

***U.S. Army Space and Missile Defense Command  
P.O. Box 1500 Huntsville, AL  
35807-3801***



***ANNUAL MD-715 PROGRAM STATUS REPORT  
FISCAL YEAR 2024***

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# PARTS A–D: AGENCY IDENTIFYING INFORMATION

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
For period covering October 1, 2023, to September 30, 2024				
<b>PART A</b> Department or Agency Identifying Information	<b>Agency</b>		U.S. Army Space and Missile Defense Command	
	<b>Address</b>		5200 Martin Road	
	<b>City, State, Zip Code</b>		Redstone Arsenal, AL, 35898	
	<b>CPDF Code</b>		ARSC	
	<b>FIPS Code(s)</b>		ARSC	
<b>PART C.1</b> Head of Command and Head of Command Designee	<b>Leadership</b>	<b>Name</b>	<b>Title</b>	
	<b>Head of Command</b>	Sean A. Gainey	Commanding General	
	<b>Head of Command Designee</b>	Richard P. DeFatta	Deputy to the Commanding General	
<b>PART C.2</b> Command Official(s) Responsible for Oversight of EEO Programs	<b>Name</b>	<b>EEO Program Staff Title</b>	<b>Occupational Series/Pay Plan and Grade</b>	<b>Email Address</b>
	Priscilla W. Williams	EEO Director (EEO Specialist)	0260/NH04	priscilla.w.williams.civ@army.mil
	Kimley L. Pierce	EEO Manager	0260/NH03	kimley.l.pierce.civ@army.mil
	Vacant	EEO Manager	0260/NH03	VACANT
	Vanessa R. Cole	EEO Assistant	0361/NK02	vanessa.r.cole6.civ@army.mil
<b>PART D.1</b> List of Subordinate Components Covered in this Report	<b>Subordinate Component and Location (City/State)</b>			<b>Agency and FIPS codes</b>
	100th MD Brigade GMD, Colorado Springs, CO			ARSC, ARSC
	Technical Center (TC), Redstone Arsenal, AL			ARSC, ARSC
	Center of Excellence (COE) , Redstone Arsenal, AL			ARSC, ARSC
	1st Space Brigade, Colorado, CO			ARSC, ARSC

<b>PART D.2</b> <b>Mandatory and Optional Documents for this Report</b>		
Did the agency submit the following documents	Please respond Yes or No	Comments
Organizational Chart	Yes	<a href="#">Available on the internal SharePoint site</a>
EEO Policy Statement	Yes	<a href="https://www.smdc.army.mil/RESOURCES/EEO/">https://www.smdc.army.mil/RESOURCES/EEO/</a>
Strategic Plan	Yes	<a href="#">Command People First Strategy 2023</a>
Anti-harassment Policy and Procedures	Yes	<a href="https://www.smdc.army.mil/RESOURCES/EEO/">https://www.smdc.army.mil/RESOURCES/EEO/</a>
Reasonable Accommodations Procedures	Yes	<a href="https://www.smdc.army.mil/RESOURCES/EEO/">https://www.smdc.army.mil/RESOURCES/EEO/</a>
Personal Assistance Services Procedures	Yes	<a href="https://www.smdc.army.mil/RESOURCES/EEO/">https://www.smdc.army.mil/RESOURCES/EEO/</a>
Alternative Dispute Resolution Procedures	Yes	<a href="https://www.smdc.army.mil/RESOURCES/EEO/">https://www.smdc.army.mil/RESOURCES/EEO/</a>
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	<a href="#">Submitted per Tasker HQDA-240906-GWML with SES review, on 11 Oct 2024</a>
Operational Plan for Increasing Employment of Individual with Disabilities under Executive Order 13548	Yes	<a href="#">All plans for individuals with disabilities are reported in the FY25 DVAAP report</a>
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	No	
Human Capital Strategic Plan	Yes	<a href="#">Human Capital align with Army Civilian Talent Acquisition Memo and Plan</a>
EEO Strategic Plan	Yes	<a href="#">SMDC EEO Align with Command People First Strategy 2023</a>
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	<a href="#">Results have been provided and available as needed</a>

# PART E: EXECUTIVE SUMMARY

<b>MD-715 PART E</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL Equal Employment Opportunity PROGRAM STATUS REPORT</b>
<b>Department of the Army</b>	<b>For period covering October 1, 2023, to September 30, 2024</b>

## Part E.1: Agency Mission and Leadership

### Introduction

This comprehensive report compares the USASMDC's civilian employment data with the National Civilian Labor Force (NCLF) and other relevant benchmark data (e.g., the USASMDC's permanent workforce, Section 501 goals of the Rehabilitation Act of 1973, and the Occupational Civilian Labor force (OCLF)). This report also reviews challenges that can hinder progress toward attaining a model Equal Employment Opportunity (EEO) program, detailed action plans to address identified deficiencies, and accomplishments and best practices in EEO and human resources. Reports based on USA Staffing Applicant Data may contain an "O" column alongside the Male and Female columns. "O" means "Omitted", indicating that the applicant did not provide information about their sex.

### Organization and Mission

The U.S. Army Space and Missile Defense Command (USASMDC) is an Army Service Component Command reporting directly to the Chief of Staff of the Army. USASMDC Civilian employees are located in the U.S. and overseas as follows:

- Huntsville/Redstone Arsenal, AL
- Fort Carson, CO
- Peterson Space Force Base, Colorado Springs, CO
- Schriever Air Force Base, CO
- Ft. Drum, NY
- Kwajalein Atoll, RMI
- NASA, Houston, TX
- Ft. Leavenworth, KS

USASMDC Commanding General is dual hatted as Commander, Joint Functional Component Command for Integrated Missile Defense (JFCC IMD) and Senior Commander for U.S. Army Garrison (USAG) Kwajalein Atoll and Ft. Greely Alaska.

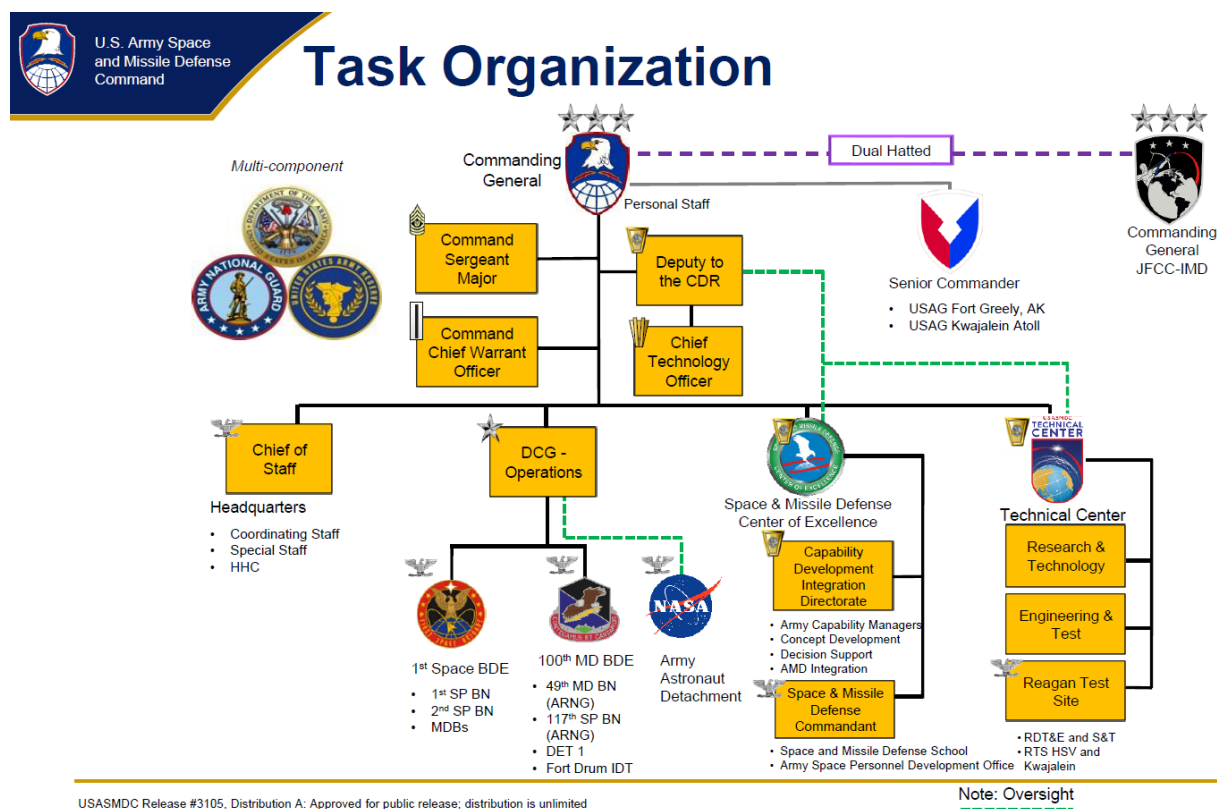
USASMDC's mission is to develop and provide current and future global space, missile defense, and high-altitude capabilities to the Army, joint force, and our allies and partners, to enable multi-domain combat effects; enhance deterrence, assurance, and detection of strategic attacks; and protect the Nation. USASMDC conducts space and missile defense operations; provides planning, integration, control, and coordination of Army forces and capabilities, in support of U.S. Strategic Command missions (strategic deterrence and integrated missile defense), U.S. Northern Command (home and missile defense), and U.S. Space Command missions (space operations). USASMDC serves as the Army force modernization proponent for space, high altitude, and global missile defense, serves as the Army operational integrator for global missile defense, and conducts mission-related research and development in support of Army Title 10 responsibilities.

### Principal Equal Employment Opportunity Official

USASMDC EEO office is a staff element within the Commanding General's personal staff, consisting of four full time employees, the EEO Director, NH-0260-04, two EEO Managers NH-0260-03, and one EEO Assistant, NK-0361-02. An EEO Director reports directly to the Commanding General. USASMDC EEO office with full coordinating authority for the management, direction, and execution of EEO policy and programs, conducts EEO training, processes reasonable accommodations and completion of annual EEO required reports. USASMDC EEO complaint processing services are provided by United States Army Garrison (USAG) EEO offices. The services the USAG EEO offices provide are codified within the USAG catalog of services/tenant agreements. The effectiveness of services delivered is measured quarterly thru the IMCOM Installation Status Report (ISR) Program and USAG EEO services.

USASMDC'S FY24 serviced population includes 707 permanent and 10 temporary employees (717 total workforce) Federal Appropriated Fund (AF) in various pay plans to include Acquisition Demo (ACQ Demo), Lab Demo, Defense Civilian Intelligence Personnel System (DCIPS), and General Services (GS).

### FY 2024 Organization Chart



### Part E.2: The Six Essential Elements of a Model EEO Program



This section explains the elements necessary to create and maintain the minimum requirements for Management Directive 715's (MD-715) model EEO program, pursuant to Section 717 of Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e et seq., and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 et seq.

Although MD-715 imposes specific affirmative employment requirements under Title VII and the Rehabilitation Act, agencies must also comply with the laws enforced by the Equal Employment Opportunity Commission (EEOC or the Commission). When establishing a Model EEO Program, an agency should incorporate into the design a structure for effective management, accountability, and self-analysis, which will ensure program success and compliance with MD-715.

The MD-715 contains policy guidelines and standards for establishing and maintaining effective affirmative employment programs. It requires Army Commands to take appropriate steps to ensure that policies, practices, and procedures are conducted in a discrimination-free manner for employees and applicants. The EEOC self-assessment provides an efficient and effective means to determine whether the Army's overall EEO program complies with MD-715 requirements. The six essential elements serve as the foundation of the Model EEO Program.

The following section describes selected measures for each essential element with noted strengths and deficiencies. Needed corrective actions are identified and noted in the USASMDC Part G checklist, which measures each essential element and the Command's progress in achieving them to accomplish a Model EEO Program. For every "no" in Part G, a plan of action (Part H) is developed to remedy the issues and attain the essential elements of a Model EEO Program.

For the FY24 MD-715 report, USASMDC answered "no" to five of the 156 questions contained in Part G. The Part G dashboard summary score for FY24 is 97%, which was an increase of six percentage points from FY23.

Table 1 presents the aggregated results for USASMDCs' MD-715 self-assessments. See Form G table.

#### Three-Year Trend of USASMDC's Aggregated MD-715 Part G Self-Assessment

Part G Elements	Total	FY 2022	FY 2023	FY 2024	Change from FY 2023
<b>A. Demonstrated commitment from agency leadership</b>	14	14 100%	14 100%	14 100%	0 0%
<b>B. Integration of EEO into the agency's strategic mission</b>	39	37 95%	33 85%	36 92%	3 7%
<b>C. Management and program accountability</b>	44	40 91%	40 91%	43 98%	3 7%
<b>D. Proactive prevention of unlawful discrimination</b>	14	14 100%	13 93%	14 100%	1 7%
<b>E. Efficiency</b>	33	30 91%	30 91%	32 97%	2 6%
<b>F. Responsiveness and legal compliance</b>	12	12 100%	12 100%	12 100%	0 0%
<b>Overall Assessment</b>	156	147 94%	142 91%	151 97%	9 6%

#### A. Demonstrated Commitment of Agency Leadership

This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination free workplace.

#### Strengths

- USASMDC Commanding General (CG) demonstrates his commitment to EEO by issuing effective, up-to-date EEO policies and procedures for EEO complaint process, reasonable accommodations, personal assistance services and Pregnancy Workers Fairness Act.
- EEO Director has reoccurring meetings with the CG and Deputy to the Commanding General (DCG) on the status of the EEO program.
- An exit interview questionnaire is part of the out-processing check list in which employees are encouraged to complete voluntarily. The results are provided to senior leaders and the EEO team reviews the feedback to monitor workplace perceptions and possible barriers.
- USASMDC uses the Federal Employee Viewpoint Survey (FEVS) to facilitate annual engagement/ brainstorming opportunities for team members to discuss results and provide feedback and recommendations to address deficiencies. FEVS brainstorming results are briefed to the CG and DCG for implementation consideration.
- USASMDC FEVS scores were above Army goal in the employee engagement categories (Leaders Lead, Supervisors and Intrinsic Work Experience).
- LTG Gainey has an open-door policy and during this first year established a SMDC Forum which is a venue for employees to post ideas, comments, and feedback/suggestions for Command improvement. All suggestions can be posted whether positive or negative.

### Deficiencies

- No deficiencies identified

## B. Integration of EEO into the Agency's Strategic Mission

This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.

### Strengths

- The USASMDC reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.
- The CG and DCG are the senior raters for the EEO Director
- The EEO Director has a standing monthly update with the DCG to discuss the EEO program and any issues or concerns.
- The EEO Director regularly participates in senior-level staff meetings concerning personnel, budget, technology, and other issues concerning the SMDC team.
- EEO officials (Director and Managers) participate in Command meetings regarding workforce changes (i.e. Personnel Management Board (PMB), Labor Management Personnel etc..) that may impact EEO programmatic issues.
- The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.
- USASMDC recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills by monitoring and ensuring mandatory supervisory training is completed annually. The civilian workforce development (CWD) team monitors and reports the status of all supervisory training.

### Deficiencies

The Command will comply with Sec Def policy guidance as outlined in the 29 January 2025 Memorandum titled Restoring America's Fighting Force and the Office of the Under Secretary of Defense guidance dated 31 January 2025 implementing Sec Def policy.

## C. Management and Program Accountability

This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.

### Strengths

- The CWD team ensures all new and existing supervisors complete the mandatory Supervisory Development Course by monitoring and reporting the status of all supervisory training. Supervisory Development Course provides training that covers the EEO program (i.e. reasonable accommodations, complaints, ADR etc).
- Coordination between EEO programs and SMDC G-1 (HR) occurs regularly on merit promotion program, employee recognition program, and employee development program, and policies, procedures and practices.
- EEO officials participate in the SMDC annual organizational inspection program (OIP), which integrates and coordinates all inspections, conducts staff inspection visits and audits within the command. EEO practitioners conduct site assist visits to ensure all components are adhering to EEO regulations. These inspections ensure that all USASMDC employees are provided access to EEO policies and procedures aligning with EEOC and Army regulations.
- EEO participates in the quarterly "Supervisors All Hands" to address EEO programs, initiatives, updates, or concerns.

### Deficiencies

- **C.2.a.4** Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]
  - SMDC has not designated resources to assign a Command Anti-Harassment Coordinator (operating outside the EEO program).

## D. Proactive Prevention of Unlawful Discrimination

This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.

### Strengths

- EEO office is a part of the in-processing checklist for new employees. When a new employee is being in-processed with EEO, they are briefed on the EEO organization structure, policies, and programs.
- EEO Director is a part of the monthly labor management employee relations meetings (LMER) with the local RSA union.
- EEO staff are a member of the Manpower Resource Committee (MRC) and reviews all hiring packets to ensure all EEO requirements are met per the USASMDC policy number 690-19.
- USASMDC EEO office reviews exit interviews, complaint data, employee climate surveys (FEVS), program evaluations, reasonable accommodations to analyze and identify barriers to equal employment.
- On an annual basis, the USASMDC EEO officer conducts site visits (virtually or in person) to communicate and receive feedback on the EEO action plans.
- EEO socialized virtual lunch and learn training sessions facilitated by OPM and DEOMI. These sessions covered topics like strategic recruitment, harassment prevention and response/retaliation prevention.
- USAJOBS is the primary source to fill USASMDC vacancies. As a best practice, the G1 team ensures all vacancy announcements advertised to attract 30 percent or more disabled veterans.

### Deficiencies

- No deficiencies identified

## E. Efficiency

This element requires the agency head to ensure the Army has effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.

### Strengths

- USA SMDC team members are briefed on the efficient, fair, and impartial EEO complaint process during new employee in-briefing and at the quarterly newcomer's orientation.
- The complaint process timeline is posted throughout all SMDC facilities and buildings on breakroom display boards and on the SMDC internal and external websites.
- USASMDC EEO officials utilize the newest complaint database (ETK) to accurately collect, monitor, and analyze complaint activity, issues and bases of the complaints, aggrieved individuals/complainants, and the management officials.
- Reasonable accommodation data is maintained in the MD 715 Reporter, the reporter is the Army data base of record used to monitor and track reasonable accommodation requests and actions.

### Deficiencies

- **E.4.a.6** (The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2])
  - SMDC is still awaiting guidance to establish an Anti-Harassment Program separate from the EEO Program. Currently allegations of harassment are recorded as a contact (in ETK) until the individual files an EEO complaint.

## F. Responsiveness and Legal Compliance

This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

### Strengths

- USASMDC EEO uses the command network to communicate policies and procedures as well as special announcements and updates to policies, regulations, and laws.
- EEO officials present at quarterly supervisory all hands meetings to ensure leadership is provided updates on laws, regulations and orders.
- There is a clear line of separation between the legal review for denial reasonable accommodation requests and legal reviews of complaints of discrimination and defense actions related to complaints of discrimination.

### Deficiencies

- No deficiencies identified

## Part E.3: Workforce Analyses

Army civilian employees voluntarily self-identify their race and ethnicity. They may choose from five race categories (American Indian or Alaska Native (AI/AN); Asian; Black or African American; Native Hawaiian or Pacific Islander (NH/PI); or White) and indicate whether they identify as Hispanic or Latino.

Employees are free to make a single race selection or can select multiple race categories (to include selecting all categories). Employees who self-select multiple categories are classified in the "Two or More Races" category.

This information is voluntary and has no impact on an employee's employment status, but in the instance of missing information, the agency will attempt to identify the employee's race and ethnicity by visual observation. For

USASMDC's FY24 MD-715 Report, all civilian employees identify their race and ethnicity information; however, some rows and columns may not add up to the total of applicant data in the Applicant Data Chart. Please see A1 data table column 'Identification Pending'.

As of September 30, 2024, the USASMDC total civilian workforce population was 717, which included both permanent and temporary appropriated fund (AF) employees. This represented a net increase of 0.19% from FY23 (704). USASMDC permanent workforce was 707 in FY24, an increase of 0.13% from FY23 (698). The temporary workforce was 10 in FY24, an increase of 0.11% from FY23 (9). The disabled workforce was 188 in FY24, an increase of 0.06% from FY23 (177). White employees were the largest group represented in the USASMDC's civilian workforce, accounting for 52.72% of males and 15.48% of females in FY24. For the past three years (FY22 to FY24), White males and females comprised 68% of the Civilian workforce.

Note: Per U.S. Office of Personnel Management Memorandum dated 5 February 2025; collection of demographic data is permissible.

In FY24, the civilian workforce population composition by race/ethnicity were as follows:

- Hispanic or Latino (7.95%),
- White (68%),
- Black or African American (17.01%),
- Asian (2.37%),
- Native Hawaiian and Pacific Islander (NH/PI) (0.84%),
- American Indian and Alaskan Native (AI/AN) (0.98%), and
- Two or More Races (2.64%).

In FY24, the civilian workforce population composition by gender is as follows:

- Males (70.71%)
- Females (29.29%)

USASMDC hires persons with disabilities (PWD) utilizing hiring authorities such as Schedule A and 30% or more disabled Veterans to find talented recruits to join its civilian workforce. Hiring practices and training and awareness on the usage of authorities that aim to recruit PWD/PWTD into the federal workforce contribute to the overall increase in employees with a disability in USASMDC. Although employees are encouraged to voluntarily self-identify their status, they are not required to inform USASMDC of their disability.

In our analysis we only identified triggers where the values were more than one percentage point lower than the identified comparator (benchmark) for the table analyzed. A trigger is a trend, disparity, or anomaly that suggests the need for further inquiry into a particular policy, practice, procedure, or condition.

#### A. USASMDC Total Workforce Composition by Ethnicity and Race Identification (ERI) and Sex Relative to NCLF

The table below depicts the comparative analysis of the USASMDC's total workforce from FY 2022 through FY 2024 by ERI and sex relative to the NCLF. Triggers for the USASMDC's total workforce composition by ERI and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For the total workforce analysis, the EEOC recommends using the NCLF as the comparator.

	Total	Sex		Hispanic or Latino		White		Black or African American		Asian		NH/PI		AI/AN		Two or More Races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>FY22</b>	705	512 72.62%	<b>193</b> <b>27.38%</b> *	42 5.96%	<b>8</b> <b>1.13%</b> *	390 55.32%	<b>108</b> <b>15.32%</b> *	44 6.24%	66 9.36%	13 1.84%	<b>1</b> <b>0.14%</b> *	6 0.85%	1 0.14%	7 0.99%	1 0.14%	10 1.42%	8 1.13%
<b>FY23</b>	704	506 71.88%	<b>198</b> <b>28.13%</b> *	44 6.25%	<b>11</b> <b>1.56%</b> *	377 53.55%	<b>103</b> <b>14.63%</b> *	48 6.82%	71 10.09%	13 1.85%	<b>2</b> <b>0.28%</b> *	5 0.71%	1 0.14%	7 0.99%	1 0.14%	10 1.42%	7 0.99%
<b>FY24</b>	717	507 70.71%	<b>210</b> <b>29.29%</b> *	43 6.00%	<b>14</b> <b>1.95%</b> *	378 52.72%	<b>111</b> <b>15.48%</b> *	49 6.83%	73 10.18%	15 2.09%	<b>2</b> <b>0.28%</b> *	5 0.70%	1 0.14%	6 0.84%	1 0.14%	11 1.53%	8 1.12%
<b>NCLF</b>	148,253,680	76,784,110 51.79%	71,469,565 48.21%	10,112,015 6.82%	9,135,230 6.16%	52,853,975 35.65%	47,172,685 31.82%	8,445,560 5.70%	9,804,140 6.61%	3,246,880 2.19%	3,233,470 2.18%	117,595 0.08%	111,235 0.08%	453,680 0.31%	452,420 0.31%	1,554,400 1.05%	1,560,390 1.05%

## Male Workforce

No deficiencies nor triggers.

## Female Workforce

USASMDC total workforce composition by Ethnicity Race Identification (ERI) and Sex table indicates that female overall demographics is below the NCLF at 29.29% comparative to males at 70.71%.

The underrepresentation is within the following groups: Hispanic or Latino females (1.95%), White females (15.48%), and Asian females (0.28%) are below the NCLF. However, the workforce data shows an increase by about 1% each year between FY22 and FY24. In FY24 there has been an increase in Hispanic/Latino and White females, however no change in the percentage for Asian females.

## B. USASMDC Total Workforce Composition by Disability Status Relative to the 501 Goals

The table below depicts the comparative analysis of the USASMDC's disabled workforce in the grade of GS-10 and below and equivalent and GS-11 and above or equivalent for PWD and PWTD relative to the 501 goals of 12% and 2%, respectively. For the disabled workforce analysis, the EEOC recommends using the 501 goals as the comparator.

Grade Grouping	Total	Disability Status (%)			
		No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
<b>GS-10 or Equivalent and Below</b>	63	36 57.14%	10 15.87%	17 26.98%	9 14.29%
<b>GS-11 or Equivalent and Above</b>	654	459 70.18%	71 10.86%	124 18.96%	38 5.81%

### PWD Workforce

The table provides a snapshot of USASMDC's workforce for equivalent GS-10 and below and GS-13 and above. The USASMDC disabled workforce exceeds the federal goal of 12% of persons with disabilities (PWD). USASMDC EEO office tracked and monitored the FY24 USAJOBS vacancy announcements which is the primary source of applicants. Vacancy announcements were used to track the hiring paths used to hire persons with a disability. Out of 126 USASMDC vacancy announcements reviewed, 27% included Schedule A applicants, 50% advertised to PWD, and 90% of all vacancy announcement identified 30% or more disabled veterans eligible to apply for USASMDC vacancies.

### PWTD Workforce

The table provides a snapshot of USASMDC's workforce for equivalent GS-10 and below and GS-13 and above. The USASMDC disabled workforce exceeds the federal goal of 2% of the workforce identifies as persons with targeted disabilities (PWTD).

### C. USASMD C Senior Workforce Composition by pay, ERI, and Sex Relative to the Permanent Workforce (PWF)

The table below depicts the comparative analysis of the USASMD C's senior grade workforce by pay, ERI, and sex relative to the USASMD C's permanent workforce. Triggers for the USASMD C's senior grade workforce composition by pay, ERI, and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For the senior grade workforce analysis, the EEOC recommends using the PWF as the comparator.

	Total	Sex		Hispanic or Latino		White		Black or African American		Asian		NH/PI		AI/AN		Two or More Races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
\$70,001 - \$100,000	83	48 57.83% *	35 42.17%	6 7.23%	4 4.82%	32 38.55% *	13 15.66%	7 8.43%	15 18.07%	2 2.41%	1 1.20%	0 0.00%	1 1.20%	0 0.00%	1 1.20%	1 1.20%	0 0.00%
\$100,001 - \$130,000	198	141 71.21%	57 28.79%	14 7.07%	4 2.02%	99 50.00% *	30 15.15%	16 8.08%	19 9.60%	4 2.02%	0 0.00%	2 1.01%	0 0.00%	1 0.51%	0 0.00%	5 2.53%	4 2.02%
\$130,001 - \$160,000	224	160 71.43%	64 28.57%	10 4.46% *	4 1.79%	123 54.91%	35 15.63%	15 6.70%	23 10.27%	3 1.34%	0 0.00%	3 1.34%	0 0.00%	3 1.34%	0 0.00%	3 1.34%	2 0.89%
\$160,001 and Greater	166	130 78.31%	36 21.69% *	10 6.02%	1 0.60% *	105 63.25%	25 15.06%	7 4.22% *	9 5.42% *	4 2.41%	0 0.00%	0 0.00%	0 0.00%	2 1.20%	0 0.00%	2 1.20%	1 0.60%
PWF	707	504 71.29%	203 28.71%	43 6.08%	13 1.84%	377 53.32%	109 15.42%	49 6.93%	71 10.04%	13 1.84%	1 0.14%	5 0.71%	1 0.14%	6 0.85%	1 0.14%	11 1.56%	7 0.99%

#### Male Senior Grade

The table above provides a snapshot of USASMD C's senior grade workforce by ERI and Sex relative to USASMD C's permanent workforce. Triggers were identified for:

- White males are underrepresented in the following pay brackets: \$70,001-\$100,000, and \$100,001-\$130,000, however were represented in the higher pay brackets (\$130,001-\$160,000 & \$160,001 and Greater).
- Hispanic or Latino males are underrepresented in pay brackets \$130,001 - \$160,000 and
- Black or African American males are underrepresented in pay brackets \$160,001 and Greater

#### Female Senior Grade

The table above provides a snapshot of USASMD C's senior grade workforce by ERI and gender relative to USASMD C's permanent workforce. Triggers were identified for:

- Hispanic or Latino, and Black or African American females are underrepresentation in the following pay bracket: \$160,001 and Greater.



## D. USASMDC Senior Workforce Composition by pay and Disability Status Relative to the PWF

The table below depicts the comparative analysis of the USASMDC's disabled workforce by senior grade for PWD and PWTD relative to the PWF. Triggers for the USASMDC's senior grade workforce composition by disability status are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For the disabled senior grade workforce analysis, the EEOC recommends using the PWF as the comparator.

Pay Grade	Total	Disability Status (%)			
		No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
\$70,001 - \$100,000	83	54 65.06%	10 12.05%	19 22.89%	11 13.25%
\$100,001 - \$130,000	198	132 66.67%	25 12.63%	41 20.71%	16 8.08%
\$130,001 - \$160,000	224	155 69.20%	28 12.50%	<b>41</b> <b>18.30%</b> *	<b>10</b> <b>4.46%</b> *
\$160,001 and Greater	166	126 75.90%	12 7.23%	<b>28</b> <b>16.87%</b> *	<b>5</b> <b>3.01%</b> *
PWF	707	486 68.74%	81 11.46%	140 19.80%	47 6.65%

### Senior Grade

USASMDC has no triggers for senior grade workforce composition by disability status.

## E. USASMDC Applicant Data by ERI and Sex Relative to the NCLF

The table below depicts the comparative analysis of the USASMDC's total workforce throughout the hiring process by ERI and sex relative to the NCLF. Triggers for the USASMDC's total workforce applicant data by ERI and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. Reports based on USA Staffing Applicant Data may contain an "O" column alongside the Male and Female columns. "O" means "Omitted", indicating that the applicant did not provide information about their sex. For the applicant data analysis, the EEOC recommends using the relevant applicant pool; however, the Army used the NCLF as the comparator.

Hiring Stage	Total	Sex			Hispanic or Latino			White			Black or African American			Asian			NH/PI			AI/AN			Two or More Races		
		M	F	O	M	F	O	M	F	O	M	F	O	M	F	O	M	F	O	M	F	O	M	F	O
By Unique App																									
Appls	2,551	1,378 54.02%	835 32.73% *	349 14.00%	146 5.72% *	83 3.25%	0 0.00%	804 31.52% *	416 16.31% *	5 0.20%	268 10.51%	244 9.56%	2 0.08%	65 2.55%	25 0.98% *	0 0.00%	6 0.24%	4 0.16%	0 0.00%	20 0.78%	3 0.12%	0 0.00%	48 1.88%	45 1.76%	0 0.00%
Qual Appls	1,552	821 52.90%	504 32.47% *	231 15.00%	87 5.61% *	49 3.16%	0 0.00%	457 29.45% *	249 16.04% *	4 0.26%	175 11.28%	149 9.60%	2 0.13%	43 2.77%	15 0.97% *	0 0.00%	5 0.32%	2 0.13%	0 0.00%	11 0.71%	3 0.19%	0 0.00%	31 2.00%	30 1.93%	0 0.00%
Ref Appls	1,173	683 58.23%	303 25.83% *	191 16.00%	73 6.22%	26 2.22%	0 0.00%	381 32.48% *	138 11.76% *	2 0.17%	151 12.87%	109 9.29%	1 0.09%	34 2.90%	10 0.85% *	0 0.00%	5 0.43%	1 0.09%	0 0.00%	9 0.77%	0 0.00%	0 0.00%	21 1.79%	13 1.11%	0 0.00%
Sels	58	32 55.17%	16 27.59% *	10 17.00%	1 1.72% *	2 3.45%	0 0.00%	22 37.93%	10 17.24% *	0 0.00%	4 6.90%	4 6.90%	0 0.00%	2 3.45%	0 0.00% *	0 0.00%	1 1.72%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00% *	0 0.00%
By Count of Apps																									
Apps	3,052	1,684 55.18%	967 31.68% *	401 13.00%	191 6.26%	98 3.21%	0 0.00%	972 31.85% *	470 15.40% *	5 0.16%	337 11.04%	290 9.50%	4 0.13%	74 2.42%	25 0.82% *	0 0.00%	7 0.23%	5 0.16%	0 0.00%	20 0.66%	4 0.13%	0 0.00%	55 1.80%	59 1.93%	0 0.00%
Qual Apps	1,750	957 54.69%	541 30.91% *	252 14.00%	101 5.77% *	54 3.09%	0 0.00%	540 30.86% *	262 14.97% *	4 0.23%	205 11.71%	161 9.20%	2 0.11%	46 2.63%	15 0.86% *	0 0.00%	5 0.29%	2 0.11%	0 0.00%	11 0.63%	4 0.23%	0 0.00%	34 1.94%	36 2.06%	0 0.00%
Ref Apps	1,343	802 59.72%	333 24.80% *	208 15.00%	84 6.25%	29 2.16%	0 0.00%	456 33.95% *	147 10.95% *	2 0.15%	176 13.10%	121 9.01%	1 0.07%	37 2.76%	10 0.74% *	0 0.00%	5 0.37%	1 0.07%	0 0.00%	9 0.67%	0 0.00%	0 0.00%	24 1.79%	19 1.41%	0 0.00%
Sels	58	32 55.17%	16 27.59% *	10 17.00%	1 1.72% *	2 3.45%	0 0.00%	22 37.93%	10 17.24% *	0 0.00%	4 6.90%	4 6.90%	0 0.00%	2 3.45%	0 0.00% *	0 0.00%	1 1.72%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00% *	0 0.00%
NCLF		51.79%	48.21%	0.00%	6.82%	0.00%	0.00%	35.65%	31.82%	0.00%	5.70%	6.61%	0.00%	2.19%	2.18%	0.00%	0.08%	0.08%	0.00%	0.31%	0.31%	0.00%	1.05%	1.05%	0.00%

### Male Applicant Flow Data

Triggers were identified for Hispanic or Latino and White males in Applied, and Qualified Application categories for USASMD's workforce applicant flow data by ERI and sex. Hispanic or Latino, Asian and Two or More Races males were identified as a trigger in the selections category in the hiring process.

NOTE: Because there is no displayed column for records that lack race and ethnicity information, rows and columns may not add up to the total applications. Please refer to A1 data table 'Identification Pending' located at the workforce data drop down menu to obtain their omitted totals show in E.3.E.

### Female Applicant Flow Data

Triggers were identified for females in all categories for USASMDC's workforce applicant flow data by ERI and gender, specifically for Hispanic or Latino, White and Asian females.

## F. USASMDC Applicant Data by Disability Status Relative to the 501 Goals

The table below depicts the comparative analysis of the USASMDC's disabled workforce throughout the hiring process by PWD and PWTD relative to the 501 goals of 12% and 2%, respectively. Triggers for the USASMDC's total workforce applicant data by disability status are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For the disabled workforce analysis, the EEOC recommends using the relevant applicant pool but due to the unavailability of complete applicant flow data, the Army used the 501 goals as the comparator.

Hiring Process Stage	Total	Disability Status (%)				
		No Response	No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
By Unique App						
Appls	2,551	1,132 44.00%	1,015 39.79%	192 7.53%	220 8.62% *	121 4.74%
Qual Appls	1,552	736 47.00%	585 37.69%	98 6.31%	134 8.63% *	72 4.64%
Ref Appls	1,173	591 50.00%	419 35.72%	72 6.14%	92 7.84% *	47 4.01%
Sels	58	32 55.00%	18 31.03%	5 8.62%	3 5.17% *	2 3.45%
By Count of Apps						
Apps	3,052	1,370 45.00%	1,167 38.24%	243 7.96%	272 8.91% *	153 5.01%
Qual Apps	1,750	834 48.00%	637 36.40%	115 6.57%	164 9.37% *	90 5.14%
Ref Apps	1,343	680 51.00%	459 34.18%	86 6.40%	118 8.79% *	63 4.69%
Sels	58	32 55.00%	18 31.03%	5 8.62%	3 5.17% *	2 3.45%

### Applicant Flow Data

The table shows that USASMDC is below the 501 goal of 12% for persons with disabilities (PWD) in all stages of the hiring process. Although USASMDC exceeds the Army's disability goal of 12% for PWD and 2% for persons with targeted disabilities (PWTD) for the overall workforce, recruitment improvement is still needed in this area.

## G. USASMDC Award Distribution by ERI and Sex Relative to the PWF

The table below depicts the comparative analysis of the USASMDC's total workforce awards by ERI and sex relative to the PWF. The triggers for the USASMDC's total workforce awards by ERI and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For awards, the EEOC recommends using the PWF as the comparator.

Type of Award	Total	Sex		Hispanic or Latino		White		Black or African American		Asian		NH/PI		AI/AN		Two or More Races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
On-The-Spot Cash Awards	79	53 67.09% *	26 32.91%	8 10.13%	2 2.53%	38 48.10% *	16 20.25%	6 7.59%	8 10.13%	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	1 1.27%	0 0.00%	0 0.00% *	0 0.00%
Time Off Awards	99	72 72.73%	27 27.27% *	9 9.09%	3 3.03%	53 53.54%	18 18.18%	8 8.08%	6 6.06% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	1 1.01%	0 0.00%	1 1.01%	0 0.00%
Performance Awards	180	118 65.56% *	62 34.44%	9 5.00% *	3 1.67%	94 52.22% *	39 21.67%	9 5.00% *	19 10.56%	3 1.67%	1 0.56%	0 0.00%	0 0.00%	2 1.11%	0 0.00%	1 0.56%	0 0.00%
Special Act/Service Act Awards	249	168 67.47% *	81 32.53%	13 5.22%	2 0.80% *	133 53.41%	57 22.89%	6 2.41% *	19 7.63% *	10 4.02%	0 0.00%	3 1.20%	0 0.00%	0 0.00%	1 0.40%	6 2.41%	2 0.80%
Demo Performance Awards	630	445 70.63%	185 29.37%	39 6.19%	14 2.22%	333 52.86%	91 14.44%	43 6.83%	70 11.11%	11 1.75%	2 0.32%	5 0.79%	1 0.16%	7 1.11%	1 0.16%	7 1.11%	7 1.11%
Quality Step Increases	8	5 62.50% *	3 37.50%	2 25.00%	0 0.00% *	3 37.50% *	3 37.50%	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
PWF	707	504 71.29%	203 28.71%	43 6.08%	13 1.84%	377 53.32%	109 15.42%	49 6.93%	71 10.04%	13 1.84%	1 0.14%	5 0.71%	1 0.14%	6 0.85%	1 0.14%	11 1.56%	7 0.99%

### Male Award Distribution

The triggers that were identified for award distribution USASMDC's male (overall) is as follows: On-The-Spot Cash awards, Performance awards, Special Act/Service Act Awards and Quality Step Increases. No triggers were identified for Demo Performance Award categories

- On-The-Spot Cash Awards: White, Asian and Two or More Races
- Time-Off-Awards: Asian
- Performance Awards: Hispanic or Latino, White, Black or African American
- Special Act/Service Act Awards: Black or African American
- Quality Step Increases: White, Black or African American, Asian, and Two or More Races

### Female Award Distribution

The triggers that were identified above for USASMDC's female employees are as follows:

- On-the Spot Cash awards for White and Asian
- Time-Off-Awards for Black or African American
- Special Act/Service Act Awards for Black or African American
- Quality Step Increase for Hispanic or Latino, Black or African American

No triggers were identified for Performance and Demo Performance Award categories

## H. USASMDC Award Distribution by Disability Status Relative to the PWF

The table below depicts the comparative analysis of the USASMDC's disabled workforce awards by disability status relative to the PWF. Triggers for the USASMDC's total workforce awards by disability status are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For awards, the EEOC recommends using the PWF as the comparator.

Type of Award	Total	Disability Status (%)			
		No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
<b>On-The-Spot Cash Awards</b>	79	59 74.68%	9 11.39%	15 18.99%	5 6.33%
<b>Time Off Awards</b>	99	66 66.67%	11 11.11%	25 25.25%	10 10.10%
<b>Performance Awards</b>	180	147 81.67%	11 6.11%	23 12.78%	9 5.00%
<b>Special Act/Service Act Awards</b>	249	183 73.49%	26 10.44%	46 18.47%	14 5.62%
<b>Demo Performance Awards</b>	630	434 68.89%	74 11.75%	136 21.59%	44 6.98%
<b>Quality Step Increases</b>	8	7 87.50%	1 12.50%	0 0.00%	0 0.00%

### Award Distribution

In FY24, 1,245 incentive awards were given in the categories of On-the-Spot Cash Awards, Time Off Awards, Performance Awards, Special/Service Act Awards, Demo Performance Awards and Quality Step Increase Awards. Analysis by disability did not raise any triggers. The data reflects that no PWD or PWTD received a quality step increase, this may be due to a small percentage of the workforce that qualified for QSI, however it will continue to be monitored for trends.

## I. USASMDC Separations by ERI and Sex Relative to the PWF

The table below depicts the comparative analysis of the USASMDC's total workforce separations by ERI and sex relative to the PWF. Triggers for the USASMDC's total workforce separations by ERI and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point greater than the identified comparator (benchmark) for the table. Unlike the tables in other sections of this report where categories lower than the comparator were triggers, categories that were greater than the PWF in the separations table were considered triggers. For separations, the EEOC recommends using the appropriate workforce as the comparator which is the Army's PWF.

Sep Cat	Total	Sex		Hispanic or Latino		White		Black or African American		Asian		NH/PI		AI/AN		Two or More Races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Res	9	7 77.78% *	2 22.22%	0 0.00%	1 11.11% *	7 77.78% *	1 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Ret	42	34 80.95% *	8 19.05%	3 7.14% *	0 0.00%	25 59.52% *	6 14.29%	3 7.14%	1 2.38%	1 2.38%	1 2.38% *	0 0.00%	0 0.00%	1 2.38% *	0 0.00%	1 2.38%	0 0.00%
OTH Seps	19	15 78.95% *	4 21.05%	2 10.53% *	1 5.26% *	11 57.89% *	2 10.53%	1 5.26%	1 5.26%	1 5.26% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
PWF	707	504 71.29%	203 28.71%	43 6.08%	13 1.84%	377 53.32%	109 15.42%	49 6.93%	71 10.04%	13 1.84%	1 0.14%	5 0.71%	1 0.14%	6 0.85%	1 0.14%	11 1.56%	7 0.99%

### Male Separations

Triggers for USASMDC workforce separations for males are as follows:

- Resignation: White
- Retirement: Hispanic or Latino and White
- Other Separations: Hispanic or Latino, White, Asian

### Female Separations

Triggers for USASMDC workforce separations for females are as follows:

- Resignation: Hispanic or Latino
- Retirement: Asian
- Other Separations: Hispanic or Latino

## J. USASMDC Separations by Disability Status Relative to the PWF

The table below depicts the comparative analysis of the USASMDC's workforce separations by PWD and PWTD relative to the PWF. Triggers for the USASMDC's total workforce separations by disability status are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point greater than the identified comparator (benchmark) for the table. Unlike the tables in other sections of this report where categories lower than the comparator were triggers, categories that were greater than the comparator in the separations table were consider triggers. For the disabled workforce separation analysis, the EEOC recommends using the appropriate workforce as the comparator which is the Army's PWF.

Separations Category	Total	Disability Status (%)			
		No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
Resignations	9	5 55.56%	1 11.11%	3 33.33% *	1 11.11% *
Retirements	42	23 54.76%	6 14.29%	13 30.95% *	5 11.90% *
Other Separations	19	9 47.37%	4 21.05%	6 31.58% *	2 10.53% *
PWF	707	486 68.74%	81 11.46%	140 19.80%	47 6.65%

### Separations

The data reflects:

PWD: 33.33% of resignations, 30.95% of retirements and 31.58% of other separations

PWTD: 11.11% of resignations, 11.90% retirements, and 10.53% other separations

Exit interviews were reviewed, however, specific reasons for each category have not been provided by disability. There is not enough data or resources available to conduct a thorough analysis that may identify a barrier.

## K. USASMDC GS Senior Grade Promotions by ERI and Sex Relative to the PWF

The table below depicts the comparative analysis of the USASMDC's GS senior grade workforce promotions by ERI and sex relative to the NCLF. For positions under the same job classification system and pay schedule (e.g., GS to GS or GG to GG), a promotion changes the employee to a higher grade level (e.g., 9 to 11). When the old and the new positions are under different job classification systems and pay schedules (e.g., Federal Wage Schedule (WG) to General Schedule (GS)), a promotion changes the employee to a position with a higher rate of basic pay. Triggers for the USASMDC's GS senior grade workforce promotions by ERI and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For the total workforce promotion analysis, the EEOC recommends using the upward mobility benchmark but due to unavailability of data, the Army used the PWF as the comparator.

Pay Grade	Total	Sex			Hispanic or Latino			White			Black or African American			Asian			NH/PI			AI/AN			Two or More Races		
		M	F	O	M	F	O	M	F	O	M	F	O	M	F	O	M	F	O	M	F	O	M	F	O
SES	0	0 0.00% *	0 0.00% *	0 0.00%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%	0 0.00%
Perm WF	707	504 71.29%	203 28.71%	0 0.00%	43 6.08%	13 1.84%	0 0.00%	377 53.32%	109 15.42%	0 0.00%	49 6.93%	71 10.04%	0 0.00%	13 1.84%	1 0.14%	0 0.00%	5 0.71%	1 0.14%	0 0.00%	6 0.85%	1 0.14%	0 0.00%	11 1.56%	7 0.99%	0 0.00%

### Male Promotions

Provided only SES data. SMDC had no SES promotions.

### Female Promotions

There were no SES promotions.



## L. USASMDC GS Senior Grade Promotions by Disability Status Relative to the PWF

The table below depicts the comparative analysis of the USASMDC's disabled workforce promotions by PWD and PWTD relative to the PWF. Triggers for the USASMDC's GS senior grade workforce promotions by disability status are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For positions under the same job classification system and pay schedule (e.g., GS to GS or GG to GG), a promotion changes the employee to a higher grade level (e.g., 9 to 11). When the old and the new positions are under different job classification systems and pay schedules (e.g., Federal Wage Schedule (WG) to General Schedule (GS)), a promotion changes the employee to a position with a higher rate of basic pay. For the disabled workforce promotion analysis, the EEOC recommends using the PWF as the comparator.

Pay Grade	Total	Disability Status (%)				
		No Response	No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
SES	0	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

### Promotions

Data provided SES information only. There were no SES promotions.

### M. USASMDC FY 2024 Reasonable Accommodations and Personal Assistance Services Requests

The table below depicts the USASMDC's FY 2024 RA and PAS requests overall, requests by type, approval and denials, and the percentage of the agency's requests that were processed with 30-day mandatory timeframe.

<b>RAs</b>	<b>RA requests for PWFA</b>	<b>RA requests for religion</b>	<b>Approvals (Includes alternatives that were accepted by the requester)</b>	<b>Denials</b>	<b>Does the Agency process all accommodation requests within the timeframe set forth in its reasonable accommodation procedures.</b>
10	0 0.00%	0 0.00%	10 100.00%	0 0.00%	10 100.00%

In FY24, the USASMDC EEO Office processed 10 reasonable accommodation requests. The standard number of days to adjudicate the request for an accommodation is 30 business days. All reasonable accommodation requests (100%) were processed within the regulatory timeframe which is a 20% improvement from FY23. In FY24, the average time to process a request was 12.5 days. We will continue to work closely with managers and supervisors to further improve the timeline by providing RA training in FY25 and assistance when needed.

## N. USASMDC Disabled Veterans Affirmative Action Program (DVAAP)

The table below depicts the USASMDC's Disabled Veterans population relative to the Army's Total Appropriated Fund Workforce (permanent and temporary) and the percentage of USASMDC civilians who identify as either a disabled veteran or veteran with a disability rating of 30% or more.

Total # of Appropriated Fund Workforce	# of Veterans/% of Civilian Workforce	# of Disabled Veterans/% of Civilian Workforce	# of 30% or More Disabled Veterans/% of Civilian Workforce
717	348 28.31%	250 34.87%	203 28.31%

USASMDC permanent workforce consisted of 717 permanent.

Veterans represented 48.54% (348) of the command's civilian workforce. Disabled Veterans comprised 34.87% (250) of the veteran workforce. Within the Disabled Veteran population, 30% or more Disabled Veterans represented 28.31% (203) of this group. Majority of the Veterans for 30% or more disabled.

## O. USASMDC Ten Highest Density MCOs by ERI and Sex Relative to the Occupation Civilian Labor Force (OCLF)

The table below depicts the comparative analysis of the ten highest density MCOs in the USASMDC's permanent workforce by ERI and sex relative to the OCLF for that occupation. Triggers for the USASMDC's ten highest density MCOs by ERI and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. The Defense Civilian Personnel Advisory Service (DCPAS) Mission Critical Occupation Revalidation Guide designates the Army's MCOs. For the MCO analysis, the EEOC recommends using the occupational labor force as the comparator.

MCO	Total	Sex		Hispanic or Latino		White		Black or African American		Asian		NH/PI		AI/AN		Two or More Races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
0801 - General Engineering	135	101 74.81% *	34 25.19%	5 3.70% *	6 4.44%	83 61.48%	18 13.33%	5 3.70%	9 6.67%	5 3.70% *	0 0.00% *	0 0.00%	0 0.00%	1 0.74%	0 0.00%	2 1.48%	1 0.74%
(0801 OCLF)		86.82%	0.00%	5.88%	1.09%	0.00%	0.00%	3.78%	0.95%	8.19%	1.83%	0.06%	0.03%	0.22%	0.05%	1.58%	0.32%
2210 - Information Technology Management	83	71 85.54%	12 14.46%	6 7.23%	1 1.20%	55 66.27%	7 8.43%	8 9.64%	1 1.20% *	0 0.00% *	1 1.20% *	1 1.20%	0 0.00%	0 0.00%	0 0.00%	1 1.20%	2 2.41%
(2210 OCLF)		74.67%	0.00%	5.69%	1.85%	0.00%	0.00%	5.33%	2.92%	8.10%	3.19%	0.09%	0.03%	0.20%	0.09%	1.78%	0.63%
0080 - Security Administration	34	26 76.47%	8 23.53%	2 5.88%	0 0.00% *	18 52.94%	8 23.53%	3 8.82%	0 0.00% *	2 5.88%	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 2.94%	0 0.00% *
(0080 OCLF)		46.94%	0.00%	3.48%	4.18%	0.00%	0.00%	3.42%	5.19%	3.00%	3.11%	0.04%	0.06%	0.15%	0.18%	0.94%	1.27%
0132 - Intelligence	25	19 76.00%	6 24.00%	1 4.00%	0 0.00% *	16 64.00%	6 24.00%	0 0.00% *	0 0.00% *	1 4.00%	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 4.00%	0 0.00% *
(0132 OCLF)		51.76%	0.00%	4.43%	4.67%	0.00%	0.00%	3.72%	3.78%	1.73%	2.18%	0.02%	0.08%	0.60%	0.58%	1.25%	1.66%
1515 - Operations Research	21	14 66.67%	7 33.33%	2 9.52%	0 0.00% *	11 52.38%	5 23.81%	0 0.00% *	2 9.52%	1 4.76% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
(1515 OCLF)		63.51%	0.00%	4.68%	2.72%	0.00%	0.00%	5.26%	4.51%	6.87%	4.01%	0.07%	0.05%	0.16%	0.10%	1.49%	0.84%
0560 - Budget Analysis	18	6 33.33% *	12 66.67%	2 11.11%	0 0.00% *	0 0.00%	2 11.11%	4 22.22%	9 50.00%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 5.56%
(0560 OCLF)		38.33%	0.00%	3.07%	5.61%	0.00%	0.00%	4.62%	11.38%	2.34%	5.23%	0.05%	0.09%	0.13%	0.29%	0.82%	1.50%
0085 - Security Guard	16	15 93.75%	1 6.25%	1 6.25% *	0 0.00% *	12 75.00%	1 6.25%	2 12.50% *	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
(0085 OCLF)		74.94%	0.00%	12.65%	3.54%	0.00%	0.00%	19.23%	10.06%	2.10%	0.42%	0.29%	0.09%	0.75%	0.32%	1.96%	0.63%
0201 - Human Resources Management	13	6 46.15%	7 53.85%	2 15.38%	0 0.00% *	3 23.08%	4 30.77%	1 7.69%	3 23.08%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *
(0201 OCLF)		26.60%	0.00%	3.10%	8.50%	0.00%	0.00%	3.61%	10.37%	1.08%	3.29%	0.03%	0.09%	0.17%	0.39%	0.56%	1.71%
0501 - Financial Administration and Program	12	5 41.67% *	7 58.33%	0 0.00% *	0 0.00% *	4 33.33%	3 25.00%	0 0.00% *	4 33.33%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	1 8.33%	0 0.00%	0 0.00%	0 0.00%
(0501 OCLF)		53.69%	0.00%	3.88%	4.80%	0.00%	0.00%	3.08%	5.15%	2.32%	2.38%	0.05%	0.06%	0.12%	0.18%	0.82%	0.91%
0855 - Electronics Engineering	9	7 77.78% *	2 22.22%	0 0.00% *	0 0.00%	6 66.67%	1 11.11%	1 11.11%	1 11.11%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
(0855 OCLF)		91.11%	0.00%	6.39%	0.90%	0.00%	0.00%	4.73%	0.83%	10.41%	1.64%	0.08%	0.00%	0.15%	0.03%	1.90%	0.19%

### Male Participation in the Ten Highest Density MCO's

Triggers in ten highest density MCOs for males in the following ERI groups:

- 0801 - General Engineering: White and Asian
- 2210 - Information Technology Management: Asian
- 0080 - Security Administration: None identified

- 0132 - Intelligence: Black or African American
- 1515 - Operations Research: Black or African American, Asian and Two or More Races
- 0560 - Budget Analysis: White and Asian
- 0085 - Security Guard: Hispanic or Latino, Black or African American, Asian, and Two or More Races
- 0201 - Human Resources Management: Asian
- 0501 - Financial Administration and Program: Hispanic or Latino, White, Black or African American and Asian
- 0855 - Electronics Engineering: Hispanic or Latino, Asian and Two or More Races

### Female Participation in the Ten Highest Density MCO's'

Triggers in ten highest density MCOs for females in the following ERI groups:

- 0801 - General Engineering: Asian
- 2210 - Information Technology Management: White, Black or African American, Asian
- 0080 - Security Administration: Hispanic or Latino, White, Black or African American, Asian and Two or More Races
- 0132 - Intelligence: Hispanic or Latino, White, Black or African American, Asian, and Two or More Races
- 1515 - Operations Research: Hispanic or Latino, Asian
- 0560 - Budget Analysis: Hispanic or Latino, White and Asian
- 0085 - Security Guard: Hispanic or Latino, White, Black or African American
- 0201 - Human Resources Management: Hispanic or Latino, White, Asian, and Two or More Races
- 0501 - Financial Administration and Program: Hispanic or Latino, White, and Asian
- 0855 - Electronics Engineering: Asian

## P. USASMDC Ten Highest Density MCOs by Disability Status Relative to the 501 Goals

The table below depicts the comparative analysis of the ten highest density MCOs in the USASMDC's permanent workforce by PWD and PWTD relative to the 501 goals of 12% and 2%, respectively. Triggers for the USASMDC's ten highest density MCOs by disability status are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. The Defense Civilian Personnel Advisory Service (DCPAS) Mission Critical Occupation Revalidation Guide designates the Army's MCOs. For the disabled workforce MCO analysis, the EEOC recommends using the 501 goals as the comparator.

MCO	Total	Disability Status (%)			
		No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
<b>0801 - General Engineering</b>	135	110 81.48%	10 7.41%	<b>15</b> <b>11.11%</b> *	7 5.19%
<b>2210 - Information Technology Management</b>	83	58 69.88%	9 10.84%	16 19.28%	5 6.02%
<b>0080 - Security Administration</b>	34	22 64.71%	4 11.76%	8 23.53%	2 5.88%
<b>0132 - Intelligence</b>	25	15 60.00%	4 16.00%	6 24.00%	2 8.00%
<b>1515 - Operations Research</b>	21	12 57.14%	2 9.52%	7 33.33%	1 4.76%
<b>0560 - Budget Analysis</b>	18	15 83.33%	1 5.56%	<b>2</b> <b>11.11%</b> *	1 5.56%
<b>0085 - Security Guard</b>	16	6 37.50%	5 31.25%	5 31.25%	1 6.25%
<b>0201 - Human Resources Management</b>	13	10 76.92%	1 7.69%	2 15.38%	1 7.69%
<b>0501 - Financial Administration and Program</b>	12	9 75.00%	2 16.67%	<b>1</b> <b>8.33%</b> *	1 8.33%
<b>0855 - Electronics Engineering</b>	9	7 77.78%	0 0.00%	2 22.22%	<b>0</b> <b>0.00%</b> *

### PWD Participation in the Ten Highest Density MCOs

Triggers in ten highest density MCOs for PWD are:

- 0801 - General Engineering
- 0560 - Budget Analysis
- 0501 - Financial Administration and Program

### PWTD Participation in the Ten Highest Density MCOs

Triggers in ten highest density MCOs for PTWD are:

- 0855 - Electronics Engineering

## Q. USASMDC Ten Highest Density STEM Occupations by ERI and Sex Relative to the OCLF

The table below depicts the comparative analysis of the ten highest density STEM occupations in the USASMDC's permanent workforce by ERI and sex relative to the OCLF for that occupation. Triggers for the USASMDC's ten highest density STEM occupations by ERI and sex are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For the STEM occupation analysis, the EEOC recommends using the occupational labor force as the comparator.

STEM Occupations	Total	Sex		Hispanic or Latino		White		Black or African American		Asian		NH/PI		AI/AN		Two or More Races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>2210 - INFORMATION TECHNOLOGY MANAGEMENT (2210)</b>	83	71 85.54%	12 14.46%	6 7.23%	1 1.20%	55 66.27%	7 8.43%	8 9.64%	1 1.20% *	0 0.00% *	1 1.20% *	1 1.20%	0 0.00%	0 0.00%	0 0.00%	1 1.20%	2 2.41%
<b>(2210 OCLF)</b>		74.67%	0.00%	5.69%	1.85%	0.00%	0.00%	5.33%	2.92%	8.10%	3.19%	0.09%	0.03%	0.20%	0.09%	1.78%	0.63%
<b>0132 - INTELLIGENCE (0132)</b>	25	19 76.00%	6 24.00%	1 4.00%	0 0.00% *	16 64.00%	6 24.00%	0 0.00% *	0 0.00% *	1 4.00%	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 4.00%	0 0.00% *
<b>(0132 OCLF)</b>		51.76%	0.00%	4.43%	4.67%	0.00%	0.00%	3.72%	3.78%	1.73%	2.18%	0.02%	0.08%	0.60%	0.58%	1.25%	1.66%
<b>1515 - OPERATIONS RESEARCH (1515)</b>	21	14 66.67%	7 33.33%	2 9.52%	0 0.00% *	11 52.38%	5 23.81%	0 0.00% *	2 9.52%	1 4.76% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
<b>(1515 OCLF)</b>		63.51%	0.00%	4.68%	2.72%	0.00%	0.00%	5.26%	4.51%	6.87%	4.01%	0.07%	0.05%	0.16%	0.10%	1.49%	0.84%
<b>0855 - ELECTRONICS ENGINEERING (0855)</b>	9	7 77.78% *	2 22.22%	0 0.00% *	0 0.00%	6 66.67%	1 11.11%	1 11.11%	1 11.11%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
<b>(0855 OCLF)</b>		91.11%	0.00%	6.39%	0.90%	0.00%	0.00%	4.73%	0.83%	10.41%	1.64%	0.08%	0.00%	0.15%	0.03%	1.90%	0.19%
<b>1550 - COMPUTER SCIENCE (1550)</b>	4	3 75.00%	1 25.00%	0 0.00% *	0 0.00% *	2 50.00%	1 25.00%	1 25.00%	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
<b>(1550 OCLF)</b>		74.67%	0.00%	5.69%	1.85%	0.00%	0.00%	5.33%	2.92%	8.10%	3.19%	0.09%	0.03%	0.20%	0.09%	1.78%	0.63%
<b>0819 - ENVIRONMENTAL ENGINEERING (0819)</b>	3	2 66.67% *	1 33.33%	0 0.00% *	0 0.00% *	2 66.67%	1 33.33%	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
<b>(0819 OCLF)</b>		70.57%	0.00%	4.14%	2.08%	0.00%	0.00%	4.31%	2.34%	4.78%	2.58%	0.09%	0.05%	0.45%	0.16%	1.70%	0.61%
<b>1301 - GENERAL PHYSICAL SCIENCE (1301)</b>	3	3 100.00% %	0 0.00%	0 0.00% *	0 0.00% *	3 100.00% %	0 0.00%	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00% *
<b>(1301 OCLF)</b>		56.61%	0.00%	2.75%	2.80%	0.00%	0.00%	1.70%	2.15%	8.75%	7.42%	0.11%	0.06%	0.08%	0.09%	1.28%	1.03%
<b>0170 - HISTORY (0170)</b>	2	1 50.00% *	1 50.00%	0 0.00% *	0 0.00% *	1 50.00%	1 50.00%	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00% *
<b>(0170 OCLF)</b>		51.76%	0.00%	4.43%	4.67%	0.00%	0.00%	3.72%	3.78%	1.73%	2.18%	0.02%	0.08%	0.60%	0.58%	1.25%	1.66%
<b>0861 - AEROSPACE ENGINEERING (0861)</b>	1	0 0.00% *	1 100.00% %	0 0.00% *	0 0.00% *	0 0.00%	1 100.00% %	0 0.00% *	0 0.00%	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00%
<b>(0861 OCLF)</b>		87.41%	0.00%	6.72%	1.11%	0.00%	0.00%	3.29%	0.90%	9.54%	1.66%	0.01%	0.02%	0.17%	0.08%	1.94%	0.42%
<b>1520 - MATHEMATICS (1520)</b>	1	0 0.00% *	1 100.00% %	0 0.00% *	0 0.00% *	0 0.00%	1 100.00% %	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00% *	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00% *	0 0.00% *
<b>(1520 OCLF)</b>		53.77%	0.00%	3.57%	3.57%	0.00%	0.00%	3.84%	5.68%	4.84%	5.04%	0.05%	0.05%	0.09%	0.15%	1.26%	1.20%

### Male Participation in the Ten Highest Density STEM Occupations

Triggers in ten highest density STEM occupations for males by ERI:

- 2210 - Information Technology Management: Asian
- 0132 - Intelligence: Black or African American
- 1515 - Operations Research: Black or African American, Asian, and Two or More Races
- 0855 - Electronics Engineering: Hispanic or Latino, Asian, and Two or More Races
- 1550 - Computer Science: Hispanic or Latino, White, Asian, and Two or More Races
- 0819 - Environmental Engineering: Hispanic or Latino, Black or African American, Asian, and Two or More Races
- 1301 - General Physical Science: Hispanic or Latino, Black or African American, Asian, and Two or More Race
- 0170 - History: Hispanic or Latino, Black or African American, Asian, and Two or More Race
- 0861 - Aerospace Engineering: Hispanic or Latino, Black or African American, Asian, and Two or More Race
- 1520 - Mathematics: Hispanic or Latino, White, Black or African American, Asian, and Two or More Race

### Female Participation in the Ten Highest Density STEM Occupations

Triggers in ten highest density STEM occupations for females by ERI:

- 2210 - Information Technology Management: White, Black or African American, Asian
- 0132 - Intelligence: Hispanic or Latino, White, Black or African American, Asian
- 1515 - Operations Research: Hispanic or Latino, Asian
- 0855 - Electronics Engineering: Asian
- 1550 - Computer Science: Hispanic or Latino, Black or African American, Asian
- 0819 - Environmental Engineering: Hispanic or Latino, Black or African American, Asian
- 1301 - General Physical Science: Hispanic or Latino, White, Black or African American, Asian, and Two or more Races
- 0170 - History: Hispanic or Latino, Black or African American, Asian, and Two or more Races
- 0861 - Aerospace Engineering: Hispanic or Latino, Asian
- 1520 - Mathematics: Hispanic or Latino, Black or African American, Asian, and Two or more Races



## R. USASMDC Ten Highest Density STEM Occupations by Disability Status Relative to the 501 Goals

The table below depicts the comparative analysis of the ten highest density STEM occupations in the USASMDC's permanent workforce by disability status relative to the 501 goals of 12% and 2%, respectively. Triggers for the USASMDC's ten highest density STEM positions by disability status are highlighted in red in the chart below. Triggers are identified when the values in the table are more than one percentage point lower than the identified comparator (benchmark) for the table. For the STEM occupation analysis, the EEOC recommends using the 501 goals as the comparator.

STEM Occupations	Total	Disability Status (%)			
		No Disability	Not Identified	PWD 501 Goal = 12%	PWTD 501 Goal = 2%
<b>2210 - INFORMATION TECHNOLOGY MANAGEMENT (2210)</b>	83	58 69.88%	9 10.84%	16 19.28%	5 6.02%
<b>0132 - INTELLIGENCE (0132)</b>	25	15 60.00%	4 16.00%	6 24.00%	2 8.00%
<b>1515 - OPERATIONS RESEARCH (1515)</b>	21	12 57.14%	2 9.52%	7 33.33%	1 4.76%
<b>0855 - ELECTRONICS ENGINEERING (0855)</b>	9	7 77.78%	0 0.00%	2 22.22%	0 0.00% *
<b>1550 - COMPUTER SCIENCE (1550)</b>	4	3 75.00%	0 0.00%	1 25.00%	1 25.00%
<b>0819 - ENVIRONMENTAL ENGINEERING (0819)</b>	3	3 100.00%	0 0.00%	0 0.00% *	0 0.00% *
<b>1301 - GENERAL PHYSICAL SCIENCE (1301)</b>	3	1 33.33%	1 33.33%	1 33.33%	0 0.00% *
<b>0170 - HISTORY (0170)</b>	2	0 0.00%	0 0.00%	2 100.00%	1 50.00%
<b>0861 - AEROSPACE ENGINEERING (0861)</b>	1	1 100.00%	0 0.00%	0 0.00% *	0 0.00% *
<b>1520 - MATHEMATICS (1520)</b>	1	1 100.00%	0 0.00%	0 0.00% *	0 0.00% *

### PWD Participation in the Ten Highest Density STEM Occupations

Triggers in ten highest density STEM occupations for PWD are:

- 0819 - Environmental Engineering
- 0861 - Aerospace Engineering
- 1520 - Mathematics

### PWTD Participation in the Ten Highest Density STEM Occupations

Triggers in ten highest density STEM occupations for PTWD are:

- 0855 - Electronics Engineering

- 0819 - Environmental Engineering
- 1301 - General Physical Science
- 0861 - Aerospace Engineering
- 1520 - Mathematics

## S. USASMDC FY 2024 Formal EEO Complaints and Investigations

The table below depicts the USASMDC's FY 2024 EEO formal complaints filed, processed, investigated, substantiated, investigation processing timeliness, and the number of complaints remanded (returned).

Number of Complaints at Beginning of FY	Number of Complaints at End of FY	Complaints Filed in FY 2024	Number of Complaints Closed During FY	Substantiated Findings	Median Number of Days to Process Formal Complaints	Investigations Beyond 180 days	Number of Formal Complaints Remanded
3	3	0	0	0	0	0	0

USASMDC had no formal complaints filed during FY24.

**T. USASMDC FY 2024 Formal Complaint Investigation Cost**

The table below depicts the total costs of the USASMDC's FY 2024 EEO formal complaints by investigation, settlement, and findings costs compare to FY 2023. The investigation costs represent the average cost for the Investigations and Resolution Directorate (IRD) to investigate the formal complaints and not the cost associated with paying for court recorders. Cost per type of complaints may vary in amount. Triggers for the USASMDC's formal EEO Complaint investigation costs are highlighted in red in the chart below. Triggers are identified when the values in the table exceed the previous year's cost.

	<b>Cost</b>	<b>Delta from FY 2023</b>
<b>Investigations</b>	\$0.00	-\$9,856.00
<b>Settlements</b>	\$0.00	-\$10,000.00
<b>Findings</b>	\$0.00	0.00

USASMDC had no formal complaints filed during FY24.

## U. USASMDC FY 2024 Top Five Issues and Bases of Formal Complaints

The table below depicts the comparative analysis of the USASMDC's FY 2023 and FY 2024 top five issues and bases of formal EEO complaints.

<b>Issues</b>	<b># of Complaints FY 2024</b>	<b># of Complaints FY 2023</b>	<b>Delta from FY 2023</b>
Harassment (non-sexual)	0	3	-3
<b>Bases</b>	<b># of Complaints FY 2024</b>	<b># of Complaints FY 2023</b>	<b>Delta from FY 2023</b>
Race	0	1	-1
Religion	0	1	-1
Reprisal	0	1	-1
Disability	0	1	-1
Gender	0	1	-1

USASMDC had no formal complaints filed during FY24.

## Part E.4: FY 23 Accomplishments/Initiatives

- LTG Gainey established a SMDC Forum which is a venue for employees to post ideas, comments, and feedback/suggestions for Command improvement. All suggestions can be posted whether positive or negative.
- USASMDC continued our partnership with Army Civilian Career Management Activity (ACCMA) recruiting team by participating Total Army career fairs.
- EEO No FEAR Anti-Harassment training was conducted in person (via MS Teams) improving training percentage from 86% to 96%
- USASMDC Technical Center (TC) supported the CGs initiatives and Army People First/SMDC People First LOE 1 (Acquire Talent), and LOE 3 (Additional Pathways to Talent) by participating student opportunities and programs.
- USASMDC TC served as a host laboratory for the DOD Historically Black Colleges and Universities/Minority-Serving Institutions (HBCU/MI) Summer Research Program providing internship for a student researcher studying engineering physics at the University of California, Berkeley.

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### **Strategic activities related to the employment of individuals with disabilities.**

- EEO has improved the reasonable accommodation processes from 80% to 100% by providing guidance to supervisors when medical documentation is not provided within a reasonable time. The key was improving on the interactive process between the employee and the supervisor and giving the supervisor the autonomy to deny a RA request when medical documentation is not provided in a timely manner.
- USASMDC conducted a 12-month Emerging Enterprise Leader Program (EELP) in FY24 which was open to all employees at the GS 11-13 level. The program successfully developed six aspiring leaders at Redstone Arsenal/Huntsville, AL and Peterson SFB/Colorado; two are identified as persons with disabilities. The program improved competencies and provided additional professional development opportunities while building strong leaders for future leadership and management roles.

## Part E.5: FY 24 Planned Activities

- FY25 Planned EEO Initiatives: Re-establish SMDC Special Emphasis Program (SEP) per 29 CFR 1614.102(b) (4). EEO will provide an initial meeting at a Special Supervisor All Hands (SAH) meeting scheduled for 12 Dec. The main goal of this meeting is to provide an overview of the SEP but more importantly involve senior leadership and managers in the implementation of the SEP.
- Continue SMDC partnership with ACCMA by participating in Total Army career fairs.
- EEO Officers will provide EEO programmatic briefs during quarterly supervisor all hands (SAH) to ensure continuation of training for supervisors and managers.

### Strategic activities related to the employment of individuals with disabilities:

- Self-identification: Employees are encouraged to update disability status in MyBiz.
- Hiring: For internal promotions, the Command Merit Promotion and Hiring Policy provides that all vacancies and details must be announced for competition. Disabled veterans are able to compete for any advancement opportunity within the Command the same as other employees. In order to reach a wide range of eligible candidates; hiring officials are encouraged to ensure the vacancy announcements are open to Veterans and Veterans with 30% or more disability rating appointments to fill USASMDC vacancies.
- Continue to work with safety and engineering department to ensure equal employment opportunity accessibility for persons with a disability are consistent with, and in accordance with the Americans with Disabilities Act (ADA).

# PART G: AGENCY SELF-ASSESSMENT CHECKLIST — FY2024

MD-715 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>ESSENTIAL ELEMENT A: Demonstrated Commitment From agency Leadership</b> This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
<b>A.1 — The agency issues an effective, up-to-date EEO policy statement.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>A.1.a</b>	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	September 03, 2024
<b>A.1.b</b>	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation, and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [29 CFR § 1614.101(a)]	NA	Awaiting updated language from HQDA and the EEOC.
<b>A.2 — The agency has communicated EEO policies and procedures to all employees.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>A.2.a</b>	Does the agency disseminate the following policies and procedures to all employees:		
<b>A.2.a.1</b>	Anti-harassment policy? [MD-715, II(A)]	Yes	SMDC is currently using Army Agency Anti-harassment policy which is located on the external SDMC EEO website.
<b>A.2.a.2</b>	Reasonable accommodation procedures? [29 CFR § 1614.203(d)(3)]	Yes	The RA procedure is located on the SMDC internal website.
<b>A.2.b</b>	Does the agency prominently post the following information throughout the workplace and on its public website:		



<b>A.2.b.1</b>	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes	
<b>A.2.b.2</b>	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes	Hard copies are posted and electronic copies are posted on the EEO SharePoint site and also emailed to all subordinate organizations.
<b>A.2.b.3</b>	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	The RA procedure is located on the SMDC internal website. <a href="https://armyeitaas.sharepoint-mil.us/sites/USASMDC-SS-EEO/Reasonable_Accommodation_Info/Forms/AllItems.aspx?id=%2Fsites%2FUSASMDC%2DSS%2DEEO%2FReasonable%5FAccommodation%5FInfo">https://armyeitaas.sharepoint-mil.us/sites/USASMDC-SS-EEO/Reasonable_Accommodation_Info/Forms/AllItems.aspx?id=%2Fsites%2FUSASMDC%2DSS%2DEEO%2FReasonable%5FAccommodation%5FInfo</a>
<b>A.2.c</b>	Does the agency inform its employees about the following topics:		
<b>A.2.c.1</b>	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	Yes	All new employees are briefed on the complaint process by an EEO staff member, and it is also done during quarterly new employee orientation. This is also covered when the employee takes the annual EEO No FEAR Anti-harassment training.
<b>A.2.c.2</b>	ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	Yes	This is covered when the employee takes the annual EEO No FEAR Anti-harassment training.
<b>A.2.c.3</b>	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	Yes	All new employees are briefed on the RA program by an EEO staff member, and it is also done during quarterly new employee orientation. This is also covered when the employee takes the annual EEO No FEAR Anti-harassment training.

<b>A.2.c.4</b>	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If "yes", please provide how often.	Yes	Annually - This is covered when the employee takes the annual EEO No FEAR Anti-harassment training.
<b>A.2.c.5</b>	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	Yes	Annually - This is covered when the employee takes the annual EEO No FEAR Anti-harassment training.
<b>A.3 — The agency assesses and ensures EEO principles are part of its culture.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>A.3.a</b>	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If "yes", provide one or two examples in the comments section.	Yes	The Command will comply with Sec Def policy guidance as outlined in the 29 January 2025 Memorandum titled Restoring America's Fighting Force and the Office of the Under Secretary of Defense guidance dated 31 January 2025 implementing Sec Def policy. This would include application to recognizing employees, supervisors, managers and units.
<b>A.3.b</b>	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	SMDC uses FEVS and DEOCS to monitor perceptions of EEO principles in the workforce.

**ESSENTIAL ELEMENT B: Integration of EEO into the agency's Strategic Mission**

This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.

<b>B.1 — The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>B.1.a</b>	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
<b>B.1.a.1</b>	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	Yes	LTG Sean A Gainey and Mr. Richard DeFatta, DCG.
<b>B.1.a.2</b>	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
<b>B.1.b</b>	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	
<b>B.1.c</b>	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	NA	26 August 2024 - NOTE: The Army's approach to barrier analysis is under review to ensure Executive Order compliance.
<b>B.1.d</b>	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other	Yes	

	workforce issues? [see MD-715, II(B)]		
<b>B.2 — The EEO Director controls all aspects of the EEO program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>B.2.a</b>	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes	
<b>B.2.b</b>	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes	This is actually managed by the IMCOM Garrison EEO Managers. The SMDC EEO Director monitors EEO complaint processing to ensure timeliness.
<b>B.2.c</b>	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	This is actually managed by the IMCOM Garrison EEO Managers. The SMDC EEO Director monitors EEO investigation processing to ensure timeliness.
<b>B.2.d</b>	Is the EEO Director responsible for overseeing the timely issuing final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	N/A
<b>B.2.e</b>	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
<b>B.2.f</b>	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
<b>B.2.g</b>	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for	Yes	

	the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]		
<b>B.3 — The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>B.3.a</b>	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes	
<b>B.3.b</b>	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	NA	The Command will comply with Sec Def policy guidance as outlined in the 29 January 2025 Memorandum titled Restoring America's Fighting Force and the Office of the Under Secretary of Defense guidance dated 31 January 2025 implementing Sec Def policy. This guidance requires the Command to prioritize SecDef policies over MD-715, II(B).
<b>B.4 — The agency has sufficient budget and staffing to support the success of its EEO program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>B.4.a</b>	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
<b>B.4.a.1</b>	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
<b>B.4.a.2</b>	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	NA	NOTE: As of FY25: The Army's approach to barrier analysis is under review to ensure Executive Order compliance.
<b>B.4.a.3</b>	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) - (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes	EEO complaints are processed through the USAG EEO offices which may not be appropriately staffed to provide timely or through investigations; however, USASMDC EEO complaints manager monitors and communicates with the

			USAG processing office to ensure timely processing as applicable
<b>B.4.a.4</b>	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 section.	Yes	Annual EEO No FEAR Anti-Harassment training, and quarterly supervisor all hands meetings.
<b>B.4.a.5</b>	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes	Yes, this is done via the Organizational Inspection Program (OIP). OIP is a commander's program which integrates & coordinates all inspections, staff inspections visits, & audits within a command.
<b>B.4.a.6</b>	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
<b>B.4.a.7</b>	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
<b>B.4.a.8</b>	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]	NA	<b>H-B.4.a.8-2024</b>
<b>B.4.a.9</b>	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I]; EEOC Enforcement Guidance on	Yes	Yes, and allegations of harassment (outside of Title 7)

	Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]		are handled per AR 690-12 Appendix D.
<b>B.4.a.10</b>	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
<b>B.4.a.11</b>	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
<b>B.4.b</b>	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes	
<b>B.4.c</b>	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
<b>B.4.d</b>	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
<b>B.4.e</b>	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
<b>B.5 — The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>B.5.a</b>	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
<b>B.5.a.1</b>	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
<b>B.5.a.2</b>	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	
<b>B.5.a.3</b>	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	

<b>B.5.a.4</b>	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	Command conducts quarterly supervisory all-hands (SAH) training. However, this needs improvement.
<b>B.5.a.5</b>	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	The EEO office encourages utilization of alternative dispute resolution (ADR).
<b>B.6 — The agency involves managers in the implementation of its EEO program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>B.6.a</b>	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	NA	<b>H-B.6.a-2024</b>
<b>B.6.b</b>	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	NA	<b>H-B.6.b-2024</b>  NOTE: The Army's approach to barrier analysis is under review to ensure Executive Order compliance.
<b>B.6.c</b>	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes	
<b>B.6.d</b>	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	



**ESSENTIAL ELEMENT C: Management and Program Accountability**

**This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.**

<b>C.1 — The agency conducts regular internal audits of its component and field offices.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>C.1.a</b>	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	Subordinate organizations are assessed annually under the Organizational Inspection Program (OIP).
<b>C.1.b</b>	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	Subordinate organizations are assessed annually under the Organizational Inspection Program (OIP).
<b>C.1.c</b>	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes	
<b>C.2 — The agency has established procedures to prevent all forms of EEO discrimination.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>C.2.a</b>	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	SMDC is currently using Army Agency wide anti-harassment policy.
<b>C.2.a.1</b>	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
<b>C.2.a.2</b>	Has the agency established a firewall between the Anti-Harassment Coordinator and the	Yes	Yes, SMDC has a EEO Program

	EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]		Manager (Complaints/Anti-Harassment) and an EEO Director.
<b>C.2.a.3</b>	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	Yes, management officials follow AR 690-12 Appendix D.
<b>C.2.a.4</b>	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	No	<b>H-C.2.a.4-2024</b>  Pending HQDA-CP guidance. SMDC does not have an anti-harassment program outside of the EEO Office.
<b>C.2.a.5</b>	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes	
<b>C.2.a.6</b>	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	
<b>C.2.b</b>	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes	
<b>C.2.b.1</b>	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the	Yes	

	agency? [see 29 CFR 1614.203(d)(3)(D)]		
<b>C.2.b.2</b>	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	
<b>C.2.b.3</b>	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	
<b>C.2.b.4</b>	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
<b>C.2.b.5</b>	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	Yes	
<b>C.2.c</b>	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	
<b>C.2.c.1</b>	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	Yes	<b>H-C.2.c.1-2024</b>  Personal Assistance Services (PAS) procedures are located within the reasonable accommodation (RA) policy.
<b>C.3 — The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</b>		<b>Measure Met?</b>	<b>Comments</b>

<b>C.3.a</b>	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes	
<b>C.3.b</b>	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
<b>C.3.b.1</b>	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes	
<b>C.3.b.2</b>	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes	
<b>C.3.b.3</b>	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes	
<b>C.3.b.4</b>	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	NA	Awaiting updated language from HQDA and the EEOC.
<b>C.3.b.5</b>	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
<b>C.3.b.6</b>	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	
<b>C.3.b.7</b>	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes	
<b>C.3.b.8</b>	Support the anti-harassment program in investigating and correcting harassing conduct.	Yes	

	[see Enforcement Guidance, V.C.2]		
<b>C.3.b.9</b>	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes	
<b>C.3.c</b>	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
<b>C.3.d</b>	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes	
<b>C.4 — The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>C.4.a</b>	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes	
<b>C.4.b</b>	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes	Coordination between EEO programs and SMDC G-1 (HR) meet several times a month on the merit promotion program, employee recognition program, employee development program, and policies, procedures and practices.
<b>C.4.c</b>	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-	Yes	

	715 workforce data tables? [see 29 CFR §1614.601(a)]		
<b>C.4.d</b>	Does the HR office timely provide the EEO office have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes	
<b>C.4.e</b>	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
<b>C.4.e.1</b>	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
<b>C.4.e.2</b>	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
<b>C.4.e.3</b>	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
<b>C.4.e.4</b>	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes	
<b>C.4.e.5</b>	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
<b>C.5 — Following a finding of discrimination, the agency explores whether it should take a disciplinary action.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>C.5.a</b>	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)	Yes	
<b>C.5.b</b>	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	
<b>C.5.c</b>	If the agency has a finding of discrimination (or settles cases in which a finding was likely),	Yes	

	does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]		
<b>C.6 — The EEO office advises managers/supervisors on EEO matters.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>C.6.a</b>	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	NA	NOTE: The Army's approach to barrier analysis is under review to ensure Executive Order compliance.
<b>C.6.b</b>	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	

<b>ESSENTIAL ELEMENT D: Proactive Prevention</b> <b>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</b>			
<b>D.1 — The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>D.1.a</b>	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
<b>D.1.b</b>	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes	NOTE: The Army's approach to barrier analysis is under review to ensure Executive Order compliance.
<b>D.1.c</b>	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	NA	Awaiting updated language from HQDA and the EEOC. The Command will comply with Sec Def policy guidance as outlined in the 29 January 2025 Memorandum titled Restoring America's Fighting Force and the Office of the Under Secretary of Defense guidance dated 31 January 2025 implementing Sec Def policy. This command will conduct surveys regarding advancement of persons with disabilities as required by regulation, but will do so in compliance with Sec Def policy.
<b>D.2 — The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>D.2.a</b>	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
<b>D.2.b</b>	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by	Yes	



	race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]		
<b>D.2.c</b>	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes	
<b>D.2.d</b>	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	Yes	EEO reviews complaint/grievance data, exit surveys, employee climate surveys, union, program evaluation, and reasonable accommodation program.
<b>D.3 — The agency establishes appropriate action plans to remove identified barriers.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>D.3.a</b>	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes	
<b>D.3.b</b>	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes	
<b>D.3.c</b>	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	
<b>D.4 — The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>D.4.a</b>	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide	NA	N/A - Army Agency

	the internet address in the comments.		
<b>D.4.b</b>	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	
<b>D.4.c</b>	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes	
<b>D.4.d</b>	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	USASMDC has exceeded the goals of persons with disabilities (PWD) and persons with targeted disabilities (PWTD); however, hiring managers are encouraged to use all special hiring authorities available for PWD and PWTD.

<b>ESSENTIAL ELEMENT E: Efficiency</b> <b>This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.</b>			
<b>E.1 — The agency maintains an efficient, fair, and impartial complaint resolution process.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>E.1.a</b>	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
<b>E.1.b</b>	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
<b>E.1.c</b>	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
<b>E.1.d</b>	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	Yes	
<b>E.1.e</b>	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes	
<b>E.1.f</b>	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	
<b>E.1.g</b>	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	Yes	
<b>E.1.h</b>	When the complainant does not request a hearing, does the	Yes	

	agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?		N/A - EEOCCR function, USASMDC cannot control this process.
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes	N/A - EEOCCR function, USASMDC cannot control this process.
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	N/A - USASMDC does not use contractors.
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes	
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes	
<b>E.2 — The agency has a neutral EEO process.</b>		<b>Measure Met?</b>	<b>Comments</b>
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes	In accordance with Army policy, a firewall exists between the reviewing attorney and the agency representative for EEO complaints filed by USASMDC employees.
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	USAG EEO offices manage legal resources separate from the agency representative.

<b>E.2.c</b>	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	Yes	
<b>E.2.d</b>	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	
<b>E.2.e</b>	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)	Yes	
<b>E.3 — The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>E.3.a</b>	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes	
<b>E.3.b</b>	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
<b>E.3.c</b>	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	
<b>E.3.d</b>	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes	
<b>E.3.e</b>	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	

<b>E.3.f</b>	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	
<b>E.4 — The agency has effective and accurate data collection systems in place to evaluate its EEO program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>E.4.a</b>	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
<b>E.4.a.1</b>	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes	ETK is the new EEO complaint database. As of date, USASMDC has limited access to complaint data. However, HQDA is working on a fix.
<b>E.4.a.2</b>	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	
<b>E.4.a.3</b>	Recruitment activities? [see MD-715, II(E)]	Yes	USASMDC partners with ACCMA in Total Army Career Fairs.
<b>E.4.a.4</b>	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	Data is provided via CHAR data systems.
<b>E.4.a.5</b>	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes	The RA Tracker within MD-715 Reporter.
<b>E.4.a.6</b>	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	No	<b>H-E.4.a.6-2024</b>  USASMDC is still awaiting guidance to establish an anti-harassment program separate from the EEO program. Currently allegations of harassment are recorded as a contact (in ETK) until the individual files an EEO complaint.
<b>E.4.b</b>	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	USASMDC uses the FEVS and DEOCS surveys.

<b>E.5 — The agency identifies and disseminates significant trends and best practices in its EEO program.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>E.5.a</b>	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	
<b>E.5.b</b>	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	
<b>E.5.c</b>	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes	

**ESSENTIAL ELEMENT F: Responsiveness and Legal Compliance**

**This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.**

<b>F.1 — The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>F.1.a</b>	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes	
<b>F.1.b</b>	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes	
<b>F.1.c</b>	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	
<b>F.1.d</b>	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
<b>F.1.e</b>	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes	
<b>F.2 — The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>F.2.a</b>	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
<b>F.2.a.1</b>	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes	



<b>F.2.a.2</b>	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes	
<b>F.2.a.3</b>	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes	
<b>F.2.a.4</b>	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	
<b>F.3 — The agency reports to EEOC its program efforts and accomplishments.</b>		<b>Measure Met?</b>	<b>Comments</b>
<b>F.3.a</b>	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes	
<b>F.3.b</b>	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	

# PART H: ESSENTIAL ELEMENT DEFICIENCIES AND PLANNED ACTIVITIES

<b>MD-715</b> <b>PART H-C.2.a.4-</b> <b>2024</b>		<b>U.S. Equal Employment Opportunity Commission</b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>		
<b>DESCRIPTION AND TYPE OF PROGRAM DEFICIENCY:</b>		C.2.a.4 Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]  Pending HQDA-CP guidance. SMDC does not have an anti-harassment program outside of the EEO Program Office.		
<b>RESPONSIBLE OFFICIAL(S):</b>		Army HQ, USASMDC G-1, CHRA,		
<b>DO THE RESPONSIBLE OFFICIAL'S PERFORMANCE STANDARDS ADDRESS THIS PLAN?</b>				<b>(Yes or No) No</b>
<b>Date Initiated (mm/dd/yyyy)</b>	<b>Objective</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
01/31/2025	Establish and an USASMDC Harassment Prevention and Response Program	04/30/2025		
<b>PLANNED ACTIONS TOWARD COMPLETION OF OBJECTIVE:</b>				
<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding / Staffing (Yes/No)?</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
01/31/2025	USASMDC SJA, G-1, CoS, and EEO team will meet to develop a plan to move forward	No		
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>				

<b>MD-715</b> <b>PART H-E.4.a.6-</b> <b>2024</b>	<b>U.S. Equal Employment Opportunity Commission</b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>			
<b>DESCRIPTION AND TYPE OF PROGRAM DEFICIENCY:</b>	<p>E.4.a.6 The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]</p> <p>SMDC is still awaiting guidance to establish an Anti-Harassment Program separate from the EEO Program. Currently allegations of harassment are recorded as a contact (in ETK) until the individual files an EEO complaint.</p>			
<b>Date Initiated (mm/dd/yyyy)</b>	<b>Objective</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
<b>PLANNED ACTIONS TOWARD COMPLETION OF OBJECTIVE:</b>				
<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding / Staffing (Yes/No)?</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Date Completed (mm/dd/yyyy)</b>
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>				

# PART I: BARRIER ANALYSIS AND PLANNED ACTIVITIES

MD-715 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
TRIGGER ANALYSIS	
<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?	The Command will comply with Sec Def policy guidance as outlined in the 29 January 2025 Memorandum titled Restoring America's Fighting Force and the Office of the Under Secretary of Defense guidance dated 31 January 2025 implementing Sec Def policy. This requires that the Command no longer use inclusion rates in FY25 as a trigger analysis factor.
<b>SOURCE OF TRIGGER:</b>	All triggers have been included in Part E.3 Workforce Analyses and Part J Sections I through Section VII of this report.
<b>MD-715 WORKFORCE DATA TABLE:</b>	<ul style="list-style-type: none"> <li>• <b>E.3.A</b> - Total workforce composition by ethnicity, and race identification (ERI) and Gender relative to the National Civilian Labor Force (NCLF)</li> <li>• <b>E.3.C</b> - Senior workforce composition by pay, ERI, and gender relative to the permanent workforce</li> <li>• <b>E.3.E</b> - Applicant data by ERI and gender relative to the NCLF</li> <li>• <b>E.3.F</b> - Applicant data by disability status relative to the 501 goals</li> <li>• <b>E.3.G</b> - Award distribution by ERI and gender relative to the permanent workforce (perm WF)</li> <li>• <b>E.3.I</b> - Separations by ERI and gender relative to the perm WF</li> <li>• <b>E.3.O</b> - Ten highest density mission critical occupations (MCOs) by ERI and gender relative to the occupational civilian labor force (OCLF)</li> <li>• <b>E.3.Q</b> - Ten highest density STEM occupations by ERI and gender relative to the OCLF</li> </ul>
<b>NARRATIVE DESCRIPTION OF TRIGGER:</b>	The Command will comply with Sec Def policy guidance as outlined in the 29 January 2025 Memorandum titled Restoring America's Fighting Force and the Office of the Under Secretary of Defense guidance dated 31 January 2025 implementing Sec Def policy. This requires that the Command no longer use inclusion rates in FY25 as a trigger analysis factor.

EEO GROUP(S) AFFECTED BY TRIGGER:	Check all that apply:			
	All Men	X	Asian Males	X
	All Women	X	Asian Females	X
	Hispanic or Latino Males	X	Native Hawaiian or Other Pacific Islander Males	X
	Hispanic or Latino Females	X	Native Hawaiian or Other Pacific Islander Females	X
	White Males	X	American Indian or Alaska Native Males	X
	White Females	X	American Indian or Alaska Native Females	X
	Black or African American Males	X	Two or More Races Males	X
	Black or African American Females	X	Two or More Races Females	X

BARRIER ANALYSIS PROCESS		
Sources	Source Reviewed (Yes/No)?	Identify Information Collected
Workforce Data Tables	Yes	Included in this report.
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-harassment Processes)	No	
Climate Survey (e.g., FEVS)	Yes	No findings in relation to the EEO program
Exit Interview Data	Yes	<p>We focused on exit interview questions related to or closely related to the workforce data triggers. The questions we focused on were: (1) reasons for leaving SMDC (separations), (2) room for professional growth (i.e. promotions) (3) work life balance, (4) fair treatment, (5) supervisors reward for good work, (6) and what actions can be taken to build a better workplace, (7) actions the command can take to improve support to individuals with disabilities (including recruiting, hiring, retaining and advancing).</p> <p>54.5% of exiting employees left SMDC to retire and 39.8% had accepted another position. When it comes to professional growth opportunities, the categories that stood out the most were 'moderate', 'a lot' and 'a great deal'. 68% of the interviewees felt they were treated fairly while working at SMDC. When it comes to being rewarded by their supervisor only 33.3% selected 'extremely consistent' and 'very consistent', 22.5% selected moderately consistent.</p> <p>13 exiting employees provided a written response for actions that can be taken to build a better workplace. The responses that provided possible solutions were: (1) Ensure military supervisors are thoroughly knowledgeable on how to supervise civilians, (2) Provide better more direct/tailored training, (3) Hire and promote from within the ranks to encourage true merit-based promotions and upward mobility, (4) Train supervisor to create positive teamwork environment, (5) Use temporary promotions, pay incentives, or bonuses for situations when personnel have to fill higher grade roles for extended periods of time, (6) Address the situation immediately when supervisors create a hostile environment, (7) Hire or bring on more student with disability which could benefit the students as well as the organizations, work more closely with the wounded warrior program, simplify request for accommodations like computer monitors, chairs and other types of office equipment.</p>
Focus Groups	No	

Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe) Applicant Data	No	
<b>STATUS OF BARRIER ANALYSIS PROCESS:</b>	<b>Barrier Analysis Process Completed?</b>	<b>(Yes/No) No</b>
	<b>Barrier(s) Identified?</b>	<b>(Yes/No) Yes</b>
<b>STATEMENT OF IDENTIFIED BARRIER(S):</b> (Description of Policy, Procedure, or Practice)		

EEO PLAN TO ELIMINATE IDENTIFIED BARRIER(S)						
	Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding / Staffing (Yes/No)?	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
OBJECTIVE(S):	Comply with Army Directive 2025-01, 24 Jan 2025 and OPM Memo Re: Further Guidance Regarding Ending DEIA offices and Programs and Initiatives dated 5 Feb 2025			No		
	Comply with Army Directive 2025-01, 24 Jan 2025 and OPM Memo Re: Further Guidance Regarding Ending DEIA offices and Programs and Initiatives dated 5 Feb 2025			No		
RESPONSIBLE OFFICIAL(S):	Name				Performance Standards Address Plan (Yes/No)?	
	EEO Dir. Priscilla Williams				No	
PLANNED ACTIONS TOWARD COMPLETION OF OBJECTIVE:						
Target Date (mm/dd/yyyy)	Planned Activities				Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
09/30/2025	Comply with Army Directive 2025-01, 24 Jan 2025 and OPM Memo Re: Further Guidance Regarding Ending DEIA offices and Programs and Initiatives dated 5 Feb 2025					
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:						
Comply with Army Directive 2025-01, 24 Jan 2025 and OPM Memo Re: Further Guidance Regarding Ending DEIA offices and Programs and Initiatives dated 5 Feb 2025						



# PART J: SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING, ADVANCEMENT, AND RETENTION OF PERSONS WITH DISABILITIES

<b>MD-715 PART J</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>			
<b>Section I: Efforts to Reach Regulatory Goals</b>				
<b>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.</b>				
a. Cluster GS-1 to GS-10 (PWD)	Yes		No	X
b. Cluster GS-11 to SES (PWD)	Yes		No	X
<b>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.</b>				
a. Cluster GS-1 to GS-10 (PWTD)	Yes		No	X
b. Cluster GS-11 to SES (PWTD)	Yes		No	X
<b>3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.</b>				
USASMDC EEO communicates the numerical goals to the hiring managers and/or recruiters bi-annually when presenting and receiving feedback during annual OIP (Organizational Inspection Program)				
<b>Section II: Model Disability Program</b>				
<b>A. Plan to Provide Sufficient &amp; Competent Staffing for the Disability Program</b>				
<b>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.</b>				
Yes	X	No		
<b>2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.</b>				

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	0	0	1	Kelly Dimitri G-1 Chief, Civilian Personnel Division SMDC G-1 kelly.j.dimitri.civ@army.mil
Answering questions from the public about hiring authorities that take disability into account	0	0	1	Kimley L Pierce Disability Program Manager SMDC EEO Office kimley.l.piercce.civ@army.mil
Processing RA requests from applicants and employees	0	0	1	Kimley L Pierce Disability Program Manager SMDC EEO Office kimley.l.piercce.civ@army.mil
Section 508 Compliance	0	0	1	Scott Sutton Section 508 Compliance SMDC G-6 Office walter.s.sutton.civ@army.mil
Architectural Barriers Act (ABA) Compliance	0	0	1	Weldon Hill Architectural Barrier Act (ABA) Compliance SMDC DSENG Office weldon.h.hill2.civ@army.mil
Special Emphasis Program (SEP) for PWD/PWTD	0	0	1	Kimley L Pierce Disability Program Manager SMDC EEO Office kimley.l.piercce.civ@army.mil
<b>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.</b>				
Yes		X	No	

HQDA implemented monthly leader professional development training sessions which included reasonable accommodation training and the new RA Tracker system.

Planned training for FY25 - The DPM will attend DEOMI DPM training.

#### B. Plan to Ensure Sufficient Funding for the Disability Program

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

Yes

X

No

Weldon Hill

Architectural Barriers Act (ABA) Compliance

SMDC DSENG Office

weldon.h.hill2.civ@army.mil

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

#### A. Plan to Identify Job Applicants with Disabilities

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

USASMDC's policy is to ensure all vacancy announcement advertised through USAJOBS include Veterans with 30% or more Disabled Veteran authority.

**2. Pursuant to 29 CFR. § 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.**

USASMDC's policy is to ensure all vacancy announcement advertised through USAJOBS include Veterans with 30% or more Disabled Veteran authority. During discussions regarding the workforce demographics, USASMDC EEO and G1 brief hiring officials on the various hiring authorities to identify job applicants with disabilities.

**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.**

The HR Servicing Center sends the applicant's information to the hiring official for consideration under Schedule A. If selected, HR contacts the applicant and requests additional information to verify the nature of disability endorsed by vocational rehabilitation or medical provider. The appointment process is then completed to make the job offer.

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

Yes

X

No

NA

During FY24, the Department of Labor (DOL) presented two training sessions on the Workforce Recruitment Program (WRP) which was attended by managers and supervisors that gave an overview of the program and how to use the database to hire Schedule A candidates from colleges and universities nationwide to include military veterans.

#### B. Plan to Establish Contacts with Disability Employment Organizations

USASMDC does not currently have a plan to establish and maintain contacts with organizations that assist PWD/PWTD, as the command is not deficient in this area. However, if triggers arise in the future, a plan will be developed at that point.

### 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 or PWTD among the new hires in the permanent workforce? If yes, describe the triggers below.**

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

**2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD/PWTD among the new hires for any of the MCOs? If yes, describe the triggers below.**

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

**3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD/PWTD among the qualified internal applicants for any of the MCOs? If yes, describe the triggers below.**

a. Qualified Applicants for MCO (PWD)	Yes		No	X
b. Qualified Applicants for MCO (PWTD)	Yes		No	X

**4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD/PWTD among employees promoted to any of the MCOs? If yes, describe the triggers below.**

a. Promotions for MCO (PWD)	Yes		No	X
b. Promotions for MCO (PWTD)	Yes		No	X

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

### A. Advancement Program Plan

**Describe the Agency's plan to ensure PWD and PWTD have sufficient opportunities for advancement.**

In FY25, EEO will re-energize the Workforce Recruitment and Wounded Warrior Programs by building relationships with local college, universities and veteran centers to socialize USASMDC vacancy announcements.

### B. Career Development Opportunities

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

In FY24, USASMDC conducted a 12-month Emerging Enterprise Leader Program (EELP). The application process was open to all employees at the GS 11-13 level. The program successfully developed six aspiring leaders at Redstone Arsenal/Huntsville, AL and Peterson SFB/Colorado two of which are persons with disabilities. The program improved competencies and provided additional professional development opportunities while building strong leaders for future leadership and management roles.

The Tech Center brought on board 11 employees in various student/intern programs in FY24. However, none identified as being a PWD or PWTD.

**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	11	11	0	0	0	0
Presidential Management Fellows	0	0	0	0	0	0
Detail Programs	0	0	0	0	0	0
Mentoring Programs	6	6	2	2	0	0
Coaching Programs	0	0	0	0	0	0
Training 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 benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If yes, describe the trigger(s) in the text box.**

a. Applicants (PWD)	Yes		No	X
b. Selections (PWD)	Yes		No	X

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

a. Applicants (PWTD)	Yes		No	X
b. Selections (PWTD)	Yes		No	X

### C. Awards

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

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

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

a. Pay Increases (PWD)	Yes		No	X
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b. Pay Increases (PWTD)		Yes		No	X
<b>3. If the agency has other types of employee recognition programs, are PWD/PWTD recognized disproportionately less than employees without disabilities? (The benchmark is the inclusion rate.) If yes, describe the recognition program and relevant data.</b>					
a. Other Types of Recognition (PWD)	Yes		No	X	NA
b. Other Types of Recognition (PWTD)	Yes		No		NA
<b>D. Promotions</b>					
<b>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 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).</b>					
a. SES	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. internal Selections (PWD)	Yes		No	X
b. Grade GS-15	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. internal Selections (PWD)	Yes		No	X
c. Grade GS-14	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. internal Selections (PWD)	Yes		No	X
d. Grade GS-13	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. internal Selections (PWD)	Yes		No	X
<b>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).</b>					
a. SES	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. internal Selections (PWD)	Yes		No	X
b. Grade GS-15	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. internal Selections (PWD)	Yes		No	X

c. Grade GS-14	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X
d. Grade GS-13	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X
<b>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.</b>					
a. New Hires to SES (PWD)		Yes		No	X
b. New Hires to GS-15 (PWD)		Yes		No	X
c. New Hires to GS-14 (PWD)		Yes		No	X
d. New Hires to GS-13 (PWD)		Yes		No	X
<b>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.</b>					
a. New Hires to SES (PWTD)		Yes		No	X
b. New Hires to GS-15 (PWTD)		Yes		No	X
c. New Hires to GS-14 (PWTD)		Yes		No	X
d. New Hires to GS-13 (PWTD)		Yes		No	X
<b>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.</b>					
<b>a. Executives</b>					
i. Qualified Internal Applicants (PWD)		Yes		No	X
ii. Internal Selections (PWD)		Yes		No	X
<b>b. Managers</b>					
i. Qualified Internal Applicants (PWD)		Yes		No	X
ii. Internal Selections (PWD)		Yes		No	X
<b>c. Supervisors</b>					

i. Qualified Internal Applicants (PWD)	Yes		No	X
ii. Internal Selections (PWD)	Yes		No	X
<b>6. 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.</b>				
<b>a. Executives</b>				
i. Qualified Internal Applicants (PWTD)	Yes		No	X
ii. Internal Selections (PWTD)	Yes		No	X
<b>b. Managers</b>				
i. Qualified Internal Applicants (PWTD)	Yes		No	X
ii. Internal Selections (PWTD)	Yes		No	X
<b>c. Supervisors</b>				
i. Qualified Internal Applicants (PWTD)	Yes		No	X
ii. Internal Selections (PWTD)	Yes		No	X
<b>7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among selectees for new hires to supervisory positions? If yes, describe the trigger(s) in text box.</b>				
a. New Hires for Executives (PWD)	Yes		No	X
b. New Hires for Managers (PWD)	Yes		No	X
c. New Hires for Supervisors (PWD)	Yes		No	X
<b>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).</b>				
a. New Hires for Executives (PWTD)	Yes		No	X
b. New Hires for Managers (PWTD)	Yes		No	X
c. New Hires for Supervisors (PWTD)	Yes		No	X
<b>Section V: Plan to Improve Retention of Individuals with Disabilities</b>				
<b>A. Voluntary and Involuntary Separations</b>				
<b>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 CFR. § 213.3102(u)(6)(i))? If no, please explain why the agency did not convert all eligible</b>				



**Schedule A employees.**

Yes

No

X

N/A - No Schedule A employees onboard to convert during this reporting period.

**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 trigger below.**

a. Voluntary Separations (PWD)

Yes

No

X

b. Involuntary Separations (PWD)

Yes

No

X

**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 trigger below.**

a. Voluntary Separations (PWTD)

Yes

No

X

b. Involuntary Separations (PWTD)

Yes

No

X

**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 - Triggers do not exist.

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

SMDC EEO Public Website:

<https://www.smdc.army.mil/RESOURCES/EEO/>**2. Please provide the internet address on the agency's public Web site for its notice explaining employees' and applicants' rights under the ABA, including a description of how to file a complaint.**

SMDC EEO Public Website:

<https://www.smdc.army.mil/RESOURCES/EEO/>**3. Describe any programs, policies, or practices that the agency has undertaken, or plans on under- taking over the next fiscal year, designed to improve accessibility of facilities and/or technology.**

Training will be conducted in FY25 on the reasonable accommodation process.

**C. Reasonable Accommodation Program****1. Please provide the average timeframe for processing initial requests for reasonable accommodations during the reporting period. (Do not include previously approved requests with repetitive accommodations, such as interpreting services.)**

Average time frame to process RA requests in FY24:

10 RA requests / 12.5 days

3 RA contact inquiries / 1 day (Information provided same day)

**2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. 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.**

All RA requests were processed and approved within the required guidelines. Assistance was provided to managers and supervisors as needed for more complex requests. No trends were observed or noted during FY24.

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

No PAS requests were submitted in FY24.

**Section VI: EEO Complaint and Findings Data**

**A. EEO Complaint Data Involving Harassment**

**1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average of 21.98%?**

Yes

No

X

NA

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

Yes

No

NA

X

**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 - The Command did not have any findings of discrimination based on disability status.

**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 an RA, as compared to the government-wide average of 14.03 percent?**

Yes

No

X

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

Yes

No

X

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

N/A - The Command did not have any findings of discrimination involving the failure to provide RA during the last fiscal year.

**Section VII: Identification and Removal of Barriers**

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

Yes

X

No

Advertising for vacancy announcements.

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

Yes

No

NA

Increase advertising percentage rates for USASMDC vacancy announcements through training and awareness. Identify barriers and potential barriers to awareness, attendance, and participation in programs for PWD and PWTD.

**3. Identify each trigger and plan to remove the barrier(s), including the barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.****MD-715 PART J*****Affirmative Action Plan for Individuals with Disabilities***

Triggers

Low percentage rates in advertising to PWD and PWTD.

Source of Trigger

Small percentage of vacancy announcements resulting in an inadequate applicant pool of PWD, PWTD or Schedule A applicants.

EEO Groups(s) Affected

PWD and PWTD

EEO Sources Reviewed

USASMDC vacancy announcements, data tables on applicant flow data.

Status of Barrier Analysis Process

Objective(s) for the EEO Plan

Provide training to hiring officials and those involved in recruitment on understanding and using the Workforce Recruitment Program, Schedule A hiring authority and other available sources which consider individuals with disabilities for hire.

**Plan to Address Barriers/Triggers Identified****Responsible Official(s)****Performance Standards Address the Plan? (Yes or No)**

Hiring Managers, EEO and G-1

No

**Target Date****Planned Activities****Sufficient Staffing & Funding****Modified Date****Completion Date**

09/30/2025

No

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

This is an ongoing effort; percentage rates are still not ideal.

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

**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.**