

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

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

### Section I: Efforts to Reach Regulatory Goals

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

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

- a. Cluster GS-1 to GS-10 (PWD) Answer Yes
- b. Cluster GS-11 to SES (PWD) Answer Yes

The percentage of PWD in the GS 1-10 cluster was 8.8%, which falls below the 12% goal. The percentage of PWD in the GS 11-SES cluster was 3.8% , also below the 12% goal.

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

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

- a. Cluster GS-1 to GS-10 (PWTD) Answer Yes
- b. Cluster GS-11 to SES (PWTD) Answer Yes

The percentage of PWTD in the GS 1-10 cluster was 1.28%, which is below the 2% benchmark. The percentage of PWD in the GS 11-SES cluster was 0.89%, also below the 2% goal.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	703	62	8.82	9	1.28
Grades GS-11 to SES	4374	165	3.77	39	0.89

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

The Human Resources and Professional Development (HRPD) directorate actively promoted the use of Schedule A hiring authority (for applicants with disabilities) through training, communications with hiring managers, and messaging campaigns. As a result of their efforts, in FY 2021, ATF hired 34 employees using the Schedule A hiring authority.

### Section II: Model Disability Program

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

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

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

Answer Yes

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

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	2	0	0	Ashley Jordan Selective Placement Program Coordinator Branch Chief, Special Agent/IOI Recruitment & Hiring Division
Architectural Barriers Act Compliance	0	0	1	Brad Dessler Chief Realty and Building Operations Branch
Section 508 Compliance	0	0	1	Tom Hill, 508 Program Coordinator/Chief of Staff thomas.hill@atf.gov
Answering questions from the public about hiring authorities that take disability into account	0	0	1	Ashley Jordan Selective Placement Program Coordinator Branch Chief, Special Agent/IOI Recruitment & Hiring Division
Processing reasonable accommodation requests from applicants and employees	1	0	0	Whitney Proctor Reasonable Accommodation Coordinator
Special Emphasis Program for PWD and PWTD	1	0	0	Misean Batson misean.y.batson@atf.gov

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

Answer Yes

Disability Program Manager training.
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**B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM**

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

Answer Yes

### Section III: Program Deficiencies In The Disability Program

<b>Brief Description of Program Deficiency</b>	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)]		
<b>Objective</b>	Establish a firewall between the Reasonable Accommodation Program Manager and the EEO Director.		
<b>Target Date</b>	Sep 30, 2023		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2023		In FY2023, the Reasonable Accommodations Program Coordinator will report to the Diversity and Inclusion Branch Chief who reports to the EEO Director.
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	

<b>Brief Description of Program Deficiency</b>	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]		
<b>Objective</b>	The EEO Office will collaborate with the HR Office to implement the affirmative action plan for individuals with disabilities.		
<b>Target Date</b>	Sep 30, 2022		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2022		In FY2022, the EEO Office will collaborate with the HR Office to implement the affirmative action plan for individuals with disabilities as part of the realignment of the Diversity and Inclusion Branch to the EEO Office. In addition, the EEO Office, DIB is implementing the agency's Disability Employment Program which will allow further collaboration with the HR Office.
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	

### Section IV: Plan to Recruit and Hire Individuals with Disabilities

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

#### A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

ATF used the Workforce Recruitment Program, OPM Bender list, job fairs and conferences to identify job applicants with disabilities.

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

ATF utilizes several hiring authorities to include Schedule A. The agency's job opportunity announcement templates include language notifying all applicants that ATF considers Schedule A applicants. HRPD educates and trains hiring managers on the use of various hiring authorities, to include Schedule A. ATF also utilizes the authority of 5 USC 3112 to recruit and convert veterans with a service-connected disability of 30% or more. HRPD also educates hiring managers about this authority and encourages recruitment of such potential employees at job fairs and through other avenues.

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

(1) The Human Resources Staffing Specialist verifies the minimum qualifications, if the individual has the Schedule A certification (letter from doctor) or if a veteran, appropriate VA disability certification. (2) HRPD forwards separate certificates of eligibles to hiring managers for qualified Schedule A applicants and qualified 30% disabled veteran applicants.

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

Answer Yes

The HRPD directorate actively promoted the use of Schedule A hiring authority (for applicants with disabilities) through training, communications with hiring managers, and messaging campaigns.

**B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS**

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

The Bureau will continue to support various vocational rehabilitative campaigns such as Operation Warfighter and Wounded Warrior Programs as well as enhance relationships with outside agencies such as Gallaudet University and other venues.

**C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)**

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

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

The new hire rate for PWD was 10.2%. The new hire rate for PWTD was 2.6%.

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

% of Qualified Applicants	0				
% of New Hires	0				

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

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

The Office of Equal Employment Opportunity (OEEEO) and the HRPD directorate will collaborate to retrieve applicant data for PWD and/or PWTD.

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

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

### A. ADVANCEMENT PROGRAM PLAN

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

Yes. The ATF Mentoring Program was established to provide developmental opportunities to address the professional and career needs of our diverse workforce. This program is designed to be inclusive of all employees to include PWD and PWTB. Mentoring supports our workforce with opportunities that are available to ATF employees from all backgrounds, occupations, ability groups, grade, and skill levels. By focusing on the nurturing of future leaders; in order to build a sustainable talent and leadership pipeline, as well as building the networks to support their professional growth, the Mentoring Program will ensure the effective transfer of knowledge and skills to successive generations of employees; this targeted program enables ATF to actively motivate and engage talented employees, and important part of ensuring a diverse, viable, and resilient workforce where employees can reach their full potential.

**B. CAREER DEVELOPMENT OPPORTUNITES**

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

HRPD established a master plan for training and professional development opportunities. This plan has offered ATF employees of all series over 50 training and development opportunities including leadership, technical, occupational and professional certificates, and academic programs. HRPD collaborated with academic institutions to develop and provide excellent and highly competitive training offerings to develop our ATF workforce in the areas of leadership, advanced skills, and professional development; such as, the US Army War College and George Washington University. The Mentoring Program is intended to address the professional and career development needs of employees by capitalizing on the experience, knowledge, and expertise of individuals who volunteer as mentors. The process was streamlined to 6 months and includes a timeline to guide mentoring relationships, as well as, monthly events to promote the program and career development of all ATF employees. HRPD actively advertised the Mentoring Program which led to some of the highest program participation levels in the past three years. With regards to Question #2 below, the complete data is not available within ATF at this time and all efforts will be exhausted to coordinate with the Bureau's Human Resources Information Systems and Advanced Training Branch teams to retrieve the data to complete this request in the future.

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

Career Development Opportunities	Total Participants		PWD		PWTB	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	0	0	0	0	0	0
Fellowship Programs	0	0	0	0	0	0
Coaching Programs	0	0	0	0	0	0
Training Programs	0	0	0	0	0	0
Detail Programs	0	0	0	0	0	0
Mentoring Programs	0	0	0	0	0	0
Other Career Development Programs	0	0	0	0	0	0

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

- a. Applicants (PWD) Answer N/A
- b. Selections (PWD) Answer N/A

The data is not available within ATF at this time and all efforts will be exhausted to coordinate with the Bureau's Human Resources Information Systems and Advanced Training Branch teams to retrieve the data to complete this request in the future.

4.

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

- a. Applicants (PWTD) Answer N/A
- b. Selections (PWTD) Answer N/A

The data is not available within ATF at this time and all efforts will be exhausted to coordinate with the Bureau's Human Resources Information Systems and Advanced Training Branch teams to retrieve the data to complete this request in the future.

### C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.
  - a. Awards, Bonuses, & Incentives (PWD) Answer No
  - b. Awards, Bonuses, & Incentives (PWTD) Answer No

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	392	12.78	7.49	8.33	13.97
Time-Off Awards 1 - 10 Hours: Total Hours	3029	98.68	57.82	68.75	106.70
Time-Off Awards 1 - 10 Hours: Average Hours	7.73	3.40	0.16	17.19	-0.30
Time-Off Awards 11 - 20 hours: Awards Given	759	12.33	15.10	6.25	13.97
Time-Off Awards 11 - 20 Hours: Total Hours	12410	201.76	246.73	104.17	227.93
Time-Off Awards 11 - 20 Hours: Average Hours	16.35	7.21	0.35	34.73	-0.17
Time-Off Awards 21 - 30 hours: Awards Given	59	1.32	1.15	0.00	1.68
Time-Off Awards 21 - 30 Hours: Total Hours	1424	31.72	27.65	0.00	40.22
Time-Off Awards 21 - 30 Hours: Average Hours	24.14	10.57	0.51	0.00	13.41
Time-Off Awards 31 - 40 hours: Awards Given	84	0.88	1.70	0.00	1.12
Time-Off Awards 31 - 40 Hours: Total Hours	3000	31.72	60.56	0.00	40.22
Time-Off Awards 31 - 40 Hours: Average Hours	35.71	15.86	0.76	0.00	20.11
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	2444	40.97	49.13	39.58	41.34
Cash Awards: \$501 - \$999: Total Amount	1579696	27151.54	31730.79	24787.50	27785.47
Cash Awards: \$501 - \$999: Average Amount	646.36	291.95	13.69	1304.60	20.40
Cash Awards: \$1000 - \$1999: Awards Given	733	12.33	14.50	14.58	11.73
Cash Awards: \$1000 - \$1999: Total Amount	853677	13863.88	16952.91	16562.50	13140.22
Cash Awards: \$1000 - \$1999: Average Amount	1164.63	495.14	24.78	2366.06	-6.56
Cash Awards: \$2000 - \$2999: Awards Given	132	0.44	2.67	0.00	0.56
Cash Awards: \$2000 - \$2999: Total Amount	282727	1101.32	5692.90	0.00	1396.65
Cash Awards: \$2000 - \$2999: Average Amount	2141.87	1101.32	45.18	0.00	1396.65
Cash Awards: \$3000 - \$3999: Awards Given	34	1.76	0.59	0.00	2.23
Cash Awards: \$3000 - \$3999: Total Amount	102527	5286.78	1792.32	0.00	6704.47
Cash Awards: \$3000 - \$3999: Average Amount	3015.5	1321.70	64.01	0.00	1676.12
Cash Awards: \$4000 - \$4999: Awards Given	8	0.00	0.17	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount	33500	0.00	710.35	0.00	0.00
Cash Awards: \$4000 - \$4999: Average Amount	4187.5	0.00	88.79	0.00	0.00
Cash Awards: \$5000 or more: Awards Given	14	0.44	0.25	2.08	0.00
Cash Awards: \$5000 or more: Total Amount	79000	2643.17	1431.30	12500.00	0.00
Cash Awards: \$5000 or more: Average Amount	5642.86	2643.17	119.27	12500.00	0.00

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

a. Pay Increases (PWD) Answer No

b. Pay Increases (PWTD) Answer No

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	49	1.76	0.95	2.08	1.68

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

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



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

## D. PROMOTIONS

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

a. SES

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

ii. Internal Selections (PWD) Answer N/A

b. Grade GS-15

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

ii. Internal Selections (PWD) Answer N/A

c. Grade GS-14

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

ii. Internal Selections (PWD) Answer N/A

d. Grade GS-13

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

ii. Internal Selections (PWD) Answer N/A

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

a. SES

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

ii. Internal Selections (PWTD) Answer N/A

b. Grade GS-15

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

ii. Internal Selections (PWTD) Answer N/A

c. Grade GS-14

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

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

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

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

This data was not available in FY 2021. The Office of Equal Employment Opportunity (OEEEO) will collaborate with the HRPD directorate to retrieve the relevant applicant data.

## Section VI: Plan to Improve Retention of Persons with Disabilities

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

### A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

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

Answer Yes

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

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

N/A

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	1	0.00	0.02
Permanent Workforce: Resignation	28	0.44	0.56
Permanent Workforce: Retirement	225	7.05	4.30
Permanent Workforce: Other Separations	54	3.08	0.97
Permanent Workforce: Total Separations	308	10.57	5.84

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

- a. Voluntary Separations (PWTD) Answer No
- b. Involuntary Separations (PWTD) Answer No

N/A

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	1	0.00	0.02

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Resignation	28	0.00	0.56
Permanent Workforce: Retirement	225	6.25	4.40
Permanent Workforce: Other Separations	54	2.08	1.05
Permanent Workforce: Total Separations	308	8.33	6.03

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

N/A

## B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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

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

ATF does not have a an internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act

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

ATF does not have an internet address on ATF's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act.

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

OST IT governance requires 508 coordination for all IT projects whether it be new or upgraded. OST also requires 508 coordination before any decisions are made by the Change Advisory Board which governs all legacy ATF systems. While 508 is an integral part of day to day operations, OST is looking forward to the release of the Enterprise IT Governance Policy which will establish this process as an official program within OST. OST has been working on this internally and with DOJ for two years to make sure that ATF is in compliance with Federal IT and acquisition policy, including 508. Furthermore, accessibility is a mandated requirement for OST to obtain official certification and accreditation of IT systems from the DOJ.

## C. REASONABLE ACCOMMODATION PROGRAM

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

- Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average processing time for reasonable accommodation requests was 39 days.

-

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

In FY 2021, ATF timely processed 60 RA requests with an average processing time of 39 days, well within the 60-day window the EEOC recommends. In addition, the OEEO developed and issued standard operating procedures (SOP) to ensure continuity regarding the processing of EEO complaints and requests for reasonable accommodations.

#### **D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE**

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

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

The OEEO is revising ATF's reasonable accommodations procedures regarding procedures for PAS. In FY 2021, there were no PAS requests.

### **Section VII: EEO Complaint and Findings Data**

#### **A. EEO COMPLAINT DATA INVOLVING HARASSMENT**

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

Answer No

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

Answer No

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

N/A

#### **B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

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

Answer No

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

Answer No

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

N/A

## Section VIII: Identification and Removal of Barriers

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

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

Answer Yes

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

Answer Yes

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

<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)				
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B1				
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	PWD and PWTD are below the federal benchmark.				
<b>STATEMENT OF BARRIER GROUPS:</b>	<i>Barrier Group</i> People with Disabilities				
<b>Barrier Analysis Process Completed?:</b>	N				
<b>Barrier(s) Identified?:</b>	N				
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>		
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
10/01/2020	09/30/2022	Yes			Increase number of targeted persons with disabilities to the workforce and establish specific goals for the employment and advancement of such PWD and PWTD. Additionally, to educate hiring managers on the various hiring authorities available to them to increase the number of PWD and PWTD within ATF.
<b>Responsible Official(s)</b>					
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>	
EEO Director		Evette R. Young		Yes	
Special Placement Program Coordinator		Ashley Jordan		Yes	
<b>Planned Activities Toward Completion of Objective</b>					
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>
09/30/2022	Increase recruitment activities for PWD and PWTD.			Yes	



Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Continue to provide education, training, and advice to hiring managers on the various hiring authorities available to hire qualified PWD/PWTD and the benefits associated with using the authorities.	Yes		
Report of Accomplishments				
Fiscal Year	Accomplishment			

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

These are ongoing activities.

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

ATF is increasing the awareness throughout the agency of various hiring authorities.

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

Educate managers on the use of the various hiring authorities to hire PWD and PWTD. ATF will also use Diversity and Career Impact Program Coordinator (DCIP) Recruiters to attend more Veterans events, colleges and universities, and career fairs.