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**FY2019 U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
AFFIRMATIVE ACTION PLAN**



NGA
NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY

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Part J- Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons With Disabilities

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

Section I: Efforts to Reach Regulatory Goals

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

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce?

Cluster GS-1 to GS-10 (PWD) Answer: Yes

Cluster GS-11 to SES (PWD) Answer: Yes

Answer:

In FY2019, the percentage of PWD in the GS-1 to GS-10 cluster was 5.69 percent, below the goal of 12 percent.

In FY2019, the percentage of PWD in the GS-11 to SES cluster was 10.51 percent, below the goal of 12 percent.

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?

Cluster GS-1 to GS-10 (PWTD) Answer: Yes

Cluster GS-11 to SES (PWTD) Answer: No

Answer:

In FY2019, the percentage of PWTD in the GS-1 to GS-10 cluster was 1.57 percent, below the goal of 2 percent.

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

Answer: ODE and HD's Recruiting office have ongoing discussions to ensure these numerical goals are known. Agency status and progress toward these goals is measured and communicated via diversity snapshots, which show the Agency's current representation of PWD and PWTD, plus the share of new on-boards that are PWD and PWTD. These snapshots are provided to the workforce via the ODE webpage on the NGA intranet, and are updated at least twice per year.

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Section II: Model Disability Program

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

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period?

Answer: Yes

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Office
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	1	0	0	Human Development Directorate (HD)
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Human Development Directorate (HD)
Processing reasonable accommodation requests from applicants and employees	1	0	0	Office of Diversity, Inclusion, and Equal Employment Opportunity (ODE)
Section 508 Compliance	2	0	1	CIO and IT Services Directorate (CIO-T)
Architectural Barriers Act Compliance	0	0	0	Security and Installations Directorate (SI)
Special Emphasis Program for PWD and PWTD	1	0	0	Office of Diversity, Inclusion, and Equal Employment Opportunity (ODE)

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period?

Answer: Yes. In addition to staff having prior experience in recruiting, personnel also complete the EEO for Decision-Makers course, and Unconscious Bias training.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period?

Answer: Yes.

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Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. Plan to Identify Job Applicants with Disabilities

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

Answer: NGA leverages a number of programs and resources, to include but not limited to employee referrals, self-nominations, Workforce Recruitment Program (WRP), OPM Shared List of People with Disabilities (SLPD), and Operation Warfighter.

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

Answer: NGA relies upon Title 10 (Section 1601-1614) and Executive Order 13548 for authority to hire PWD, PWTD and 30 percent or greater service connected disabled veterans.

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.

Answer: Candidates who express their desire to apply under the PWD Program are required to provide eligibility documentation (e.g., Schedule A letter or VA letter of disability status). Candidates' applications are then reviewed for their qualifications and forwarded directly to the applicable Career Service that maintains work roles in alignment with their knowledge, skills, and abilities.

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)?

Answer: Yes, NGA's Talent Acquisition Center provides a Computer Based Training (CBT) for all Hiring Managers on an annual basis. It is a requirement in order to make selections and conduct hiring activities for the agency.

B. Plan to Establish Contacts with Disability Employment Organizations

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

Answer: NGA has established relationships with the Department of Veterans Affairs Vocational Rehabilitation Programs, as well as the Department of Defense Operation Warfighter, to identify disabled veterans who may be eligible and qualified for work roles within NGA. NGA's PWD Program

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also maintains relationships internally with its SEP Councils, specifically the D/HH, PWD, and Veterans Councils, in order to use their connections to communities with disabilities.

C. Progression Toward Goals (Recruitment and Hiring)

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

New Hires for Permanent Workforce (PWD) Answer: No

New Hires for Permanent Workforce (PWTD) Answer: No

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)?

New Hires for MCO (PWD) Answer: No

New Hires for MCO (PWTD) Answer: No

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)?

Qualified Applicants for MCO (PWD) Answer: No

Qualified Applicants for MCO (PWTD) Answer: No

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)?

Promotions for MCO (PWD) Answer: Yes

Promotions for MCO (PWTD) Answer: Yes

Answer:

Among qualified internal applicants within the ANALYSIS Employee Career Service, a trigger exists for PWD (5.83 percent), which fell below the 9.07 percent benchmark.

Among qualified internal applicants within the ANALYSIS Employee Career Service, a trigger exists for PWTD (0.97 percent), which fell below the 2.30 percent benchmark.

Among qualified internal applicants within the COLLECTION Employee Career Service, a trigger exists for PWTD (0.00 percent), which fell below the 1.71 percent benchmark.

Among qualified internal applicants within the FOUNDATION Employee Career Service, a trigger exists for PWD (8.82 percent), which fell below the 11.60 percent benchmark.

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

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

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A. Advancement Program Plan

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

Answer: Although the Agency leverages various programs and resources, all personnel assigned have opportunities for promotion and are promoted through the Agency's Rank-in-Person process in order to align the appropriate personnel resources and achieve Agency mission.

B. Career Development Opportunities

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

Answer: NGA provides a broad spectrum of career development opportunities to the workforce. The workforce is encouraged to actively participate in their career development efforts through pursuing Experience, Exposure, and Educational (3Es) opportunities. The 3Es include job shadowing, stretch assignments, Joint Duty rotations, formal and informal mentoring, coaching, special emphasis councils, tiger teams/special projects, and a variety of education and training opportunities within NGA, the Intelligence Community, and academia. Ongoing dialog and feedback sessions are highly encouraged between an employee and their network of peers, supervisor, career service, mentors, and leadership. Additionally, NGA operates a Career Advancement Program designed for Pay Band 2 employees (entry/developmental positions) to progress through a series of 3E activities over their first two years. The program has established milestones such that, once all milestones are successfully met, an employee is promoted to the Pay Band 3 level.

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	2,594	144	UNK	8.3%	UNK	0%
Fellowship Programs	243	108	7.8%	10.2%	1.6%	2.8%
Mentoring Programs	51	51	UNK	22.2%	UNK	4.4%
Coaching Programs	176	143	15.2%	12.6%	3%	1.5%
Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Detail Programs	132	132	4.5%	4.5%	0%	0%
Other Career Development Programs	714	387	6.4%	3.6%	0.7%	0.8%

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3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs?

Applicants (PWD) Answer: No

Selections (PWD) Answer: Yes

Explanation:

NGA's internship program application does not ask for or collect data on PWD, so it is unknown how many of the FY19 internship applicants were PWD.

"Other Career Development Programs" include Pat Roberts Intelligence Scholars Program (PRISP), Competitive Call, and the Tuition Assistance Program (TAP).

There were no data for the other "Training Programs" not already captured in one of the other six career development groups. The percentage of PWD selected to the TAP program was 3.6 percent, below the PWD applicant percentage of 6.4 percent. The percentage of PWD selected to the Coaching program was 12.6 percent, below the PWD applicant percentage of 15.2 percent.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified?

Applicants (PWTD) Answer: No

Selections (PWTD) Answer: Yes

Explanation: Of available data, the percentage of PWTD selected to the Coaching program was 1.5 percent, below the PWTD applicant percentage of 3.0 percent.

C. Awards

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

Awards, Bonuses, & Incentives (PWD) Answer: Yes

Awards, Bonuses, & Incentives (PWTD) Answer: Yes

Explanation:

Time-Off Awards 1–10 hours (PWD=11.20 percent; PWTD=3.34 percent)

Time-Off Awards 11–20 hours (PWD=8.04 percent; PWTD=2.68 percent)

Time-Off Awards 21–30 hours (PWD=11.86 percent; PWTD=5.08 percent)

Time-Off Awards 31–40 hours (PWD=8.00 percent; PWTD=8.00 percent)

Cash Awards \$500 and Under (PWD=10.81 percent; PWTD=3.00 percent)

Cash Awards \$501–\$999 (PWD=15.52 percent; PWTD=4.33 percent)

Cash Awards \$1,000–\$1,999 (PWD=8.65 percent; PWTD=1.56 percent)

Cash Awards \$2,000–\$2,999 (PWD=9.68 percent; PWTD=1.61 percent)

Cash Awards \$3,000–\$3,999 (PWD=7.96 percent; PWTD=1.77 percent)

Cash Awards \$4,000–\$4,999 (PWD=0.00 percent; PWTD=0.00 percent)

Cash Awards \$5,000 or more (PWD=8.67 percent; PWTD=1.00 percent)

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2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases?

Pay Increases (PWD) Answer: No

Pay Increases (PWTD) Answer: No

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities?

Other Types of Recognition (PWD) Answer: N/A

Other Types of Recognition (PWTD) Answer: N/A

D. Promotions

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels?

a. SES

Qualified Internal Applicants (PWD) Answer: No

Internal Selections (PWD) Answer: No

b. Grade GS-15

Qualified Internal Applicants (PWD) Answer: No

Internal Selections (PWD) Answer: Yes

c. Grade GS-14

Qualified Internal Applicants (PWD) Answer: No

Internal Selections (PWD) Answer: Yes

d. Grade GS-13

Qualified Internal Applicants (PWD) Answer: No

Internal Selections (PWD) Answer: Yes

Explanation: In FY2019, the percentage of PWD among the selections for promotion for SES (8.3 percent) fell below their benchmark (19.35 percent).

a. NGA operates under a Pay Band structure using a Rank-in-Person (RIP) promotion system. Eligible employees are considered for promotion based on their self-nomination to the next Pay Band. (Note: Senior Executive promotion is based on self-nomination and board-nomination.)

b. The percentage of PWD selections for promotion to the GS-15 Equivalent (9.09 percent) fell below their nomination benchmark (11.11 percent).

c. The percentage of PWD selections from promotion to the GS-14 Equivalent (8.33 percent) fell below the nomination benchmark (11.35 percent).

d. The percentage of PWD selections for promotion to the GS13 Equivalent (9.59 percent) fell below their nomination benchmark (12.67 percent).

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2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels?

a. SES

Qualified Internal Applicants (PWTD) Answer: No

Internal Selections (PWTD) Answer: No

b. Grade GS-15

Qualified Internal Applicants (PWTD) Answer: No

Internal Selections (PWTD) Answer: Yes

c. Grade GS-14

Qualified Internal Applicants (PWTD) Answer: Yes

Internal Selections (PWTD) Answer: No

d. Grade GS-13

Qualified Internal Applicants (PWTD) Answer: Yes

Internal Selections (PWTD) Answer: Yes

Explanation: NGA operates under a Pay Band structure using a Rank-in-Person (RIP) promotion system. Eligible employees are considered for promotion based on their self-nomination to the next Pay Band. (Note: Senior Executive promotion eligibility is based on self-nomination and board-nomination.)

a. The percentage of PWTD selectees for promotion to the GS-15 Equivalent (0.00 percent) fell below their nomination benchmark (3.17 percent).

b. The percentage of PWTD qualified/nominated for promotion to the GS-14 Equivalent (1.28 percent) fell below their eligibility benchmark (2.42 percent).

c. The percentage of PWTD qualified/nominated for promotion to the GS-13 Equivalent (2.36 percent) fell below their eligibility benchmark (3.02 percent).

d. The percentage of PWTD selectees for promotion to the GS-13 Equivalent (1.37 percent) fell below their nomination benchmark (2.36 percent).

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?

New Hires to SES (PWD) Answer: No

New Hires to GS-15 (PWD) Answer: No

New Hires to GS-14 (PWD) Answer: No

New Hires to GS-13 (PWD) Answer: No

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels?

New Hires to SES (PWTD) Answer: No

New Hires to GS-15 (PWTD) Answer: No

New Hires to GS-14 (PWTD) Answer: No

New Hires to GS-13 (PWTD) Answer: No

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5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions?

Executives

Qualified Internal Applicants (PWD) Answer: No
Internal Selections (PWD) Answer: No

Managers

Qualified Internal Applicants (PWD) Answer: No
Internal Selections (PWD) Answer: No

Supervisors

Qualified Internal Applicants (PWD) Answer: No
Internal Selections (PWD) Answer: No

Explanation: None—NGA operates under a Pay Band structure using a Rank-in-Person (RIP) promotion system. Employees apply to be considered for promotion to the next Pay Band. NGA does not collect demographic data when employees apply to supervisory positions.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions?

Executives

Qualified Internal Applicants (PWTD) Answer: No
Internal Selections (PWTD) Answer: No

Managers

Qualified Internal Applicants (PWTD) Answer: No
Internal Selections (PWTD) Answer: No

Supervisors

Qualified Internal Applicants (PWTD) Answer: No
Internal Selections (PWTD) Answer: No

Explanation: None—NGA operates under a Pay Band structure using an RIP promotion system. Employees apply to be considered for promotion to the next Pay Band. NGA does not collect demographic data when employees apply to supervisory positions.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions?

New Hires for Executives (PWD) Answer: No
New Hires for Managers (PWD) Answer: No
New Hires for Supervisors (PWD) Answer: No

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions?

New Hires for Executives (PWTD) Answer: No
New Hires for Managers (PWTD) Answer: No
New Hires for Supervisors (PWTD) Answer: No

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Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))?

Answer: N/A; all NGA employees are in the competitive service.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities?

Voluntary Separations (PWD) Answer: No

Involuntary Separations (PWD) Answer: No

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?

Voluntary Separations (PWTD) Answer: No

Involuntary Separations (PWTD) Answer: No

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.

Answer: None.

B. Accessibility of Technology and Facilities

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

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

Answer: https://www.nga.mil/resources/1595969864133_Accessibility_.html In 2019, ODE updated the Agency website to include information on the administrative complaint process for applicants' rights process. The link connects to the Policy Guidance on Executive Order 13164 (of the EEOC). The information is in Section F, Denial of Reasonable Accommodation (RA).

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

Answer: The Agency public website is www.nga.mil. The link <https://www.access-board.gov/the-board/laws/architectural-barriers-act-aba> explains the Architectural Barriers Act.

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

Answer: NGA has taken several steps to improve accessibility, including retaining a full-time Section 508 Coordinator. In addition, NGA continues its commitment to installing unclassified webcams for the Deaf and Hard of Hearing and is pursuing the enablement of a live captioning capability using CART.

C. Reasonable Accommodation Program

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

1. Please provide the average period for processing initial requests for reasonable accommodations during the reporting period.

Answer: On average, RA requests were processed within 15 days of receipt of all required documentation from the requestor.

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

Answer: We continue to use the RA database that was implemented in FY2017 that allows for tracking requests from initiation through closure. The database provides metrics on request types, funding, processing time, and disabilities. The database allows for easy generation of weekly and monthly reports for accuracy and assure any identified deficiencies are corrected.

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

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

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

Answer: During the past fiscal year, NGA explored options to implement Personal Assistant Services (PAS) and began providing the services in FY2018.

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?

Answer: No

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

Answer: No

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

Answer: None

B. EEO Complaint Data involving Reasonable Accommodation

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

Answer: No

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

Answer: No

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

Answer: NGA did not have any findings of discrimination involving failure to provide a reasonable accommodation during the last fiscal year.

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Section VII: Identification and Removal of Barriers

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

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

Answer: No

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

Answer: N/A

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

Answer: No current trigger.

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

Answer: There are no planned activities for FY2019 to complete.

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

Answer: There were no planned activities for FY2019.

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.

Answer: There were no planned activities for FY2019.