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  No

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

The percentage of PWD in the GS-1 to GS-10 cluster is 13.32%, a 0.50% increase over FY2021 and the percentage of PWD in the GS-11 to SES cluster is 10.24%, a 0.59% increase over FY2021. (DOJ has two additional pay plans: AD and WS. The percentage of PWD in the AD pay plans is 7.06% an increase of 0.60% over FY2021 and the percentage of PWD in the WS pay plan is 11.54%, an increase of 0.43% over FY2021).

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 to GS-10 cluster is 1.76% and the percentage of PWTD in the GS-11 to SES cluster is 1.14%.

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

*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.
into DOJ’s DEIA Strategic Plan and have been discussed as part of DOJ’s Learning Agenda.

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.

<table>
<thead>
<tr>
<th>Disability Program Task</th>
<th># of FTE Staff By Employment Status</th>
<th>Responsible Official (Name, Title, Office Email)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Answering questions from the public about hiring authorities that take disability into account</td>
<td>1 0 0</td>
<td><a href="mailto:Rhonda.Douglas@usdoj.gov">Rhonda.Douglas@usdoj.gov</a></td>
</tr>
<tr>
<td>Section 508 Compliance</td>
<td>1 0 0</td>
<td><a href="mailto:Ben.L.Schwarten@usdoj.gov">Ben.L.Schwarten@usdoj.gov</a></td>
</tr>
<tr>
<td>Processing applications from PWD and PWTD</td>
<td>1 0 0</td>
<td><a href="mailto:Rhonda.Douglas@usdoj.gov">Rhonda.Douglas@usdoj.gov</a></td>
</tr>
<tr>
<td>Architectural Barriers Act Compliance</td>
<td>1 0 0</td>
<td><a href="mailto:Scott.Snell@usdoj.gov">Scott.Snell@usdoj.gov</a></td>
</tr>
<tr>
<td>Special Emphasis Program for PWD and PWTD</td>
<td>1 0 0</td>
<td><a href="mailto:Annette.M.Garland@usdoj.gov">Annette.M.Garland@usdoj.gov</a></td>
</tr>
<tr>
<td>Processing reasonable accommodation requests from applicants and employees</td>
<td>1 0 0</td>
<td><a href="mailto:Rhonda.Douglas@usdoj.gov">Rhonda.Douglas@usdoj.gov</a></td>
</tr>
</tbody>
</table>

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

The JMD Disability Employment Program staff received training from the National Employment Law Institute entitled “ADA and FMLA Compliance Update.” Staff also attended training conducted by the U.S. Equal Employment Opportunity Commission’s
(EEOC): Skills Based Hiring and EdCon’s Disability Forum -- Section 508 Document Compliance Overview and Discussion; DHS Hiring Individuals with Disabilities and DHS Accessibility Day; Ergonomics and Wellbeing: Optimizing Your Comfort Regardless of Your “Situation;” Neurodiversity at the Workplace; Reasonable Accommodation in the Workplace; and Blind Service Association: Untapped Potential: How Hiring and Supporting Blind and Low Vision Employees Benefits Your Workplace. Staff also participated in the Federal Exchange on Employment in Disability or “FEED” meetings sponsored by the U.S. Department of Labor (DOL), Office of Disability Employment Policy and in training offered by the EEOC Office of Federal Operations.

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

Additional funding for targeted employment outreach, including outreach to PWDs, was provided for FY 2023. The additional funding will help to conduct additional outreach and recruiting activities to identify PWDs and PWTDs, including those qualified to be hired per the Schedule A, section (u) appointment authority. Resources for training Selective Placement Program Coordinators (SPPC) and Reasonable Accommodation Coordinator (RAC) staff will enhance the effort to hire and retain persons with disabilities.

Section III: Program Deficiencies In The Disability Program

E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]

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 PWTD

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.

DOJ provides PWDs with opportunities to be considered for employment. They may search current employment opportunities posted on both USAJOBS, on the DOJ website at doj.gov/careers and www.fbijobs.gov. For attorney and law student opportunities at DOJ, PWDs can review the DOJ’s legal careers web page to search the listed vacancies. Disability Point of Contacts (DPOC) for attorney hiring are listed on the DOJ public facing website to provide assistance. In addition, PWDs can contact a Component SPPC for information and assistance when applying for non-legal positions within that particular Component to include the Schedule A, Section (u) appointment authority. Information about Schedule A, Section (u) and contact information for SPPCs are posted on the DOJ “Careers” webpage and on OPM.gov. Components increased utilization of the Office of Personnel Management’s (OPM) Agency Talent Portal (ATP) to search active resumes on USAJOBS to identify candidates who are eligible for non-competitive hire under Schedule A, Section (u) or a disabled veterans hiring authority. OPM HR Solutions conducted training on the ATP for Component SPPCs DPOCs for Attorney Hiring. The JMD EEO Staff, in coordination with other Components, regularly participated in employment outreach events targeting PWDs and PWTDs, such as the Bender Virtual Career Fair for PWDs. During these events, the JMD EEO Staff provided information about DOJ’s mission, career opportunities, current job vacancies, and special programs, such as Pathways, and employment related resources specifically available to PWDs. JMD EEO Staff participated as
interviewers to assist the DOL in identifying qualified candidates for its Workforce Recruitment Program (WRP). DOJ will continue to support the WRP and use it as a source for job candidates 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

DOJ follows federal regulations and OPM guidelines to recruit and hire candidates who are eligible per Schedule A, Section (u).

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.

DOJ follows federal regulations and OPM guidelines to recruit and hire candidates who are eligible per Schedule A, Section (u). DOJ employees involved in the hiring process are required to complete training on hiring PWDs and the appropriate use of Schedule A, Section (u). This training is available on LearnDOJ, the agency’s electronic learning system, for on demand viewing. Some Components offer live in person training for hiring officials that also covers use of the Schedule A, Section (u) hiring authority. If a Schedule A, Section (u) candidate is determined to be qualified for a particular position, their application is referred to the hiring manager for consideration for non-competitive appointment.

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

DOJ employees involved in the hiring process are required to complete training on hiring PWDs and the appropriate use of Schedule A, Section (u) every three years.

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.

DOJ maintained contacts with organizations by participating in employment outreach events targeting PWDs and maintains contact with the following organizations that assist PWDs with employment: Bender Consulting (Virtual Career Fairs for PWD); the National Association of Law Students with Disabilities; Gallaudet University; National Federation for the Blind; Maryland Division of Rehabilitation Services; DOL’s Office of Disability Employment Policy and its WRP; and the Veterans Administration.

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 Yes

The rate of PWD new hires is 18.44% and the rate of PWTD new hires is 1.73%, an increase of 0.09% over FY2021. The goal of 12% of PWD for new hires was met, however the goal of 2% of PWTD among new hires was below the benchmark.
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

Unable to determine whether triggers exist due to the unavailability of comprehensive applicant flow data.

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

Unable to determine whether triggers exist due to the unavailability of comprehensive applicant flow 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 No
   b. Promotions for MCO (PWTD) Answer No

Unable to determine whether triggers exist due to the unavailability of comprehensive applicant flow 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.

DOJ will continue to assess policies and programs to support the advancement of PWDs and PWTDs and, when necessary, make adjustments. In FY 2023, DOJ will: • Continue to inform employees on how to request a reasonable accommodation, if needed, for career development programs and training; • Continue the Disability Roundtable series to educate employees on various issues related to disability employment, such as developments in assistive technology and information regarding specific types of disabilities, programs that enhance opportunities for PWDs, and the use of speakers who have experienced tremendous success despite limitations and challenges due to their disability; • Continue to collaborate with the Attorney General’s Advisory Committee on Persons with Disabilities and Component HR and EEO professionals to develop programs in support of PWDs; • Ensure that those eligible persons hired under Schedule A, Section (u) are converted within two years of the initial temporary appointment to a permanent appointment; and • Continue its annual resurvey of the DOJ workforce to encourage employees to voluntarily account for or update their disability status during the fourth quarter of the fiscal year.

B. CAREER DEVELOPMENT OPPORTUNITIES

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

DOJ coordinates the following Department-wide programs to support employee career development: the DOJ Leadership Excellence and Achievement Program (LEAP), the DOJ Mentoring program, and the DOJ Summer Law Intern Program. DOJ also participates in the Pathways Program through three sub-programs: the Internship Program, the Recent Graduates Program, and the Presidential Management Fellows Program. Current personnel data systems are unable to capture applicant flow data by RNO, gender, and disability for participation in all of the career development programs, and internal competitive promotions/selections for major occupations at mid-level grades to the Senior Executive Service. Per OPM’s “Guide to Data Standards, Part C Training,” there are currently no data codes that allow federal agencies to collect via learning management systems information on race/ethnicity, gender and/or disability of employees participating in career development programs. Therefore, very limited information about workforce demographic data is readily available regarding career development programs, and regarding internal competitive promotions and selections. In FY 2022, OARM collected disability status data on a voluntary basis for candidates and selectees of the DOJ Summer Law Intern Program. Of those selected for this program, 5.14% of candidates and 6.35% of selectees were identified as a PWD. In FY 2022, 19.80% of protégés selected for DOJ’s Mentoring Program were PWD and 11.7% of mentors selected were PWD. In FY 2022 5.00% of selectees for DOJ LEAP identified as PWD.

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

<table>
<thead>
<tr>
<th>Career Development Opportunities</th>
<th>Total Participants</th>
<th>PWD</th>
<th>PWTD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Applicants (#)</td>
<td>Selectees (#)</td>
<td>Applicants (%)</td>
</tr>
<tr>
<td>Fellowship Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Detail Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coaching Programs</td>
<td>16</td>
<td>16</td>
<td>37.5</td>
</tr>
<tr>
<td>Internship Programs</td>
<td>622</td>
<td>63</td>
<td>5.14</td>
</tr>
<tr>
<td>Mentoring Programs</td>
<td>383</td>
<td>101</td>
<td>12.8</td>
</tr>
<tr>
<td>Training Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Career Development Programs</td>
<td>21</td>
<td>20</td>
<td>5.0</td>
</tr>
</tbody>
</table>

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.
DOJ is unable to determine if there are barriers regarding its career development programs at this time though the percentage of PWDs/PWTDs in the applicant pool is a trigger. The agency began to capture demographic data regarding its legal internship program (law students) in FY 2019, as noted above, which is managed by OARM. OARM hires interns for multiple DOJ Offices, Boards and Divisions (OBD). DOJ, through OARM, continues to conduct recruiting activities at law schools nationwide and continues to use its Ambassadors Program to connect DOJ attorneys with the law school community to support recruiting efforts. OARM also continues to maintain a roster of (DPOCs on the DOJ public website. The DPOCs are a resource within Components who provide information for PWD about attorney hiring. OARM also participated in recruiting events such as the Bender Career Fairs which are held several times each year and which specifically focus on connecting job candidates with disabilities with prospective employers. In FY 2022, DOJ hosted the LEAP program and there was a trigger for PWDs in the applicant and selectee rate (5%). The DOJ Mentoring Program is limited to DOJ employees who work in the Washington D.C. metropolitan area, and the number of employees who are selected for this program is driven by the number of mentors who are available to assist. There does not appear to be a trigger when reviewing the mentors or proteges selected for this program.

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  Yes
   b. Selections (PWTD)  Answer  Yes

There is a trigger regarding PWTD due to the small number of candidates who are PWTD in the applicant pool for internship and mentoring programs. Since there is a small number of PWTD candidates, there is less of an opportunity to have a greater participation rate of selectees for the programs. There is a trigger regarding the DOJ LEAP program and PWTDs also as none were part of the applicant pool. These three programs include in their announcements references to reasonable accommodation as an indicator that PWD and PWTD are encouraged to apply.

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

There is no trigger for PWDs or PWTDs for Time Off Awards. In many categories, PWD and PWTD had higher comparable time off award rates than Persons without Disabilities (PWOD). There is no trigger for PWDs or PWTDs for Cash Awards, although in most categories, PWD and PWTD award rates were slightly lower, but did not indicate a trigger.
<table>
<thead>
<tr>
<th>Time-Off Awards</th>
<th>Total (#)</th>
<th>Reportable Disability %</th>
<th>Without Reportable Disability %</th>
<th>Targeted Disability %</th>
<th>Without Targeted Disability %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time-Off Awards 11 - 20 Hours: Total Hours</td>
<td>303397</td>
<td>289.84</td>
<td>266.89</td>
<td>317.61</td>
<td>282.88</td>
</tr>
<tr>
<td>Time-Off Awards 11 - 20 Hours: Average Hours</td>
<td>16.06</td>
<td>0.21</td>
<td>0.02</td>
<td>1.04</td>
<td>0.00</td>
</tr>
<tr>
<td>Time-Off Awards 21 - 30 hours: Awards Given</td>
<td>7241</td>
<td>6.77</td>
<td>6.39</td>
<td>6.26</td>
<td>6.89</td>
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<tr>
<td>Time-Off Awards 21 - 30 Hours: Total Hours</td>
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<td>163.08</td>
<td>153.88</td>
<td>150.71</td>
<td>166.18</td>
</tr>
<tr>
<td>Time-Off Awards 21 - 30 Hours: Average Hours</td>
<td>24.1</td>
<td>0.31</td>
<td>0.02</td>
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<tr>
<td>Time-Off Awards 31 - 40 hours: Awards Given</td>
<td>7133</td>
<td>6.74</td>
<td>6.29</td>
<td>5.29</td>
<td>7.10</td>
</tr>
<tr>
<td>Time-Off Awards 31 - 40 Hours: Total Hours</td>
<td>270733</td>
<td>255.58</td>
<td>238.67</td>
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<td>269.06</td>
</tr>
<tr>
<td>Time-Off Awards 31 - 40 Hours: Average Hours</td>
<td>37.95</td>
<td>0.49</td>
<td>0.04</td>
<td>2.46</td>
<td>0.00</td>
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<tr>
<td>Time-Off Awards 41 or more Hours: Awards Given</td>
<td>80</td>
<td>0.10</td>
<td>0.06</td>
<td>0.00</td>
<td>0.13</td>
</tr>
<tr>
<td>Time-Off Awards 41 or more Hours: Total Hours</td>
<td>5557</td>
<td>7.19</td>
<td>4.43</td>
<td>0.00</td>
<td>9.00</td>
</tr>
<tr>
<td>Time-Off Awards 41 or more Hours: Average Hours</td>
<td>69.46</td>
<td>0.90</td>
<td>0.07</td>
<td>0.00</td>
<td>1.12</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Cash Awards</th>
<th>Total (#)</th>
<th>Reportable Disability %</th>
<th>Without Reportable Disability %</th>
<th>Targeted Disability %</th>
<th>Without Targeted Disability %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Awards: $501 - $999: Total Amount</td>
<td>18436136.1</td>
<td>13793.86</td>
<td>16502.58</td>
<td>13805.41</td>
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<td>Cash Awards: $501 - $999: Average Amount</td>
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<td>9.33</td>
<td>0.71</td>
<td>46.64</td>
<td>-0.03</td>
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<tr>
<td>Cash Awards: $1000 - $1999: Total Amount</td>
<td>28878002.8</td>
<td>25082.77</td>
<td>25492.61</td>
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<td>Cash Awards: $1000 - $1999: Average Amount</td>
<td>1211.17</td>
<td>15.96</td>
<td>1.20</td>
<td>79.27</td>
<td>0.08</td>
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<tr>
<td>Cash Awards: $2000 - $2999: Awards Given</td>
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<td>8.62</td>
<td>7.99</td>
<td>8.00</td>
<td>8.77</td>
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<td>Cash Awards: $2000 - $2999: Total Amount</td>
<td>21207472.04</td>
<td>20094.67</td>
<td>18528.67</td>
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<td>Cash Awards: $2000 - $2999: Average Amount</td>
<td>2319.02</td>
<td>30.17</td>
<td>2.30</td>
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<tr>
<td>Cash Awards: $3000 - $3999: Awards Given</td>
<td>6555</td>
<td>5.65</td>
<td>5.81</td>
<td>5.16</td>
<td>5.78</td>
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<tr>
<td>Cash Awards: $3000 - $3999: Total Amount</td>
<td>21678561.73</td>
<td>18548.72</td>
<td>19226.07</td>
<td>16938.44</td>
<td>18952.60</td>
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<tr>
<td>Cash Awards: $3000 - $3999: Average Amount</td>
<td>3307.18</td>
<td>42.45</td>
<td>3.28</td>
<td>211.73</td>
<td>-0.01</td>
</tr>
<tr>
<td>Cash Awards: $4000 - $4999: Awards Given</td>
<td>3555</td>
<td>2.45</td>
<td>3.20</td>
<td>2.65</td>
<td>2.39</td>
</tr>
<tr>
<td>Cash Awards: $4000 - $4999: Total Amount</td>
<td>15395660.98</td>
<td>10503.16</td>
<td>13856.09</td>
<td>11430.82</td>
<td>10270.50</td>
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<tr>
<td>Cash Awards: $4000 - $4999: Average Amount</td>
<td>4330.71</td>
<td>55.57</td>
<td>4.29</td>
<td>278.80</td>
<td>-0.42</td>
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<tr>
<td>Cash Awards: $5000 or more: Awards Given</td>
<td>5028</td>
<td>2.70</td>
<td>4.64</td>
<td>2.52</td>
<td>2.75</td>
</tr>
</tbody>
</table>
Cash Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability %
--- | --- | --- | --- | --- | ---
Cash Awards: $5000 or more: Total Amount | 38955078.72 | 20556.39 | 36057.35 | 22250.06 | 20131.61
Cash Awards: $5000 or more: Average Amount | 7747.63 | 98.36 | 7.70 | 570.51 | -20.07

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

The overall inclusion rate for PWDs and PWTDs who received a quality step increase (QSIs) is 7.83% and 7.81%, respectively. The inclusion rate for employees categorized as PWOD is 7.74%, indicating there is no trigger for QSIs awarded to PWD and PWTD.

*Note: the FBI does not award QSIs.

| Other Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability %
--- | --- | --- | --- | --- | ---
Total Performance Based Pay Increases Awarded | 0 | 0.00 | 0.00 | 0.00 | 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 | No
   b. Other Types of Recognition (PWTD) | Answer | No

DOJ’s employee recognition program uses time-off awards, cash awards and quality step increases (except as noted above) and only has available data on those programs as captured in questions C.1 & 2 above.

**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

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  No
      ii. Internal Selections (PWTD)  Answer  No

   b. Grade GS-15
      i. Qualified Internal Applicants (PWTD)  Answer  No
      ii. Internal Selections (PWTD)  Answer  No

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

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

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  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

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  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

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  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

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  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

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  No
   b. New Hires for Managers (PWD)  Answer  No
   c. New Hires for Supervisors (PWD)  Answer  No

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  No
   b. New Hires for Managers (PWTD)  Answer  No
   c. New Hires for Supervisors (PWTD)  Answer  No

Unable to determine if there are triggers due to the unavailability of comprehensive applicant flow 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  No

DOJ converted all (93) employees who were hired pursuant to Schedule A, Section (u) and 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  Yes
   b. Involuntary Separations (PWD)  Answer  Yes

The inclusion rate for PWDs who voluntarily separated from the agency is 10.98% and the inclusion rate of PWOD who voluntarily separated is 9.33%. The inclusion rate for PWDs who involuntarily separated is 0.25%, and the inclusion rate of PWOD who
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 Yes
   b. Involuntary Separations (PWTD) Answer Yes

The inclusion rate for PWTDs who voluntarily separated is 12.84% and the inclusion rate for PWOD who voluntarily separated is 9.33%. The inclusion rate for PWTDs who were involuntarily separated is 0.32% and the inclusion rate for PWODs is 0.14%.

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.

Currently, DOJ is unable to account for the disparity in voluntary separation rates between PWOD and PWD/PWTDs. EEO complaint data involving denial, delay, or ineffective reasonable accommodation as an issue, falls below the government-wide average for complaints in this area. Therefore, it does not appear that failure to provide reasonable accommodation has caused higher rates of separation among PWDs and PWTDs. The review of this issue is ongoing.

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.

https://www.justice.gov/jmd/page/file/1018261/download

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.
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.

The DOJ Assistive Technology Resource Center (ATRC), which is managed by the JMD OCIO will continue to determine ways to ensure access to relevant assistive technology products and services. In FY 2022, the ATRC offered the following training for DOJ employees: “How to Make PDF Documents Accessible.” DOJ has identified a new Section 508 Coordinator who is assigned to JMD OCIO and will oversee policy compliance in this area. The feasibility of a centralized fund to cover the cost of assistive technology is under review. However, large Components have centralized funds to cover the cost of assistive technology and accommodation services.

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.)

Per DOJ policy, deciding officials and/or supervisors must resolve requests for reasonable accommodations within a maximum of 30 business days (or less), depending upon whether there are extenuating circumstances.

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.

In FY 2022, the JMD EEO Staff worked with the JMD OCIO to develop a Reasonable Accommodation Tracking System, which was completed. The database will be launched during FY 2023 for use by OBDs. Reasonable accommodation training was provided to Component managers and supervisors upon request and will be offered to OBD managers and supervisors during FY 2023. Employees were also encouraged to take reasonable accommodation training that is available virtually and on demand through LearnDOJ.

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.

DOJ received one request to provide personal assistance services (PAS) in FY 2022. Requests for PAS are addressed in the same manner as requests for reasonable accommodations.

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?
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.

There were no findings of discrimination where harassment based on disability.

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 Yes

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

In response to the one finding of discrimination for failing to provide a reasonable accommodation, the Department’s corrective action included training on the reasonable accommodation process for the relevant managers, providing the complainant with an effective reasonable accommodation, an award for compensatory damages, and ordered that a posting be placed in the relevant facilities.

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 No

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

Answer No

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.
### 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?

The inclusion rates for PWD and PWTD who voluntarily and involuntarily separated from the agency is higher than that of PWOD.

### STATEMENT OF BARRIER GROUPS:

**Barrier Groups**

- People with Disabilities
- People with Targeted Disabilities

### 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.

<table>
<thead>
<tr>
<th>Barrier Name</th>
<th>Description of Policy, Procedure, or Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>PWD/PWTD</td>
<td>It has not been determined why PWD and PWTD are separating from the agency at a higher rate.</td>
</tr>
</tbody>
</table>

### Objective(s) and Dates for EEO Plan

<table>
<thead>
<tr>
<th>Date Initiated</th>
<th>Target Date</th>
<th>Sufficient Funding / Staffing?</th>
<th>Date Modified</th>
<th>Date Completed</th>
<th>Objective Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/01/2018</td>
<td>09/30/2024</td>
<td>Yes</td>
<td></td>
<td></td>
<td>Determine why there are differences in separation rates for PWD and PWTD as compared to PWOD and increase activities that can support greater inclusion and retention of PWD in the workplace.</td>
</tr>
</tbody>
</table>

### Responsible Official(s)

<table>
<thead>
<tr>
<th>Title</th>
<th>Name</th>
<th>Standards Address The Plan?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director, JMD EEO Staff</td>
<td>Richard Toscano</td>
<td>Yes</td>
</tr>
</tbody>
</table>

### Planned Activities Toward Completion of Objective

<table>
<thead>
<tr>
<th>Target Date</th>
<th>Planned Activities</th>
<th>Sufficient Staffing &amp; Funding?</th>
<th>Modified Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>09/30/2024</td>
<td>Provide bias training and other educational initiatives regarding working with PWD/PWTD and to enhance inclusion and retention of this demographic in the DOJ workforce.</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target Date</td>
<td>Planned Activities</td>
<td>Sufficient Staffing &amp; Funding?</td>
<td>Modified Date</td>
<td>Completion Date</td>
</tr>
<tr>
<td>-------------</td>
<td>--------------------</td>
<td>-------------------------------</td>
<td>---------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>09/30/2024</td>
<td>Collaborate with the Attorney General’s Advisory Committee on PWD to develop a peer mentoring program for PWD as a supportive resource when new employees with disabilities join the agency.</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>09/30/2024</td>
<td>Provide training to agency management and staff on the DOJ Reasonable Accommodation Policy and Instruction</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Report of Accomplishments

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Accomplishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>The JMD EEO Staff collaborated with JMD HR to create an exit survey that will be launched in FY 2023. The survey requests demographic data of participants and encourages feedback from PWD/PWTD.</td>
</tr>
<tr>
<td>2022</td>
<td>A Criminal Division attorney formed a mentoring group for DOJ trial attorneys who are deaf and hard of hearing to share resources and strategies on how to be successful in the courtroom.</td>
</tr>
<tr>
<td>2022</td>
<td>The Drug Enforcement Administration (DEA) developed a reasonable accommodation policy and procedure training available to all DEA employees and mandatory for supervisors and managers.</td>
</tr>
<tr>
<td>2022</td>
<td>The Federal Bureau of Prisons provided quarterly reasonable accommodation training to its associate wardens, supervisors, and HR staff.</td>
</tr>
</tbody>
</table>
**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?

---

**STATEMENT OF BARRIER GROUPS:**

<table>
<thead>
<tr>
<th>Barrier Group</th>
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<tbody>
<tr>
<td>People with Disabilities</td>
</tr>
<tr>
<td>People with Targeted Disabilities</td>
</tr>
</tbody>
</table>

**Barrier Analysis Process Completed?:**

N

**Barrier(s) Identified?:**

Y

---

**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(s) and Dates for EEO Plan**

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<thead>
<tr>
<th>Date Initiated</th>
<th>Target Date</th>
<th>Sufficient Funding / Staffing?</th>
<th>Date Modified</th>
<th>Date Completed</th>
<th>Objective Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/01/2018</td>
<td>09/30/2024</td>
<td>Yes</td>
<td></td>
<td></td>
<td>Increase the external job candidate pool of PWTDs for higher-grade levels and increase the pipeline of internal job candidates who are PWTD for the positions in the higher-grade clusters.</td>
</tr>
</tbody>
</table>

---

**Responsible Official(s)**

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<thead>
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<th>Name</th>
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<td>Richard Toscano</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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**Planned Activities Toward Completion of Objective**

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<thead>
<tr>
<th>Target Date</th>
<th>Planned Activities</th>
<th>Sufficient Staffing &amp; Funding?</th>
<th>Modified Date</th>
<th>Completion Date</th>
</tr>
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<th>Planned Activities</th>
<th>Sufficient Staffing &amp; Funding?</th>
<th>Modified Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>09/30/2024</td>
<td>Identify and increase participation in specific outreach and recruitment activities to access applicants with disabilities for current DOJ job opportunities, in particular for higher-graded, senior level and executive positions.</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>09/30/2024</td>
<td>Promote use of OPM’s ATP to identify applicants who are PWD and PWTD.</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>09/30/2024</td>
<td>The JMD EEO Staff will continue to assist DOJ recruitment and hiring officials with identifying opportunities to increase the job applicant pool with qualified candidates who are PWD and PWTD for higher-grade cluster positions.</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>09/30/2024</td>
<td>Continue to annually resurvey the DOJ workforce to account for disability status</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Report of Accomplishments

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Accomplishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>The JMD EEO Staff assisted nine Components and their recruitment and hiring officials in identifying and participating in 11 career fairs targeting PWDs and specifically qualified PWD and PWTD applicants for higher-grade cluster positions.</td>
</tr>
<tr>
<td>2022</td>
<td>Components used the DOL WRP and OPM’s ATP to identify qualified persons with disabilities to fill job vacancies.</td>
</tr>
<tr>
<td>2022</td>
<td>JMD HR included information on how to request a reasonable accommodation within internal career development program announcements to encourage the participation of PWD and PWTD in career development programs.</td>
</tr>
<tr>
<td>2022</td>
<td>The Executive Office for United States Attorneys (EOUSA) released a training module titled “Recruitment, Hiring and Retention of Persons with Disabilities” available through LearnDOJ for on-demand viewing across DOJ.</td>
</tr>
</tbody>
</table>

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

DOJ completed most of the planned activities that were identified in the FY 2022 Affirmative Action Plan.

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

DOJ made progress during the review period by doing the following: continued to educate and promote the use of the Schedule A, Section (u) hiring authority in an effort to increase the use of that hiring authority; identified and increased its outreach with external organizations that focus on supporting the hiring of PWDs and PWTDs to share information about DOJ employment opportunities; and increased collaboration among Components when participating in outreach and recruiting events targeted for PWD to include greater exposure to various Components and occupations.

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.

Triggers or modest disparities appear in the participation rate of PWTDs in the lower and higher clusters. However, the overall
participation rate of PWDs and PWTDs in the DOJ workforce increased over FY 2021. DOJ plans to continue implementation of the planned activities and will consider other potential activities during the fiscal year to address these concerns.