



National Park Service
U.S. Department of the Interior

**Equal Employment Opportunity Commission (EEOC)
Management Directive 715 (EEO Program Status) Report
Fiscal Year 2019**

Six Essential Elements of a Model EEO Program



Prepared by the Office of Equal Opportunity Programs



United States Department of the Interior

NATIONAL PARK SERVICE
1849 C Street, N.W.
Washington, D.C. 20240

IN REPLY REFER TO:

P4217 (2740)

DEC 17 2019

Memorandum

To: Director, Office of Civil Rights, Office of the Secretary, DOI

Thru: Deputy Director, Operations
Exercising the Authority of the Director

From: Chief, Office of Equal Opportunity Programs

Subject: MD-715 EEO Program Status Report for FY 2019

Please find the attached annual MD-715 Executive Summary Report for FY 2019 for the National Park Service. The National Park Service is focused on creating a workplace environment that embraces and celebrates the diversity and multiculturalism of the people it serves. This goal is specified in the Director's Call to Action, action item 36, which calls for the development "of a workforce that values diversity and an inclusive work environment so that the Service can recruit, hire, and retain diverse employees."

If you have any questions regarding this report, please contact Cleveland Williams, Affirmative Employment Program Manager at (202) 354-1857.

cc:

Kimberly Ly, Compliance and Programs Division, Office of Civil Rights Department of the Interior

Acquanetta Newson, Compliance and Programs Division, Office of Civil Rights Department of the Interior

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MD-715

Parts A Through E

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code	FIPS Code
Department of the Interior	National Park Service	1849 C Street NW	Washington	DC	20240	IN	10

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	15,199	5,917	21,116

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	David Bernhardt	Secretary of the Department of Interior
Head of Agency Designee	Raymond Vela	Deputy Director, Operations Exercising the Authority of the Director

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Principal EEO Director/Official	Rose Blankenship	EEO Director	0260	GS-15	(202) 354-1874	Rose_blankenship@nps.gov
Affirmative Employment Program Manager	Cleveland Williams	EEO Manager	0260	GS-14	(202) 354-1857	Cleveland_williams@nps.gov
Complaint Processing Program Manager	Gina Edelen	EEO Manager	0260	GS-14	(202) 354-1871	Gina_edelen@nps.gov
Diversity & Inclusion Officer	Sangita Chari	Program Manager	0343	GS-14	(202) 354-2203	Sangita_chari@nps.gov
Hispanic Program Manager (SEPM)	Priscilla Jones-Estes	EEO Specialist	0260	GS-11	(404) 507-5737	priscilla_jones_estes@nps.gov
Women's Program Manager (SEPM)	Natalie Rozier	EEO Specialist	0260	GS-12	(202) 354-1863	Natalie_rozier@nps.gov

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Disability Program Manager (SEPM)	Lynda Orbik	EEO Specialist	0260	GS-13	(402) 661-1976	Lynda_orbik@nps.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Marianne Weiner	Human Resource Specialist	0201	GS-12	(202) 354-1919	Marianne_Weiner@nps.gov
Reasonable Accommodation Program Manager	Dave Davies	Chief, Labor & Employee Relations	0340	GS-15	(202) 354-1969	Dave_davies@nps.gov
Anti-Harassment Program Manager	Brenda Karl	Program Manager	0340	GS-15	(303) 562-7949	brenda_karl@nps.gov
ADR Program Manager	Gina Edelen	EEO Manager	0260	GS-14	(202) 354-1871	Gina_edelen@nps.gov
Compliance Manager	Gina Edelen	EEO Manager	0260	GS-14	(202) 354-1871	Gina_edelen@nps.gov
Principal MD-715 Preparer	Cleveland Williams	EEO Manager	0260	GS-14	(202) 354-1857	Cleveland_williams@nps.gov
Other EEO Staff						

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country	Agency Code	FIPS Codes
Alaska Region (AR)	Anchorage	Alaska			
Upper Colorado Basin Region (IMR)	Denver	Colorado			
Missouri Basin Region (MWR)	Omaha	Nebraska			
North Atlantic-Appalachian Region (NER)	Philadelphia	Pennsylvania			
Columbia Pacific Northwest Region (PWR)	San Francisco	California			
South Atlantic-Gulf Region (SER)	Atlanta	Georgia			
National Capital Region (NCR)	Washington	District of Columbia			

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Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	FY 2018
Strategic Plan	Yes	Call to Action
Anti-Harassment Policy and Procedures	Yes	FY 2018
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	FY 2018
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	Yes	FY 2018
Human Capital Strategic Plan	No	
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	FY 2018

Part E – Executive Summary

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All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

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Part E.1 - Executive Summary: Mission

Since 1916, the National Park Service has been entrusted with the care of our national parks. With the help of volunteers and partners, we safeguard these special places and share their stories with more than 330 million visitors every year. The National Park Service preserves unimpaired the natural and cultural resources and values of the National Park System for the enjoyment, education, and inspiration of this and future generations. The Park Service cooperates with partners to extend the benefits of natural and cultural resource conservation and outdoor recreation throughout this country and the world.

More than 20,000 strong, the uncommon men and women of the National Park Service share a common trait: a passion for caring for the nation's special places and sharing their stories. The National Park Service is a bureau of the U. S. Department of the Interior and is led by a Director nominated by the President and confirmed by the U.S. Senate. The Director is supported by senior executives who manage national programs, policy, and budget in the Washington, DC, headquarters and seven regional directors responsible for national park management and program implementation.

The National Park Service manages 419 individual units with at least 19 different designations covering more than 85 million acres in all 50 states, the District of Columbia, and US territories. The diversity of the parks is reflected in the variety of titles given to them. These include such designations as national park, national preserve, national monument, national memorial, national historic site, national seashore, and national battlefield park.

Although some titles are self-explanatory, others have been used in many different ways. For example, the title "national monument" has been given to natural reservations, historic military fortifications, prehistoric ruins, fossil sites, and to the Statue of Liberty.

Part E.2 - Executive Summary: Essential Element A - F

Last year, the Equal Employment Opportunity Commission (EEOC) disapproved the NPS FY 2018 MD-715 Report. The EEOC disapproved the report because the NPS failed to establish numerical goals for people with disabilities and people with targeted disabilities. The EEOC also identified some non-compliance deficiencies that they expected the NPS to eliminate this year. For example, the NPS has not implemented an affirmative action plan for individuals with disabilities. The NPS has not sufficiently staffed EEO related special emphasis programs (Disability, Women, and Hispanic Employment Programs).

Essential Element A: Demonstrated Commitment from Agency Leadership

The NPS achieved compliance in 100% of the measures (20 of 20).

Successes:

- The Deputy Director, Operations (Exercising the Authority of the Director) has communicated EEO policies and procedures to all employees.
- The NPS disseminated its anti-harassment policy, reasonable accommodation procedures, and other EEO program information to all employees.
- The NPS has posted its reasonable accommodation procedures, personal assistance services procedures, and other written materials concerning the EEO program on its public website.

Areas Identified for Improvement:

- The EEO Program will be allowed to hire five (5) new employees to fill vacant positions due to departures.
- The NPS will assess and ensure EEO principles are part of the NPS culture (A3).
- The NPS will recognize employees, supervisors, managers, and park units demonstrating superior accomplishment in equal employment opportunity (A3a).

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Essential Element B: Integration of EEO into the Agency's Strategic Mission

The NPS achieved compliance in 91% of the measures (42 of 46).

Successes:

- The NPS recruited, hired, and retained supervisors and managers that had effective managerial, communications and interpersonal skills.
- The EEO Director coordinates the implementation of the special emphasis programs with senior managers.
- The EEO Director reports directly to the Deputy Director, Operations (Exercising the Authority of the Director).
- The EEO Director received approval to hire a Special Emphasis Program Manager.

Areas Identified for Improvement:

- The NPS strategic plan will reference EEO/diversity and inclusion principles (B3b).
- The EEO Director will control all aspects of the EEO program (B2).
- The NPS will provide all managers and supervisors with training on their responsibilities under the Reasonable Accommodation procedures (B5a2).

Essential Element C: Management and Program Accountability

The NPS achieved compliance in 90% of the measures (45 of 50).

Successes:

- The NPS established procedures to prevent all forms of EEO discrimination.
- The NPS established a firewall between the EEO Director and the Anti-Harassment Coordinator to avoid a conflict of interest.
- The NPS provided managers and supervisors with initial and regular refresher training to understand their responsibilities under civil rights laws, including Alternate Dispute Resolution (ADR), and how those responsibilities figure into the success of the NPS EEO program and overall mission.
- The NPS made clear that all managers and supervisors share responsibility with EEO program and human resource officials for the successful implementation of the EEO programs.

Areas Identified for Improvement:

- The NPS will conduct a prompt inquiry beginning within 10 days of notification of all harassment allegations, including those initially raised in the EEO complaint process (C2a5).
- The NPS will process all accommodation requests within the time frame set forth in its reasonable accommodation procedures (C2b).
- The Human Resources Director and the EEO Director will meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives (C4a).
- The EEO office will collaborate with the Human Resources office to implement the Affirmative Action Plan for Individuals with Disabilities (C4e1).
- The EEO office will collaborate with the Human Resources office to develop and/or conduct outreach and recruiting initiatives (C4e2).
- The EEO office will collaborate with the Human Resources office to develop and/or provide training for managers and employees (C4e3).
- The EEO office will collaborate with the Human Resources office to identify and remove barriers to equal opportunity in the workplace (C4e4).

Essential Element D: Proactive Prevention

The NPS achieved compliance in 72% of the measures (13 of 18).

Successes:

- The NPS conducted a reasonable assessment to monitor progress toward achieving equal employment opportunity.
- The NPS has a process for identifying triggers in the workplace.

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- The NPS conducted exit interviews and surveys to improve the recruitment, hiring, inclusion, and advancement of people with disabilities.

Areas Identified for Improvement:

- The NPS will regularly review various sources of information to find barriers (D2d).
- The NPS will establish an affirmative action plan for people with disabilities, including those with targeted disabilities (D4).
- The NPS will take 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 NPS goals (D4d).

Essential Element E: Efficiency

The NPS achieved compliance in 100% of the measures (37 of 37).

Successes:

- The NPS maintains an efficient, fair, and impartial complaint resolution process.
- The NPS established and encouraged use of the fair Alternative Dispute Resolution (ADR) program for both the pre-complaint and formal complaint stages of the EEO process.
- The NPS has effective and accurate data collection systems in place to evaluate its EEO program.
- The NPS provided written notification of rights and responsibilities in the EEO process during the initial counseling session pursuant to 29 CFR §1614.105(b) (1).

Areas Identified for Improvement:

- The NPS will ensure that managers understand that they have a duty to participate in the ADR process, once ADR has been offered by the NPS (E3b).
- The NPS will evaluate the effectiveness of its Alternate Dispute Resolution (ADR) program annually (E3f).
- The NPS will establish a system to accurately collect, monitor, and analyze recruitment activities, reasonable accommodation requests and applicant flow data (E4a3 and E4a5).

Essential Element F: Responsiveness and Legal Compliance

The NPS achieved compliance in 100% of the measures (15 of 15).

Successes:

- The NPS has a system of management controls to ensure that managers timely comply with EEOC orders/directives, final agency actions, and resolutions/settlement agreements.
- The NPS has established procedures to timely process ordered monetary relief and other forms of ordered relief.
- The NPS timely and accurately submits its No FEAR Act report to the EEOC.

Areas Identified for Improvement:

- The NPS will continue to ensure that it is responsive and accountable for timely compliance with orders issued by the Equal Employment Opportunity Commission (EEOC) Administrative Judges (F2a).
- The NPS will continue to ensure that its system of management controls timely completes all ordered corrective action and submits its compliance reports to EEOC within thirty days of such completion (F2a4).

Part E.3 - Executive Summary: Workforce Analyses

The EEO Office conducted demographic review of the NPS workforce. The review was conducted using data self-reported by NPS employees with regard to their racial and ethnic identity, gender, and disability status. The review is based on measurement areas as required by MD-715. These measurement areas comprise a significant portion of any organization's total human resource life cycle. The Federal Personnel Payroll System (FPPS) reflects that the NPS total workforce for FY 2019 consisted of 21,116 employees (15,199 permanent and 5,917 temporary). The NPS has 7 Regional Directors to assist in managing its mission, responsibilities and goals.

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Gender Distribution

In FY 2019, males comprised 62.5 percent (9,492) of the permanent workforce, a slight percentage increase (124) from 62.4 percent in FY 2018. Females comprised 37.5 percent (5,707) of the permanent workforce compared to 37.6 percent (5,639) last year. Although there was a slight percentage decrease, the number of females increased by 68 compared to last year.

Ethnic and Race Indicators

In FY 2019, African American/Black males represented 4.0 percent (605) of the permanent workforce, a decrease (13) from 4.1 percent in FY 2018. African American/Black females were 2.9 percent (437) of the permanent workforce compared to 3.0 percent last year. The number of African-American/Black females decreased by 15 and the number of African-American/Black males decreased by 13 compared to last year.

American Indian/Alaskan Native males represented 1.5 percent (229) of the permanent workforce, a decrease from 1.7 percent last year. American Indian/Alaskan Native females were 1.0 percent (156) of the permanent workforce, a decrease from 1.1 percent in FY 2018. The number of American Indian/Alaskan Native males decreased by 24 and the number of American Indian/Alaskan Native females decreased by 3 compared to last year.

Asian American males represented 1.1 percent (165) of the permanent workforce and Asian American females were 1.1 percent (171) of the permanent workforce. The number of Asian American males increased by 14 and the number of Asian American females increased by 9 compared to last year.

Hispanic males represented 3.5 percent (527) of the permanent workforce, a slight percentage increase (3.4) from last year. The number of Hispanic males increased by 14 compared to FY 2018. Hispanic females comprised 2.2 percent (342) of the permanent workforce, a slight percentage increase (2.2) from last year. The number of Hispanic females increased by 5 compared to FY 2018.

Native Hawaiians/Pacific Islander males represented 0.5 percent (77) of the permanent workforce. Although the percentage remained stagnant, there was an increase of 4 compared to FY 2018. Native Hawaiian/Asian Pacific Islander females comprised 0.3 percent (38) of the permanent workforce, a slight percentage (0.2) increase from last year. The number of Native Hawaiian/Asian Pacific Islander females increased by 1 compared to last year.

White males represented 51.7 percent (7,861) of the permanent workforce compared to 51.5 percent in FY 2018. The number of White males increased by 129 this year. White females comprised 29.9 percent (4,541) of the permanent workforce compared to 29.8 percent in FY 2018. Although there was a slight percentage decrease, the number of White females increased by 69 in FY 2019.

EEOC provides an opportunity for federal employees and applicants to self-identify as having "Two or more Races." Men having "Two or more Races" represented 0.2 percent (28) of the permanent workforce, the same as last year. "Two or more Races" females comprised 0.1 percent (22) of the workforce. Although the percentage remained stagnant, there was an increase of 2 "Two or more Races" females in the permanent workforce compared to FY 2018.

Disability

In FY 2019, 8.7% (1,328) of the NPS permanent workforce reported having a disability compared to 8.8% (1,326) last year. However, there was an increase of two employees that reported having a disability in FY 2019. Persons with a targeted disability (PWTD) comprised 1.8% (273) of the permanent workforce. Although the percentage remained the same, the number of employees that reported having a targeted disability (PWTD) increased by 6 in FY 2019.

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In FY 2019, the NPS collaborated with several of the bureaus to conduct special emphasis programs for Black History, Women's History, Asian-American/Pacific Islander, Hispanic Heritage Month and Women's Equality Day. The Office of Equal Opportunity Programs (OEOP) collaborated with Economic Systems, Inc. (EconSys) to conduct exploratory analysis on the NPS diversity and inclusion data and processes with the goal of identifying opportunities for process improvement and optimization. This optimization resulted in recommendations to alter methodologies, automate, and add additional processes to the existing structure. Additionally, the Office of Equal Opportunity Programs (OEOP) partnered with George Mason University to conduct exploratory analysis on one of the NPS major occupations (Interpretive Ranger-0025).

In August 2019, the OEOP conducted its annual three-day training workshop for NPS EEO Practitioners. The theme for the workshop was "Leading Diverse Teams" with a focus on disability accessibility. The training was hosted by the EEO Office for Interior Region 3, 4, and 5 in Omaha, Nebraska. In FY 2019, the Workforce and Inclusion Directorate hired 12 new employees to correct some of the deficiencies identified by the EEOC. The Office of Human Resources hired seven new employees and the Ethics Office hired five new employees.

The NPS continued its support of the Department's cooperative agreements in compliance with the White House Initiatives. The Initiatives mandate that Federal agencies provide assistance to and partner with Historically Black Colleges & Universities (HBCU-Executive Order 12876), the Hispanic Association of Colleges & Universities (HACU-Executive Order 12900), and Tribal Affiliated Colleges & Universities (TACU-Executive Order 13270) with respect to a variety of areas, including research opportunities, internships, fellowships, grants, curricula development and equipment donation. In FY 2019, the NPS provided financial assistance totaling approximately \$5,000,000 to minority serving colleges and universities. Moreover, the OEOP collaborated with the Hispanic Association of Colleges and Universities (HACU), Minorities in Agriculture Natural Resources and Related Sciences (MANRRS) and the National Association for Equal Opportunity (NAFEO) in Higher Education to participate in training workshops, career fairs and outreach events. Listed below are accomplishment reports from some of the regions and the Workforce & Inclusion Directorate.

Workforce & Inclusion Directorate: Diversity Recruitment Efforts

The NPS realizes the importance of building the next generation of a diverse workforce that is relevant in the communities we serve. We must continue to attract and retain a diverse, skilled, and innovative workforce using a multi-pronged outreach and recruitment approach. These include engaging local communities, providing internship and volunteer opportunities to young people, and supporting existing staff through a respectful work environment and leveraging employee forums such as Allies for Inclusion, Employee Resource Groups, and the NPS Workforce Ambassadors. Attracting top quality candidates for critical positions sets the groundwork for NPS to meet its vital mission and provide an inclusive work environment that contributes to a positive employee experience, improved collaboration, and mission accomplishment.

The NPS continues to focus on providing learning and hands on opportunities to young people from grade school through graduate school. The NPS Youth Programs serves nearly 10,000 youth through partnerships, apprenticeship and internship programs. The major goal of the program is to introduce young people to career opportunities with the NPS. Since its inception, the NPS has used the Pathways program to convert over 400 students into term or permanent positions. Alongside that, the NPS continues to expand internship and apprenticeship programs to ensure students develop the knowledge, skills and abilities needed for a career in the NPS or any other public lands agency. Current programs include:

- *Historically Black Colleges & Universities Internship Program (HBCUI)* connects approximately 50 undergraduate and graduate students attending historically black colleges and universities to NPS parks and units in the fields of health, recreation, and natural and cultural resource conservation. The Greening Youth Foundation serves as the partner organization.
- *Historic Preservation Training Center (HPTC) Apprenticeship Program* provides a 26-week vocational training opportunity to young adults and returning veterans in the skilled historic preservation crafts (brick masonry and carpentry). Upon completion, participants are eligible for special hiring into NPS position or opportunities with private sector trade unions.

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- *Ancestral Lands Conservation Corps Program* supports employment opportunities for over 70 young people living on tribal lands that border national parks and supports educational and recreational opportunities for an additional 240 participants. The projects include river restoration, invasive vegetation inventory and monitoring, fuel mitigation, trail construction, preservation and cultural/language immersion. Conservation Legacy serves as the partner organization.
- *American Sign Language Conservation Crew Program* is a collaborative partnership with the Northwest Conservation Corps to provide employment opportunities for deaf and/or hard of hearing individuals to support projects focused on natural resource restoration. Over 70% of the participants came from racially and ethnically diverse backgrounds.
- *Latino Heritage Internship Program (LHIP)* provides internship opportunities to over 70 undergraduate and graduate students at 45 NPS sites. LHIP positions include the fields of archeology, historic preservation, interpretation and education, and community outreach. NPS utilizes the Hispanic Access Foundation and Environment for the Americas as partner organizations.
- *Hawaii Island Youth Ranger Internship Program* addresses the lack of representation of employees from the Asian American and Pacific Islander community. The Youth Ranger Internship Program trains up to 75 high school students in natural and cultural resources interpretation, environmental education, administration, protection (law enforcement) and park maintenance. Upon completion of training, students may be hired at a GS-1, WG-1 or equivalent salary to work during the summer.

The NPS continues to sponsor the *Groundwork Yellowstone, Grand Tetons, and Glacier Experience*, which provides 85 economically disadvantaged, racially diverse urban youth from across the country the opportunity to participate in natural resource conservation projects at Yellowstone, Grand Tetons and Glacier Parks while also participating in STEM education programs and backcountry camping activities. The *Mosaics in Science Internship Program (MIS)* provided 30 undergraduate and graduate students' science-based internships the NPS. The NPS continues to average 700-800 *Youth Conservation Corps* participants annually to support critical land, water, and energy conservation work projects. The investment in these programs continues to support the NPS' ability to meet mission critical objectives while exposing highly talented youth to the opportunities that exist within the National Park Service and the Department of Interior.

The National Park Service is a founding member of the Diversity Joint Venture for Conservation Careers (DJV) and has served as the Chair of the DJV Board. The Diversity Joint Venture (DJV) is a partnership of federal and state agencies, universities, non-governmental organizations, foundations, and professional societies that work together to increase diversity in the conservation workforce. The work focuses on marketing the conservation field through story-telling, developing programs that improve the inclusivity of work environments and retention, enhancing recruitment strategies to increase diversity, providing a framework for organizational knowledge-sharing and increasing awareness about job opportunities and the skills needed to get those jobs. Our major vehicle for transmitting information is through the website <https://diversityinconservationjobs.org/> which receives over 500 unique visits a month. The NPS has also partnered with DJV partners to create a series of videos to support people of color being employed in conservation positions.

The National Park Service is committed to providing a robust array of opportunities for service members, veterans, and their families to experience parks as places of health and wellness, service and stewardship, education and recreation, employment and job skills training, and honor and celebration of their history and service. Through partnership and collaboration with the U.S. Department of Defense, U.S. Department of Veterans Affairs, and dozens of nonprofit organizations, the National Park Service continues to increase employment opportunities with veterans. The National Park Service has a strong record of employing individuals and their spouses who have served in the military. Currently, more than 5,800 veterans are employed by the National Park Service, comprising approximately 28 percent of the workforce. The wide range of opportunities in natural and cultural resource conservation, law enforcement, maintenance, information technology, and administration align particularly well with the experience and interest of many military veterans.

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Throughout the country, more than 100 national parks have direct connections to American military history, including frontier forts and Cold War sites, battlefields and national cemeteries, memorials and patriotic shrines. These special places pay tribute to service members and veterans and are reminders of their selfless service and sacrifice throughout the history of the nation and the values, ideals, and freedoms that the military protects at home and abroad.

The National Park Service has developed a strategic plan to increase engagement with Military members and veterans in order to provide meaningful work experience on public lands and waters via service corps, internships, and/or employment that supports access to civilian careers in public, private or non-profit sectors. The strategic plan describes six focus areas to engage service members and veterans at a scale not seen before on public lands and waters. Our priorities, strategic goals, and actions align with the Department of the Interior's priorities, which define the operational focus of this initiative and which will make the National Park Service a stronger organization providing better services and programs for veterans and military families. In doing so, the National Park Service is connecting with this important constituency in new and deeper ways, strengthening already established networks that support this community, and acting as a conduit for positive change.

The National Park Service has a strong record of employing individuals and their spouses who have served in the military. The wide range of opportunities in natural and cultural resource conservation, law enforcement, maintenance, information technology, and administration align particularly well with the experience and interest of many military veterans. More than a path to federal employment, work experience on public lands prepares veterans for a myriad of job opportunities in the public, private, and non-profit sectors. Internships, fellowships, seasonal work, resume workshops, and skills training are all potential opportunities provided by public land management agencies to incorporate veterans into the civilian workforce. The workforce and job skills training area are part of the National Park Service strategic plan to assist veterans and their spouses with the transition into the civilian workforce through skills training, job matching, and employment opportunities with public land management agencies.

The National Park Service established two new and innovative programs, Veteran Trades Apprenticeship and Veteran Fire Corps, which provide job skills and experiences that prepare veterans for post-military careers in the public or private sector. Whether helping fight or prevent increasing numbers of wildfires or addressing the National Park Service deferred maintenance backlog through historic preservation, veterans bring a work ethic and skill set that matches well with these programs. Annually near the Veterans Day timeframe, the National Park Service issues an informational memorandum to ensure that the National Park Service meets its obligation to enhance employment opportunities for veterans as outlined within Executive Order 13518 "Employment of Veterans in the Federal Government" and consistent with law and merit system principles providing hiring managers and human resource professionals with clear guidance on the existing laws and regulations that are specific to the hiring of veterans, when they should be used, and the benefits to the hiring manager for using each of the specific authorities.

The NPS continues to seek pro-active ways to engage employees and promote the value and importance of creating an inclusive culture as a means of retaining diverse employee once they enter the workforce. The National Park Service currently has eight employee resource groups (ERGs). Since the first ERG was formed in 2013, they continue to be an important vehicle for giving employees a way of connecting and sharing across identity. This year the Employees and Advocates for People with Disabilities (EAPWD) was added. The Employees for the Advancement of People with Disabilities (EAPWD) ERG launched in April, and already has approximately 215 members and has been advising leadership in areas of HR, EEO, and housing and facilities about improving accessibility and ensuring reasonable accommodations throughout the agency. They recently adopted streamlining the Reasonable Accommodations process as their signature effort based on feedback from their membership. ERGs can focus on any number of qualities, values or identities.

The National Park Service works to ensure that policies, procedure and practices related to promotions, awards, and employee development/training programs do not present barriers to full participation by all employees. We conduct internal audits of the NPS' delegated hiring units to ensure processes and procedures follow established DOI and NPS policies and are carried out without discrimination because of race, color, religion, sex (including pregnancy and gender identity), age (as defined by the Age Discrimination in Employment Act, as amended), disability, genetic information (including family history), national origin, marital status, political affiliation, sexual orientation, labor

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organization affiliation or non-affiliation, status as a parent, or other non-merit-based factor, or retaliation. Based on these audits, administrative actions are undertaken to identify the root cause(s). When allegations of improper actions are reported, administrative inquiries are conducted and corrective actions are instituted, additional policies, interim guidance are issued to correct and clarify requirements.

The NPS follows the Office of Personnel Management's (OPM) Federal laws, rules, regulations and DOI policies and NPS internal procedures and processes in regard to human resource activities including promotions, awards, reasonable accommodations, training, employee development and training and when situations are reported which indicate barriers or deviations corrective actions are taken to address and correct deficiencies.

Interior Region 2 (South Atlantic-Gulf)

Interior Region 2 oversees structures and sites in Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee as well as the U.S. Virgin Islands. Our mission depends upon approximately 2,800 widely dispersed, highly talented professionals. As stated in the region's policy on Equal Employment Opportunity and Diversity (EEO), the region is committed to improving the diversity of the workforce and creating an inclusive environment where all employees feel they are valued and are contributing to the mission of the organization.

The region continues to have a number of EEO groups whose participation rates in the total workforce, and in a number of our major occupations in the region, are below participation rates in those same occupations in the national civilian labor force. At 1.22% for our total workforce, we dropped from our previous year and remain under the 2% federal goal for Individuals with Targeted Disabilities (IWTDs). There also continues to be an under-representation of females, Hispanic, and Asian employees in the region's workforce. The region plans to implement various initiatives to address diversity in the workforce, with the goal of achieving parity for all EEO groups in the future.

The region continues to take progressive actions to increase recruitment efforts at Historically Black Colleges and Universities (HBCUs) and other Minority Serving institutions (MSIs). Several parks indicated the utilization of HBCUs for intern hires. One park noted their teacher ranger teacher provided the park with the opportunity to connect with underrepresented groups who may not have had the opportunity otherwise. Parks continue to attend career fairs at MSIs within their communities.

In addition, the Latino Heritage Internship Program (LHIP) provided two parks with interns to assist with interpretative programs as well as conducting outreach to a Hispanic summer camp. Intern programs have proven invaluable in the region's quest to reach diverse communities with the intention of continuing to diversify our future workforce. One park reported employing 40 youth interns in FY 2019. The park worked with Environmental Stewards/Conservation Legacy to advertise and promote these internship opportunities at the following regional Historically Black Colleges and Universities and Hispanic Serving Institution: Alabama A&M University, Alabama State University, Bethune Cookman College, Bishop State Community College, Florida Memorial College, Lawson State Community College, Tuskegee University, Broward Community College, Florida International University, Miami-Dade College, and Nova Southeastern University. The program has also been successful in recruiting ethnically diverse and socio-economically disadvantaged youth from the local community.

Two parks took a unique approach reaching out to visitors who were visually and audio impaired. A Volunteer Ambassador created a unique opportunity planning a field trip with a school for the deaf so they would be able to experience the park. The volunteers' skills in American Sign Language allowed the park to reach out to those that may not have had the opportunity to enjoy the park in the same manner as those without a hearing impairment. In addition, another park participated in audio program designed to describe each site brochure to be more inclusive of those who are visually impaired.

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The region acknowledges the importance of effective leadership in developing and maintaining a diverse, inclusive, and engaged workforce. As such, the region's Learning and Development Office rolled out the fourth installation of the blended Future Leaders Program in FY 19. The program has proven to be a great success as it grooms the next generation of managers to address current leadership challenges and gain tools in which to successfully handle these challenges. The ten months of blended learning encompasses various aspects of supervision and leadership and includes a one-month detail assignment. Participants receive training in equal employment and diversity, managing human resources effectively, as well as other subjects important in leading the workforce of the future. Those selected to participate in the program were very diverse with regard to race, gender, work location as well as job assignment.

Parks within the region continue to attract diverse visitors and increase participation in park activities and programs by diverse and underserved communities. Parks held activities such as unique interpretive programs, summer camps, and other activities to engage the local community. One park introduced approximately 2,000 6th grade students to their SWAMP Education Program. These students were from Title One, low income communities. The students were excited to experience a wet walk in their local National Park Site. For nearly every one of the students, this was their first exposure to such an experience. The region welcomed the designation of a civil rights themed park to the system in FY 19 along with the re-designation of one park and the authorization of another two.

Interior Region 3, 4, and 5 (Great Lakes, Mississippi and Missouri Basin)

Interior Regions 3, 4, 5 added another park to its roster, bringing the total number to 62. Ste. Genevieve National Historical Park, Missouri, was recently added, recognizing the first settlement on the west bank of the Mississippi River and the only surviving French Colonial village in the United States. This process involved many leaders of Interior Regions 3, 4, 5, to include the first African American female Deputy Regional Director (Acting), Clara Wooden. Ms. Wooden's leadership during the Federal government shutdown was vital in maintaining employees' morale and welfare during a challenging time.

Within the disability program, Schedule A was used to hire 31 individuals; Veterans Rehire Authority provided jobs for 35 individuals with the National Park Service Interior Regions 3, 4, 5, and Veterans Employment Opportunities process resulted in 5 new employees. One Veteran who was 30% disabled was also selected. New superintendents are provided information on the special hiring authorities during orientation. The theme of FY 2019's annual NPS EO Practitioners training (held in Omaha, Nebraska) was Leading Diverse Teams, with our first presenter discussing accessibility programs and the Employee Resource Group actively involved in assisting NPS employees with issues related to disabilities. Several Interior Regions 3, 4, 5 employees are active members of that Employee Resource Group. Reasonable accommodation requests in Interior Regions 3, 4, 5 are accurately tracked to ensure expeditious and thorough processing.

Our region continues its active involvement with Historically Black Colleges and Universities (HBCU) and Latino Heritage interns, utilizing the skills of four individuals in three different parks. One intern at Cuyahoga Valley National Park worked with community groups to set-up recreational programming, as well as developing a pop-up on the untold stories of African Americans. Charles Young Buffalo Soldiers National Monument (CHYO) maintains their active and strong support of HBCUs through utilizing the skills of two interns during this fiscal year. These individuals gave tours and planned Junior Ranger Day Camp events, managed the park interpretive vegetable garden, and assisted the regional office Archaeologist with research on the property. Employees in the regional office assisted with and attended a naturalization ceremony for over 30 new citizens. Employees at Gateway National Park, Homestead National Monument (HOME) and Brown v. Board of Education National Historic Site also hosted naturalization ceremonies.

Two examples of diversity and workplace best practices occurred at CHYO and River Raisin National Battlefield Park (RIRA). Under the dedicated leadership of Dr. Joy Kinard, CHYO hosted the U.S. Small Business Administration as they signed a Strategic Alliance Memorandum with Central State University and Wilberforce

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University along with the Cincinnati African American Chamber of Commerce, Central Ohio African American Chamber of Commerce, City of Columbus and the Ohio Department of Transportation. The signing of this agreement will lay the foundation for Ohio's HBCU's to create opportunities for their students to be a part of the State's entrepreneurial ecosystem through curriculum development, internships, and job fairs. RIRA had 14 Youth Conservation Corps interns to include six minority students. These students launched a new urban Junior Ranger Angler Program and assisted with summer Metro-Detroit YMCA and National Park programs. In addition to regular trail maintenance, they assisted with the Ticket-to-Float Urban Kayak Explorer Program.

Our Special Emphasis Program (SEP) continues to emphasize diversity and inclusion throughout the regions. The SEP Manager consistently provided educational programs for Interior Regions 3, 4, 5 employees, presenting livestream programs from Main Interior Building to regional office employees; i.e., AAPI Heritage Month, Juneteenth Emancipation Day. The movie, *Lavender Scare* was procured as soon as it was available and was shown to regional office employees and followed by engaging discussions. Stories of African American Homesteaders were told by researchers from University of Nebraska Lincoln in partnership with HOME, and well received by regional office employees who attended the presentation. Educational Job Accommodations Network webinars also provided employees and supervisors with valuable knowledge for working with people with disabilities. One of our employees is the chair of Circle, an Employee Relations Group representing Native American employees throughout NPS. This group has provided a venue of confidentiality for employees to discuss cultural issues.

Our newly appointed Complaints Program Manager (CPM) has sustained previous successes through his foundational experience as a collateral duty counselor. Collateral-duty EEO counselors have a streamlined set of documents for use in processing informal complaints. Forms from the new Office of Civil Rights complaints processing handbook are being revised by the CPM for use across NPS as fillable forms, simplifying completion of forms by counselors and aggrieved persons. Two new collateral duty counselors received training, with their skills being actively utilized due to an increase in informal complaints this fiscal year. All region EO personnel received training (along with 11 others) to conduct Bystander/Green Dot training, increasing the number of trained trainers in the region to 20, representing 10 parks and the regional office. These trained facilitators conducted several brief Green Dot presentations across the region, to include the Executive Leadership Team. This material adds another option for park superintendents to have meaningful training, in addition to basics of Equal Opportunity.

Our Equal Opportunity Team has met to strategically plan its direction for FY 2020, and we look forward to continuing to provide opportunities to prevent harassment through educational efforts in diversity and inclusion.

Interior Region 6, 7, and 8 (Arkansas-Rio Grande-Texas-Gulf, Upper Colorado Basin, Lower Colorado Basin)

The National Park Service (NPS), Department of the Interior (DOI) Arkansas-Rio Grande-Texas-Gulf (Interior Region 6), Upper Colorado Basin (Interior Region 7), and Lower Colorado Basin (Interior Region 8) contain 89 parks, monuments, recreation areas and other NPS sites within eight states of the American West. These regions span the states of Colorado, Texas, Oklahoma, New Mexico, Utah, Wyoming, Arizona, Montana and portions of southern California and southern Nevada. A regional office in Denver, Colorado serves the parks and other NPS sites of these regions. It provides guidance, professional service, technical assistance, policy direction, consultation, and oversight to the parks, their partners and others who support the NPS mission. With around 11.2 million acres of public lands, the regions host over 57 million visitors annually. The region employs nearly 5,700 talented professionals—a quarter of the total NPS workforce and host more than 25,500 volunteers during peak travel seasons.

In 2019, NPS, Interior Regions 6, 7 & 8 engaged in ongoing efforts to diversify its workforce and promote a more inclusive and equitable work environment for all. The Acting Regional Director (RD) reaffirmed the commitment to support a workforce free of discrimination and harassment in all forms by communicating this fact through our "InterCOMM" (regional e-Newsletter sent out to all employee groups), along with a comprehensive resource document/reference material where employees may go to get help with various workplace issues. Additionally, the Acting Regional Director reminded all those in management and supervisory positions of his expectations, those of the NPS and DOI, along with their critical responsibilities related to employee's safety and well-being.

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The following examples highlight many of the ongoing efforts that were made throughout the region to break down barriers potentially prohibiting full participation of all individuals throughout Interior Regions 6,7 & 8 workforce:

Policies and Procedures: The Equal Employment Opportunity (EEO) office conducted a comprehensive review of all affiliated policies (DOI, NPS, and regional) to ensure ongoing compliance, to include identifying potential local policies addition (religious accommodation matters in particular). The EEO office also addressed the necessity for additional EEO collateral duty counselors, resulting from the unexpected loss of two previous EEO collateral duty counselors. As a result, the EEO office was able to recruit and obtained two additional collateral duty counselors and ensured the necessary resources availability for helping to address the wide variety of workplace-related challenges arising throughout the region.

Complaints Processing: From our EEO office area, the EEO staff continues to evaluate the EEO complaint resolution process to ensure it is efficient, fair, and impartial. Complaint processing times were consistently monitored to ensure compliance with applicable federal statutes, DOI and NPS policies. Additionally, the EEO staff made available for each aggrieved party Alternate Dispute Resolution (ADR) options in an effort to facilitate an early, effective, neutral, and efficient informal resolution of disputes. Furthermore, the EEO staff used the iComplaints Case Management System extensively for identifying, monitoring and reporting any significant trends reflected by complaint processing activity. The Regional Executive Team receives bi-weekly updates (or as requested) on the status of EEO activities for their on-going awareness and consideration for their appropriate actions. In addition to having an efficient and effective EEO complaint resolution process, Interior Regions 6, 7 & 8 has also ensured the implementation of a comprehensive anti-harassment process through the coordination and guidance of the ER team. As a result, Interior Region 6, 7 & 8 employees are provided with multiple avenues of redress, and not just the EEO process.

Interior Region 11 (Alaska)

In 2019, Interior Region 11 committed to increasing workforce diversity by earnestly engaging in youth programs, universities, district schools, job fairs, the military community (including veterans), and the Alaska Native community to recruit from a diverse pool of candidates.

The Student Conservation Association National Park Service Academy is a phenomenal and successful program enabling diverse youth an opportunity to secure internships in parks throughout Alaska. This program and the coordinated placement of Youth Conservation Corps (YCC) students across the region provided invaluable work experience and a professional skillset to local community youth.

Many of the YCC students were randomly drawn from the most diverse school populations in the nation; Anchorage public schools lead the nation in diversity. Further, these work experiences connected communities to the parks and provided rural youth important economic and cultural opportunities. Their involvement also significantly increased the region's capacity to complete conservation projects.

Since 2015, Kenai Fjords National Park (KEFJ) has participated in *Every Kid in a Park* outreach initiative to encourage all fourth graders to visit parks and public lands. KEFJ hosted 477 Anchorage School District students and most of them were from underserved and diverse communities. For many students, it was the first time they visited a national park and the event was a resounding success.

The region is committed to accommodating disabled employees and resolutely worked on Section 508 compliance to help with website accessibility, along with modifying structures to provide accessibility to disabled employees and park visitors.

Parks have become more committed in using the local hire authority to provide opportunities to Alaska Natives. Parks have also actively committed to interacting with tribal communities to foster collaborative working relationships and engender goodwill.

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Part E.5 - Executive Summary: Planned Activities

In FY 2020, the NPS Office of Equal Opportunity Programs (OEOP) will continue to partner with Economic Systems, Inc. (EconSys) and George Mason University to engage in advanced analytics and detailed barrier investigations in order to achieve diversity and inclusion goals pursuant to EEOC MD-715. The OEOP will continue its efforts to backfill vacant positions which will allow the EEO Director to correct some of the deficiencies identified by the EEOC.

The NPS will establish a recruitment team to ensure that it has a system in place to accurately collect, monitor, and analyze recruitment activities (E.4.a.3). The NPS will continue to provide training to hiring officials about the importance of hiring people with disabilities, people with targeted disabilities and disabled veterans. The OEOP will hire a Disability Special Emphasis Program Manager (SEPM) that will partner with the NPS Recruitment team to ensure that the NPS establish numerical goals for people with disabilities and people with targeted disabilities (D.4.b-d). Additionally, the Disability SEPM will collaborate with the NPS Recruitment team to handle any disability-related issues that arise during the application and selection processes.

The NPS will ensure it has effective and accurate data collection systems in place to review external and internal applicant flow data concerning the applicant's race, national origin, sex, and disability status (E.4.a.4)

The NPS will ensure it has effective and accurate data collection systems in place to review the processing of requests for reasonable accommodation (E.4.a.5).

The NPS will conduct barrier identification and elimination process (C.4.e.4, D.2.d and D.3.a-c).

The NPS will develop and implement an affirmative action plan for people with disabilities, including those with targeted disabilities (C.4.e.1, C.4.e.2 and D.4).

The NPS will establish timetables/schedules for the EEO and Human Resources Director to review at regular intervals the 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 (C.4.b).

The NPS will ensure that the EEO Office has timely access to accurate and complete data (ex. Demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables (C.4.c).

The NPS will ensure that the Human Resource office provide the EEO office with access to other data (ex. exit interview data, climate assessment surveys, grievance and anti-harassment data) upon request (C.4.d).

The NPS will ensure that the current strategic plan reference EEO/diversity and inclusion principles (B.3.b).

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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, **Rose Blankenship, Chief, Office of Equal Opportunity Programs (GS-260-15)** am the

Principal EEO Director/Official for **National Park Service**

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

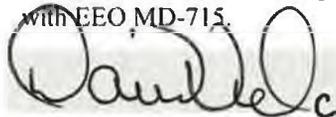
The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Rose Blankenship
Chief, Office of Equal Opportunity Programs
Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



David Vela, Deputy Director
Exercising the Authority of the Director
National Park Service
Signature of Agency Head or Agency Head Designee

12/17/2019

Date

12-30-19

Date

MD-715 - PART G
Agency Self-Assessment Checklist

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

**NATIONAL PARK SERVICE
 MD-715 - PART G
 Self-Assessment Checklist**

Reporting Period October 1, 2018 – September 30, 2019

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP				
This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.				
 Compliance Indicator  Measures	A.1 – The agency issues an effective, up-to-date EEO policy statement.	Measure Met? (Yes/No/NA)	Comments	Old Part G Questions
A.1.a	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		A.1.a.2
A.1.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? [see 29 CFR § 1614.101(a)]	Yes		New
 Compliance Indicator  Measures	A.2 – The agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments	
A.2.a	Does the agency disseminate the following policies and procedures to all employees: Anti-harassment policy? [see MD 715. II(A)]	Yes		
A.2.a.1	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes		New
A.2.a.2		Yes		New

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A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:	Yes	
A.2.b.1	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	New
A.2.b.2	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	A.2.c
A.2.b.3	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	<p>https://sites.google.com/a/nps.gov/employee-center/equal-oppo/waso-staff-1?pli=1</p> <p>https://sites.google.com/a/nps.gov/employee-center/equal-oppo/regional-eo-offices</p> <p>https://www.doi.gov/sites/doi.gov/files/uploads/personnel_buletin_14-01_reasonable_accommodations_for_individuals_with_disabilities.pdf</p> <p>https://www.doi.gov/accesscenter/accommodations</p>
A.2.c	Does the agency inform its employees about the following topics:	Yes	
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	Yes	A.2.a NPS informs the employee about EEO during in-process and annually.

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A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	Yes	NPS informs the employee about ADR during in-process and annually.	New
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	Yes	Annual notice sent to employees in January	New
A.2.c.4	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	Periodically and most recently in through a series of messages and webinars	New
A.2.c.5	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	They are posted on the website throughout the year.	A.3.b
 Compliance Indicator  Measures	A.3 – The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA) Yes	Comments New Compliance Indicator	
A.3.a	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	DOI Secretary's Diversity Award National Capitol Region Diversity Award	New
A.3.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		New
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.				
 Compliance Indicator  Measures	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.	Measure Met? (Yes/No/NA) Yes	Comments	

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B.1.a	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.1.a
B.1.a.1	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	Deputy Director of Operations, Exercising the Authority of the Director	New
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.d
B.1.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.2.a
B.1.c	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.	Yes	May 7, 2019	B.2.b
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes		New
 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments New Compliance Indicator	
B.2.a	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)]	No		
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes		B.3.a
B.2.c	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		New
B.2.d	Is the EEO Director responsible for overseeing the timely issuance of	N/A		New

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	final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]			
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes		F.3.b
B.2.f	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		New
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	Yes		New
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments	
B.3.a	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.2.c & B.2.d
B.3.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.	No		New
 Compliance Indicator  Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments	
B.4.a	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:	No		
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes		B.3.b
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes		B.4.a
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO	Yes		E.5.b

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	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)]			
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	No		B.4.f & B.4.g
B.4.a.5	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		E.1.c
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes		B.4.c
B.4.a.7	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		New
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	No	The NPS does not have a Disability Program Manager	B.3.c, B.3.c.1, B.3.c.2, & B.3.c.3
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I]; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes		B.4.d
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes		New
B.4.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		New
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes		B.1.b
B.4.d	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		E.2.d
B.4.e	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		E.2.e

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<p>↑ Compliance Indicator ↓ Measures</p>	<p>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</p>	<p>Measure Met? (Yes/No/NA) Yes</p>	<p>Comments New Indicator</p>
<p>B.5.a</p>	<p>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:</p>	<p>[REDACTED]</p>	
<p>B.5.a.1</p>	<p>EEO Complaint Process? [see MD-715(II)(B)]</p>	<p>Yes</p>	<p>New</p>
<p>B.5.a.2</p>	<p>Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]</p>	<p>No</p>	<p>A.3.d</p>
<p>B.5.a.3</p>	<p>Anti-Harassment Policy? [see MD-715(II)(B)]</p>	<p>Yes</p>	<p>New</p>
<p>B.5.a.4</p>	<p>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)]</p>	<p>Yes</p>	<p>98% of supervisors and managers completed Civil Treatment for Leaders (CTL) training.</p>
<p>B.5.a.5</p>	<p>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)]</p>	<p>Yes</p>	<p>E.4.b</p>
<p>↑ Compliance Indicator ↓ Measures</p>	<p>B.6 – The agency involves managers in the implementation of its EEO program.</p>	<p>Measure Met? (Yes/No/NA) Yes</p>	<p>Comments New Indicator</p>
<p>B.6.a</p>	<p>Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]</p>	<p>Yes</p>	<p>New</p>
<p>B.6.b</p>	<p>Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]</p>	<p>Yes</p>	<p>D.1.a</p>
<p>B.6.c</p>	<p>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]</p>	<p>Yes</p>	<p>D.1.b</p>
<p>B.6.d</p>	<p>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)]</p>	<p>Yes</p>	<p>D.1.c</p>

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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.			
Compliance Indicator	Measure Met? (Yes/No/NA)	Comments	
Measures	Yes		
C.1.a	Yes	Monthly	New
C.1.b	Yes	Quarterly	New
C.1.c	Yes		New
Compliance Indicator	Measure Met? (Yes/No/NA)	Comments	
Measures	Yes	New Indicator	
C.2.a	Yes		New
C.2.a.1	Yes		New
C.2.a.2	Yes		New
C.2.a.3	Yes		New

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	Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)			
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.]	Yes		New
C.2.a.5	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 <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense</u> (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	No		New
C.2.a.6	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		New
C.2.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		New
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes		E.1.d
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes		New
C.2.b.3	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		New
C.2.b.4	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		New
C.2.b.5	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		E.1.e
C.2.c	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		New

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<p>C.2.c.1</p>	<p>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.</p>	<p>Yes</p>	<p>https://sites.google.com/m/a/nps.gov/employee-center/equal-oppo/waso-staff-17pi=1 https://sites.google.com/m/a/nps.gov/employee-center/equal-oppo/regional-eo-offices</p>	<p>New</p>
<p> Compliance Indicator  Measures</p>	<p>C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</p>	<p>Measure Met? (Yes/No/NA)</p>	<p>Comments</p>	<p>New Indicator</p>
<p>C.3.a</p>	<p>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?</p>	<p>Yes</p>		<p>New</p>
<p>C.3.b</p>	<p>Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:</p>	<p>Yes</p>		
<p>C.3.b.1</p>	<p>Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.]</p>	<p>Yes</p>		<p>A.3.a.1</p>
<p>C.3.b.2</p>	<p>Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]</p>	<p>Yes</p>		<p>A.3.a.4</p>
<p>C.3.b.3</p>	<p>Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]</p>	<p>Yes</p>		<p>A.3.a.5</p>
<p>C.3.b.4</p>	<p>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]</p>	<p>Yes</p>		<p>A.3.a.6</p>
<p>C.3.b.5</p>	<p>Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]</p>	<p>Yes</p>		<p>A.3.a.7</p>
<p>C.3.b.6</p>	<p>Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]</p>	<p>Yes</p>		<p>A.3.a.8</p>
<p>C.3.b.7</p>	<p>Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]</p>	<p>Yes</p>		<p>New</p>

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C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes		A.3.a.2
C.3.b.9	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		New
C.3.c	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		New
C.3.d	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		New
 Compliance Indicator  Measures	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments	
C.4.a	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		New
C.4.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]	No		C.2.a, C.2.b, & C.2.c
C.4.c	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-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes		New
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes		New
C.4.e	Pursuant to Section I(C) of MD-715, does the EEO office collaborate with the HR office to:			
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities?	No		New

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[see 29 CFR §1614.203(d); MD-715, II(C)]			
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	No	New
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	New
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	No	New
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	New
C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	Yes	C.3.a.
C.5.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	C.3.c
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	New
C.6 – The EEO office advises managers/supervisors on EEO matters.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
C.6.a	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.	Yes	Quarterly C.1.a
C.6.b	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	New

Essential Element D: PROACTIVE PREVENTION			
This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.			
 Compliance Indicator	 Measures	Measure Met? (Yes/No/NA)	Comments
	D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Yes	
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	New
D.1.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	New
D.1.c	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)]	Yes	New
	D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments
 Compliance Indicator		No	New Indicator
 Measures			
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	New
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes	B.2.c.2
D.2.c	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.2.c.1
D.2.d	Does the agency regularly review the following sources of information to	No	New

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	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.			
 Compliance Indicator  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments	
D.3.a.	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	New Indicator	New
D.3.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		New
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes		New
 Compliance Indicator  Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments	
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	No		New
D.4.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		New
D.4.c	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		New
D.4.d	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)]	No		New

Essential Element E: EFFICIENCY			
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.			
Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	E.3.a.1
E.1.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	E.3.a.2
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	New
E.1.d	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	New 16 days
E.1.e	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	New
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	E.3.a.3
E.1.g	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	New The agency notifies complainants via mail of the tentative date the investigation will be completed and of their right to request a hearing or file a lawsuit.
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	NA	E.3.a.4 Final agency decisions are issued by the DOI Office of Civil Rights.

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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	E.3.a.7
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	E.2.c
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	New
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	New
 Compliance Indicator  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments Revised Indicator
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	New
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	E.6.a
E.2.c	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	New
E.2.d	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	E.6.b
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	Yes	E.6.c

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 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
E.3.a	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	E.4.a
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	E.4.c
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	D.2.a
E.3.d	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	New
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	E.4.d
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	New
 Compliance Indicator  Measures	E.4 - The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	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	E.5.a
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	E.5.c
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes	E.5.f
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	New
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes	New
E.4.a.6	The processing of complaints for the anti-harassment program? [see	Yes	New

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	EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]			
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes		New
 Compliance Indicator  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments	
E.5.a	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	The EEO Director meets with the NPS Director and senior leadership weekly. The EEO Director meets with the seven regional EEO offices monthly.	E.5.e
E.5.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	NPS adopted the EEO staffing structure from another bureau	E.5.g
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes		E.3.a
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.				
 Compliance Indicator  Measures	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments	
F.1.a	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		F.1.a
F.1.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		E.3.a.6

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F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	F.2.a.1
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	F.2.a.2
F.1.e	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	F.3.a.
 Compliance Indicator  Measures	F.2 - The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	C.3.d
F.2.a.1	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	E.3.a.5
F.2.a.2	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	E.3.a.7
F.2.a.3	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	New
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	F.3.d (1 to 9)
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments
F.3.a	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	New
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	New

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.2	The EEO Director does not control all aspects of the EEO program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will align the regional EEO Programs under the control of the EEO Director.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The EEO Director will collaborate with the senior leadership team to align the regional EEO Programs under the control of the EEO Director.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.3.b	The current NPS strategic plan does not reference EEO/diversity and inclusion principles.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will revise the current strategic plan to include EEO /diversity and inclusion principles.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The EEO Director will collaborate with the senior leadership team to revise the current NPS strategic plan to ensure that it includes EEO /diversity and inclusion principles.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.4.a.4	The NPS did not allocate sufficient funding and qualified staffing to successfully implement the EEO program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will allocate sufficient funding and qualified staffing to successfully implement the EEO program.	12/31/2019		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2019	The EEO Director will collaborate with the senior leadership team to get approval to backfill three GS-13 EEO Specialist positions.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
10/07/2019	The EEO Director received approval from the senior leadership to hire three GS-13 EEO Specialists.
12/08/2019	The OEOP hired a GS-13, EEO Specialist

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.4.a.4	The NPS did not allocate sufficient funding and qualified staffing to successfully implement the EEO program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will allocate sufficient funding and qualified staffing to successfully implement the EEO program.	12/31/2019		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2019	The EEO Director will collaborate with the senior leadership team to get approval to backfill three GS-13 EEO Specialist positions.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
10/07/2019	The EEO Director received approval from the senior leadership to hire three GS-13 EEO Specialists.
12/08/2019	The OEOP hired a GS-13, EEO Specialist

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.4.a.8	The NPS did not allocate sufficient funding and qualified staffing to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709].

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will allocate sufficient funding and qualified staffing to effectively administer its special emphasis programs (such as, Federal Women's and Hispanic Employment Program).	12/31/2019		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes

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Title	Name	Performance Standards Address the Plan? (Yes or No)

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2019	The EEO Director will collaborate with the senior leadership team to get approval to backfill three GS-13 EEO Specialist positions.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
10/07/2019	The EEO Director received approval from the senior leadership to hire three GS-13 EEO Specialists.
12/08/2019	The OEOP hired a GS-13, EEO Specialist

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5.a.2	Pursuant to 29 CFR § 1614.102(a)(5), all NPS managers and supervisors did not receive training on their responsibilities regarding reasonable accommodation procedures.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
11/25/2019	Pursuant to 29 CFR § 1614.102(a)(5), all NPS managers and supervisors will receive training on their responsibilities regarding reasonable accommodation procedures.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes
Chief, Talent Acquisition Officer	Mary (Jill) Colburn	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The EEO Director will collaborate with the Chief, Talent Acquisition Officer to ensure all NPS managers and supervisors receive training on their responsibilities regarding reasonable accommodation procedures.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
05/15/2019	The training was put on hold due to a program review. The Chief, Talent Acquisition Officer is reviewing the training to ensure that it captures targeted groups.

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2.a.5	The NPS does not conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process?

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
11/25/2019	The NPS will conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Anti-Harassment Coordinator	Brenda Karl	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The EEO Director will collaborate with the Anti-Harassment Coordinator to ensure that a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
07/01/2019	The EEO Director allowed the Anti-Harassment Coordinator to use the Blanket Purchase Agreement for EEO Investigations to utilize contract investigators to conduct the Anti-Harassment inquiry.

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4.b	The NPS has not implemented the Affirmative Action Plan for Individuals with Disabilities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will implement the Affirmative Action Plan for Individuals with Disabilities.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The OEOP will collaborate with the Chief, Talent Acquisition Officer to implement the Affirmative Action Plan for Individuals with Disabilities.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4.e.1	The NPS has not implemented the Affirmative Action Plan for Individuals with Disabilities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will implement the Affirmative Action Plan for Individuals with Disabilities.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes
Chief, Talent Acquisition Officer	Mary (Jill) Colburn	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The OEOP will collaborate with the Chief, Talent Acquisition Officer to implement the Affirmative Action Plan for Individuals with Disabilities.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
9/15/2019	The hiring goals have been established.

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4.e.2	The EEO Program and the Human Resources Office does not collaborate to develop and/or conduct outreach and recruiting initiatives.

Objective(s) and Dates for EEO Plan

Date Initiated	Objective	Target Date	Modified Date	Date Completed
11/25/2019	The EEO Program and the Human Resources Office will collaborate to develop and/or conduct outreach and recruiting initiatives.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Affirmative Employment Program Manager	Cleveland Williams	Yes
Chief, Talent Acquisition Officer	Mary (Jill) Colburn)	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	The Affirmative Employment Program Manager and the Chief, Talent Acquisition Officer will meet on a regular basis (monthly) to discuss, develop, and/or conduct outreach and recruiting initiatives.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4.e.4	The NPS does not identify and remove barriers to equal opportunity in the workplace.

Objective(s) and Dates for EEO Plan

Date Initiated	Objective	Target Date	Modified Date	Date Completed
10/01/2019	The NPS will identify and remove barriers to equal opportunity in the workplace.	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Affirmative Employment Program Manager	Cleveland Williams	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	The OEOP will collaborate with the Chief, Talent Acquisition Officer and the Regional EEO Managers to conduct barrier identification and elimination.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
09/03/2019	The NPS hired an external vendor to conduct an assessment of the NPS MD-715 Reporting and Barrier Identification Process.
03/04/2019	The NPS partnered with George Mason University (4 Graduate Students) to conduct an assessment of major occupational series 0025 (Park Ranger).

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.2	The NPS does not identify areas where barriers may exclude EEO groups (reasonable basis to act).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will identify areas where barriers may exclude EEO groups (reasonable basis to act).	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Affirmative Employment Program Manager	Cleveland Williams	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	The OEOP will collaborate with the Chief, Talent Acquisition Officer and the Regional EEO Managers to identify areas where barriers may exclude EEO groups (reasonable basis to act).	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.2.d	The NPS does not identify areas where barriers may exclude EEO groups (reasonable basis to act).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will identify areas where barriers may exclude EEO groups (reasonable basis to act).	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Affirmative Employment Program Manager	Cleveland Williams	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	The OEOP will collaborate with the Chief, Talent Acquisition Officer and the Regional EEO Managers to identify areas where barriers may exclude EEO groups (reasonable basis to act).	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4	The NPS does not have an Affirmative Action Plan for Individuals with Disabilities including those with targeted disabilities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2019	The NPS will develop and implement an Affirmative Action Plan for Individuals with Disabilities including those with targeted disabilities.	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes
Chief, Talent Acquisition Officer	Mary (Jill) Colburn	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The OEOP will collaborate with the Chief, Talent Acquisition Officer to implement the Affirmative Action Plan for Individuals with Disabilities.	Yes		
06/30/2020	The Chief, Talent Acquisition Officer will establish a position that will focus on recruitment for Individuals with Disabilities and Individuals with Targeted Disabilities. The incumbent will attend career fairs, receive resumes and collaborate with the EEO Office.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
11/25/2019	At the end of FY 19, the Workforce and Inclusion Directorate received approval to hire an Individuals with Disabilities Program Manager.
10/01/2019	In FY 19, the Workforce and Inclusion Directorate created and classified a position description for the new position.

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If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4 .a	The NPS does not post its affirmative action plan on its public website.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
11/25/2019	The NPS will post its affirmative action plan on its public website pursuant to 29 CFR 1614.203(d)(4).	06/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Rose Blankenship	Yes
Chief, Talent Acquisition Officer	Mary (Jill) Colburn	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	The OEOP will collaborate with the Chief, Talent Acquisition Officer to ensure that the NPS Affirmative Action Plan for Individuals with Disabilities is posted on the NPS public website.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

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MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4.d	The NPS has not taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the Service until it meets the goals.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
11/25/2019	The NPS will take specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the Service until it meets the goals.	09/30/2020		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief, Talent Acquisition Officer	Mary (Jill) Colburn)	Yes
Affirmative Employment Program Manager	Cleveland Williams	Yes

Planned Activities Toward Completion of Objective

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2020	The Affirmative Employment Program Manager will collaborate with the Chief, Talent Acquisition Officer to develop a plan of action to increase the number of persons with disabilities and targeted disabilities within the NPS.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
11/15/2018	The EEO Director had a meeting with the Deputy Director, Exercising the Authority of the Director to discuss hiring a Disability Program Manager.
12/15/2018	The Human Resources Director received budget approval to hire a Disability Program Manager.
06/15/2019	The Human Resources Director classified a position description for a Disability Program Manager. The plan is to hire a Disability Program Manager in FY 2020.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part I

Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger

EEO Group(s) Affected by Trigger

EEO Group
All Men
All Women
Hispanic or Latino Males
Hispanic or Latino Females
White Males
White Females
Black or African American Males
Black or African American Females
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

PART J

Awaiting response from W&I (POC: Mary (Jill) Colburn for:

- Section I: Efforts to reach regulatory goals
- Section II A 1 and 3: Plan to provide sufficient & competent staffing for the disability program
- Section II B: Plan to ensure sufficient funding for the disability program
- Section III: Plan to recruit and hire individuals with disabilities
- Section IV: Plan to ensure advancement opportunities for employees with disabilities
- Section V: Plan to improve retention of persons with disabilities

