereotyping											0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	1	0	0	0	3	1	1
T. Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	0	0	0	0	1	0	0	0	2	1	1	1	8	4	4
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	0						
1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	0						
1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	0						
2. Complaint Settlement Allegations	0	0	0	2	0	3	0	2	0	12						
2a. Number of Complaints Settled	0	0	0	2	0	2	0	2	0	6						
2b. Number of Complainants Settled With	0	0	0	2	0	2	0	2	0	6						

PART IV C – Bases and Issues Alleged in Settlements (Part 2)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GIN A	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	2	0	0	1	0			0	1	1	0	0	0	0	7	5	5
M. Reassignment	0	1	0	0	0	0			1	0	0	0	0	0	0	3	1	1
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability				0					1	0	1	0	0	0	0	2	1	1
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation													0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0
S. Telework	0	1	0	0	0	0			1	0	0	0	0	0	0	3	1	1
T. Termination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	3	0	0	1	0			2	0	0	0	1	1	1	8	4	4
1. Counseling Settlement Allegations	0	0	0	0	1	0	0	0	1	2	0	0						
1a. Number of Counselings Settled	0	0	0	0	1	0	0	0	1	1	0	0						

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
1b. Number of Counselees Settled With	0	0	0	0	1	0	0	0	1	1	0	0						
2. Complaint Settlement Allegations	0	11	0	0	4	0	0	0	5	2	3	0						
2a. Number of Complaints Settled	0	6	0	0	3	0	0	0	2	1	2	0						
2b. Number of Complainants Settled With	0	6	0	0	3	0	0	0	2	1	2	0						

[illegible]

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																	
	Race							Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complaints Issued FAD Findings By Issue	Number AJ Decision on Findings By Issue	Number AJ Decision on with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complaints Issued Final Orders With Findings Fully Implemented by Issue
	American / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races	Other											
Accommodation on Disability																		
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation									0	0	0	0	0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping											0	0	0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0								
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0								
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	1	0	0	0	0	0	0								

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																			
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GI NA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complaintants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision on Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complaintants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LG BT		Hispanic / Latino	Other	Male	Female		Mental	Physical									
X. Other Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3b. # of Complainants	0	0	0	0	0	0	0	0	0	0	0	0								

[illegible]

**AGENCY OR DEPARTMENT: USAG -
Fort Gordon**

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Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
34	1. Title VII
0	1a.Pregnancy Discrimination Act (PDA)
9	2. Age Discrimination in Employment Act (ADEA)
10	3. Rehabilitation Act
0	4. Equal Pay Act (EPA)
0	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
53	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

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Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	34	18071	531.50
1. Withdrawals (a + b)	1	57	57.00
a. Non-ADR Withdrawals	1	57	57.00
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	13	3393	261.00
a. Non-ADR Settlements	12	3323	276.92
b. ADR Settlements	1	70	70.00
3. Final Agency Actions (B + C)	20	14621	731.05
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	3	1578	526.00
1. Finding Discrimination	0	0	0.00
2. Finding No Discrimination	2	1567	783.50
3. Dismissal of Complaints	1	11	11.00
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	17	13043	767.24
1. AJ Decision Fully Implemented (a + b + c)	17	13043	767.24
(a) Finding Discrimination	1	955	955.00
(b) Finding No Discrimination	16	12088	755.50
(c) Dismissal of Complaints	0	0	0.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	0	0	0.00
iii. Agency Appealed Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00

	Total Number	Total Days	Average Days
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	2	857	428.50
1. Complainant Requested Immediate FAD (1a + 1b)	0	0	0.00
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	0	0	0.00
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	1	734	734.00
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	1	734	734.00
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	1	123	123.00
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	1	123	123.00
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	0	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	0	0	0.00

**AGENCY OR DEPARTMENT: USAG -
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Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	14	
B. Total closures with monetary benefits to complainant	9	\$231,580.00
1. Back Pay/Front Pay	0	\$0.00
2. Lump Sum Payment	5	\$145,950.00
3. Compensatory Damages	3	\$60,050.00
4. Attorney fees and costs	3	\$25,580.00
5. Other Monetary Benefits		
6.	0	\$0.00
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	12	
F. Types of benefits in non-monetary closures	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	1	0
a. Retroactive	0	0
b. Non-Retroactive	1	0
3. Expungements	1	1
4. Reassignments	0	2
5. Removal Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0

8. Apology	0	0
9. Disciplinary Actions	1	0
a. Rescinded	1	0
b. Modified	0	0
10. Performance evaluation modified	2	1
11. Leave Restored	4	1
12. Neutral Reference	0	0
13. Other Non-Monetary Benefits		
14.	0	0

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Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	74	49770			
1. Complaints Pending Written Notification (Acknowledgement Letter)	0	0	0.00	0	
1a. Complaints Pending Decision to Accept/Dismiss	0	0	0.00	0	
2. Complaints Pending Investigation	15	1294	86.00	395	
2a. Complaints Pending 180 Day Investigation Notice	0	0	0.00	0	
3. Complaints In Hearing	25	24054	962.00	2482	
4. Complaints Pending A Final Agency Action	34	24422	718.00	1655	

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Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	27	3377	125.07
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	27	3377	125.07
a. Investigations Completed in 180 Days or Less	25	2986	119.44
b. Investigations Completed in 181 - 360 Days	2	391	195.50
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	2	391	195.50
c. Investigations Completed in 361 or More Days	0	0	0.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	0	0	0
a. Investigations Completed in 180 Days or Less	0	0	0.00
b. Investigations Completed in 181 - 360 Days	0	0	0.00
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	0	0	0.00
c. Investigations Completed in 361 or More Days	0	0	0.00
4. Contractor Investigation Costs	\$0.00		0.00

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Part X – Summary of ADR Program Activities

Informal Phase (Pre-Complaint)

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	0	0		
2. Rejected By Individual (Counselee)	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	0	0		
C. ADR Resources Used in Completed/Ended Counselings (Total)	0	0		
1. Inhouse	0	0		
2. External	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
6. Mediator - Shared Neutrals/Other	0	0		
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	0	0	0	0.00
1. Mediation	0	0	0	0.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Peer Review	0	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00

	Counselings	Individuals	Days	Average Days
9.				
10.				
E. Status of Cases				
1. Total Closed	0	0	0	0.00
a. Settlements with Benefits (Monetary & Non-monetary)	0	0	0	0.00
b. No Formal Complaint Filed	0	0	0	0.00
c. Complaint Filed				
i. No Resolution	0	0	0	0.00
ii. No ADR Attempt (aka Part X.E.1.d)	0	0	0	0.00
e. Decision to File Complaint Pending at the End of the Reporting Period	0	0	0	0.00
2. Intentionally Left Blank				

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**Part XI – Summary of ADR Program Activities
Formal Phase (Complaint Filed)**

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	1	1		
2. Rejected By Complainant	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	1	1		
C. ADR Resources Used in Complaint Closures (Totals)	1	1		
1. Inhouse	0	0		
2. External	1	1		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6. Mediator - Shared Neutrals/Other	0	0		
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	1	1	26	26.00
1. Mediation	1	1	26	26.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00

9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	1	1	26	26.00
a. Settlements with Benefits (Monetary & Non-monetary)	1	1	26	26.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	0	0	0	0.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	1	1	\$1,950.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	1	1	\$1,950.00	
d. Attorney Fees and Costs	0	0	\$0.00	
f.				
2. Non-Monetary (Insert Totals)	1	1		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	1	1		
i. Retroactive	0	0		
ii. Non-Retroactive	1	1		
c. Expungements	0	0		
d. Reassignments	0	0		
e. Removals Rescinded	0	0		
i. Reinstatement	0	0		
ii. Voluntary Resignation	0	0		
f. Accommodations	0	0		

g. Training	0	0		
h. Apology	0	0		
i. Disciplinary Actions	0	0		
i. Rescinded	0	0		
ii. Modified	0	0		
j. Performance Evaluation Modified	1	1		
k. Leave Restored	1	1		
l. Neutral Reference	0	0		
m.				
n.				

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Part XII – Summary of EEO ADR Program Activities

EEO ADR Resources		Number	Trained
A. No Longer Collected			
B. Employees that can participate in EEO ADR		0	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)		0	
1. In-House Full Time (40 Hours EEO ADR Only)		0	
2. In-House Part Time (32 Hours EEO ADR Only)		0	
3. In-House Collateral Duty (Others/Non-Contract)		0	
4. Contract (Another Federal Agency/Private Organizations)		0	
	Amount		
D. EEO ADR Funding Spent	\$0.00		
E. EEO ADR Contact Information			
1. Name of EEO ADR Program Director / Manager			
2. Title			
3. Telephone Number			
4. Email			
	YES	NO	
F. EEO ADR Program Information			
1. Does the agency require the alleged responsible management official to participate in EEO ADR?			

	YES	NO
1a. If so, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		

Certification and Contact Information

<p>I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2021 through September 30, 2022, is accurate and complete.</p>
<p>Name and Title of Certifying Official: Diane F. Stallings, EEO Director</p>
<p>Signature of Certifying Official: (Enter PIN here to serve as your electronic signature) <i>Diane F. Stallings</i></p>
<p>Date and Telephone Number: 706-791-3116</p>
<p>Email: diane.f.stallings.civ@army.mil</p>
<p>Name and Title of Preparer: EEO Director</p>
<p>Date and Telephone Number 706-951-3116:</p>

Email: diane.f.stallings.civ@army.mil

The FY 2022 report (with the PIN entered) is due on or before October 31.