

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 |

8.5% GS 1 to GS10 PWD 11.96% GS-11 to SES PWD

*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 |

1.90% GS-1 to GS-10 PWDT 1.53% GS-11 to SES PWDT

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-1 to GS-10	105	9	8.57	2	1.90
Grades GS-11 to SES	326	39	11.96	5	1.53

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

The goals were communicated to BIE management with additional information and training to increase the use of Schedule A hiring authority. However, The majority of positions within Indian Affairs are subject by law to Indian Preference which must be applied in all personnel actions including hiring and promotions. This regulation precludes referral of non-Indians to the selecting official under all other competitive or non-competitive hiring authorities such as those which target non-competitive appointment of veterans, disabled veterans, and persons with disabilities. Only in the absence of qualified Indian Preference candidates, may non-Indian applicants be referred for consideration. In the absence of qualified Indian Preference candidates or for positions exempt from Indian Preference, non-competitive hiring flexibilities/authorities will be used to increase diversity. In addition to non-competitive appointing authorities already available to us to hire veterans and applicants with disabilities, Indian Affairs plans to

expand the use of non-competitive excepted service appointments to expedite hiring Indian Preference veteran candidates. Use of this program may serve as an additional tool to hire applicants in the aforementioned targeted recruitment categories.

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 PWTB	9	0	0	Marcella Hale, Supervisory HR Specialist BIE HRO
Architectural Barriers Act Compliance	1	0	0	Glenn Himebaugh, Supvy HR Specialist BIE HRO
Answering questions from the public about hiring authorities that take disability into account	8	0	0	Marcella Hale, Supervisory HR Specialist BIE HRO
Special Emphasis Program for PWD and PWTB	1	0	0	Marcella Hale, Supervisory HR Specialist BIE HRO
Processing reasonable accommodation requests from applicants and employees	1	0	0	Glenn Himebaugh, Supvy HR Specialist BIE HRO
Section 508 Compliance	14	0	0	James Bartlett, Supvy HR Specialist (Compliance), BIE HRO

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

Training was provided via small group discussions and on-the-job training. In addition, provided the 508 Compliance Training, Reasonable Accommodation for the Federal Workforce, EEO and Preventing Discrimination in the Workplace via on-line courses

through DOI Talent. We ensure that BIE officials comply with the Department’s No Discrimination Policy in the hiring and advancement of people with targeted disabilities or any disability through policy reiteration, oversight and internal controls.

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

Brief Description of Program Deficiency	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.		
Objective	Obtain more funding for travel and hire additional FTE's to conduct training.		
Target Date	Sep 30, 2024		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2023		1) Request additional funding for travel; 2) Seek and obtain approval for additional staff on conducting training the workforce.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	

Brief Description of Program Deficiency	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 § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]		
Objective	To effectively Administer the BIA/BIE's SEPM requirements.		
Target Date	Sep 30, 2024		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2024		1) Discuss with leadership the need for SEPM to bring program into compliance, and 2) Appoint SEPMs.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	

Brief Description of Program Deficiency	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]		
Objective	Meet with HR Manager to address the Affirmative Action Plan.		
Target Date	Sep 30, 2021		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2020		1) Meet with HR Manager to explain the input needed from HR to develop an Affirmative Action. 2) Develop a team to help with developing an Affirmative Action Plan. 3) Conduct a Self-Analysis. 4) Setting Priorities. 5) Develop strategies 6) Develop the Plan with the information collected.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2020	The Agency and Human Resources are working on the Plan for the Affirmative Action Plan.	
	2021	The EEO Director Collaborated with the Human Resources Office.	
	2022	This is still a working progress.	

Brief Description of Program Deficiency	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.		
Objective	Meet with Human Resources to address the affirmative action plan for people with disabilities.		
Target Date	Sep 30, 2021		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Oct 1, 2020		The planned activities would tie in with Essential Element C on the Affirmative Action Plan.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2021	The EEO Director collaborated with Human Resources Office.	
	2022	This is still a working progress.	

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.

BIE utilizes a variety of programs to assist with recruitment of applicants with disabilities, including those with targeted disabilities. USA Staffing allows for applicants to apply for a position under special hiring authority. Veterans Recruitment Appointment (VRA) 30% or More Disabled Veteran Disabled Veterans Enrolled in a VA Training Program Veterans Employment Opportunities Act of 1998, as amended (VEOA) Schedule A Pathways Military Spouses

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 PWTDD for positions in the permanent workforce

Only after clearing Indian Preference, we can look at hiring: Excepted Service, Schedule A Veterans Recruitment Appointments VEOA's

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.

Only after Staffing has exhausted all qualified Indian Preference candidates, Staffing reviews all other applicants and screens for minimum qualification and determines eligibility for Schedule A appointment. Must have proof of medical disability. Refers to the hiring manager for consideration and ensures that the hiring is carried out according to regulatory requirements.

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

Through the DOI Talent Portal, on-line training is provides such as: 508 Compliance Training, Reasonable Accommodation for the Federal Workforce, EEO and Preventing Discrimination in the Workplace and sensitivity/cultural awareness, Veteran's Preference.

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.

BIE has two Talent Recruiters that are responsible for outreach. These recruiters actively recruit people with targeted disabilities for employment within the BIE by providing them with vacancy information and reasonable accommodation policies.

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 No

b. New Hires for Permanent Workforce (PWTD) Answer No

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	269	0.37	13.38	0.00	0.74

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 No
- b. New Hires for MCO (PWTD) Answer No

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0301 MISCELLANEOUS ADMINISTRATION AND PROGRAM	6	0.00	0.00
0303 MISCELLANEOUS CLERK AND ASSISTANT	8	0.00	0.00
1701 GENERAL EDUCATION AND TRAINING	14	7.14	0.00
1702 EDUCATION AND TRAINING TECHNICAN	1	0.00	0.00
1710 EDUCATIONAL AND VOCATIONAL TRAINING	0	0.00	0.00
1712 TRAINING INSTRUCTION	0	0.00	0.00
3566 CUSTODIAL WORKING	3	0.00	0.00
4749 MAINTENANCE MECHANIC	0	0.00	0.00
5703 MOTOR VEHICLE OPERATING	0	0.00	0.00
7404 COOKING	0	0.00	0.00

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 No
- b. Qualified Applicants for MCO (PWTD) Answer No

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 No
- b. Promotions for MCO (PWTD) Answer No

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.

BIE informs all employees of advancement opportunities through: USAJOBS, and BIE Website. In addition, job sharing, and email to all users, office announcements, postings. Training is given on how to search USAJOBS, and resume writing.

B. CAREER DEVELOPMENT OPPORTUNITES

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

Career-ladder positions Mentoring/Coaching Details On-the-Job-Training

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

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

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. 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 No
- b. Selections (PWD) Answer No

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 No
- b. Selections (PWTD) Answer No

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	0	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 hours: Awards Given	2	0.00	0.55	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours	32	0.00	8.74	0.00	0.00
Time-Off Awards 11 - 20 Hours: Average Hours	16	0.00	4.37	0.00	0.00
Time-Off Awards 21 - 30 hours: Awards Given	23	9.43	3.28	12.50	8.89
Time-Off Awards 21 - 30 Hours: Total Hours	552	226.42	78.69	300.00	213.33
Time-Off Awards 21 - 30 Hours: Average Hours	24	45.28	6.56	300.00	0.00
Time-Off Awards 31 - 40 hours: Awards Given	22	0.00	5.19	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	872	0.00	205.46	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	39.64	0.00	10.81	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	1	0.00	0.27	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	48	0.00	13.11	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	48	0.00	13.11	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	16	0.00	3.83	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount	10731	0.00	2604.10	0.00	0.00
Cash Awards: \$501 - \$999: Average Amount	670.69	0.00	186.01	0.00	0.00
Cash Awards: \$1000 - \$1999: Awards Given	230	52.83	50.55	25.00	57.78
Cash Awards: \$1000 - \$1999: Total Amount	273319	61149.06	59671.31	32275.00	66282.22
Cash Awards: \$1000 - \$1999: Average Amount	1188.34	2183.89	322.55	16137.50	-296.76
Cash Awards: \$2000 - \$2999: Awards Given	110	26.42	22.68	25.00	26.67
Cash Awards: \$2000 - \$2999: Total Amount	253553	58498.11	52322.95	56837.50	58793.33
Cash Awards: \$2000 - \$2999: Average Amount	2305.03	4178.43	630.40	28418.75	-130.96

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$3000 - \$3999: Awards Given	48	3.77	10.66	0.00	4.44
Cash Awards: \$3000 - \$3999: Total Amount	152646	11433.96	33929.51	0.00	13466.67
Cash Awards: \$3000 - \$3999: Average Amount	3180.13	5716.98	869.99	0.00	6733.33
Cash Awards: \$4000 - \$4999: Awards Given	18	5.66	3.55	12.50	4.44
Cash Awards: \$4000 - \$4999: Total Amount	80975	24892.45	16036.89	54787.50	19577.78
Cash Awards: \$4000 - \$4999: Average Amount	4498.61	8297.49	1233.61	54787.50	32.60
Cash Awards: \$5000 or more: Awards Given	68	13.21	14.21	37.50	8.89
Cash Awards: \$5000 or more: Total Amount	538909	162481.13	109508.20	816912.50	46137.78
Cash Awards: \$5000 or more: Average Amount	7925.13	23211.58	2105.93	272304.13	-21071.53

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	4	1.89	0.82	12.50	0.00

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 No

ii. Internal Selections (PWD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No
c. Grade GS-14		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No

2. Does your agency have a trigger involving PWTDD 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 (PWTDD)	Answer	No
ii. Internal Selections (PWTDD)	Answer	No
b. Grade GS-15		
i. Qualified Internal Applicants (PWTDD)	Answer	No
ii. Internal Selections (PWTDD)	Answer	No
c. Grade GS-14		
i. Qualified Internal Applicants (PWTDD)	Answer	No
ii. Internal Selections (PWTDD)	Answer	No
d. Grade GS-13		
i. Qualified Internal Applicants (PWTDD)	Answer	No
ii. Internal Selections (PWTDD)	Answer	No

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	No
b. New Hires to GS-15 (PWD)	Answer	No
c. New Hires to GS-14 (PWD)	Answer	No
d. New Hires to GS-13 (PWD)	Answer	No

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 No
- b. New Hires to GS-15 (PWTD) Answer No
- c. New Hires to GS-14 (PWTD) Answer No
- d. New Hires to GS-13 (PWTD) Answer No

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

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 No
 - ii. Internal Selections (PWTD) Answer No
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer No
- c. Supervisors

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

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 No
- b. New Hires for Managers (PWD) Answer No
- c. New Hires for Supervisors (PWD) Answer No

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 No
- b. New Hires for Managers (PWTD) Answer No
- c. New Hires for Supervisors (PWTD) Answer No

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 No

BIE did not have any Schedule A disability non-competitive hires eligible for conversion.

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

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	3	0.00	0.10
Permanent Workforce: Resignation	11	0.38	0.35
Permanent Workforce: Retirement	12	0.77	0.35
Permanent Workforce: Other Separations	18	1.53	0.49
Permanent Workforce: Total Separations	44	2.68	1.29

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

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	3	0.00	0.10
Permanent Workforce: Resignation	11	0.00	0.35
Permanent Workforce: Retirement	12	3.13	0.35
Permanent Workforce: Other Separations	18	3.13	0.55
Permanent Workforce: Total Separations	44	6.25	1.35

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

No plan of action - Indian Preference is the law.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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

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

BIE does not have such notice on its public website. BIE will include this information that will include a copy of the Section 508 compliance and how to file a complaint. USA Jobs vacancy announcement contains information on EEO Policy. Equal Employment Opportunity (EEO) for federal employees & job applicants USA Jobs vacancy announcement contains information on Reasonable Accommodation Policy disability employment and reasonable accommodations

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

BIE does not have such notice on its public website. BIE will include this information that will include a copy of the Act and provide detailed information on employees and applicants rights, including how to file a complaint.

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

BIE will implement a team to review policies and practices to improve our technology.

C. REASONABLE ACCOMMODATION PROGRAM

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

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

BIE has an average processing time of 22 days for initial requests for reasonable accommodation.

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

HR Staff spend a significant amount of time providing training to supervisors as to their responsibilities in the interactive process. HR monitors accommodation requests for trends and determines the proper course of action.

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.

BIE utilizes the Department’s guidance on reasonable accommodations. Will train staff and managers

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.

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.

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

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

No plan of action – Indian Preference is the law.

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

N/A

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

N/A