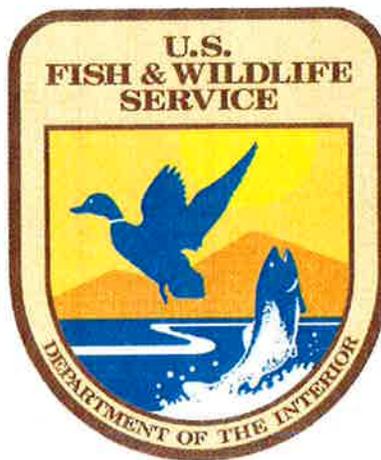


U. S. Fish and Wildlife FWS

Servicewide

EEOC MD 715 Plans



FY 2012

**Federal Agency Annual EEO Program Status Updated Report
FY 2012**

Table of Contents

Part		Page
Part A	Department or Agency Identifying Information.....	3
Part B	Total Employment.....	3
Part C	Agency Official(s) Responsible for Oversight of EEO Program(s)...	3
Part D	List of Subordinate Components Covered in this Report.....	4
	EEOC Forms and Documents Included with this Report.....	5
Part E	Executive Summary	6-17
Part F	Certification of Establishment of Continuing Equal Employment Opportunity Programs	18
Part G	EEO Program Status Report - Agency Self-Assessment Checklist Measuring Essential Elements.....	19-33
Part H	EEO Plan to Attain the Essential Elements of a Model EEO Program	34-43
Part I	EEO Plan to Eliminate Identified Barriers	44-63
Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities	64-69

**EEOC FORM
715-01 PART A - D**

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife FWS's Annual EEO Program Status Report

For the period covering October 1, 2011 to September 30, 2012

PART A Department or Agency Identifying Information	1. Agency		1. U. S. Department of the Interior (DOI)	
	1.a. 2 nd level reporting component		1.a. U. S. Fish and Wildlife FWS	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1849 C Street, N. W.	
	3. City, State, Zip Code		3. Washington, DC 20240	
	4. CPDF Code	5. FIPS Code	4. IN15	5. 1448
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1 8,704	
	2. Enter total number of temporary employees		2. 1,426	
	3. Enter total number employees paid from non-appropriated funds		3. Not applicable	
	4. Total Employment [add lines B 1 through 3]		4. 10,130	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Daniel M. Ashe, Director	
	2. Agency Head Designee		2. Rowan W. Gould, Deputy Director	
	3. Principal EEO Director/Official Official Title/series/grade		3. Inez Uhl, EEO Director, GS- 0260-15	
	4. Title VII Affirmative EEO Program Official		4. Tina Lancaster, Diversity Program Manager	
	5. Section 501 Affirmative Action Program Official		5. Julia Bumbaca, Disability Program Manager	
	6. Complaint Processing Program Manager		6. Cynthia Darden, Complaints and Compliance Manager	
	7. Other Responsible Staff		7. Elena Gonzalez, Director at Office of Collaborative Action and Dispute Resolution	

EEOC FORM
715-01 PART A - D

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife FWS's Annual EEO Program Status Report

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in this Report	Region 1, Portland, Oregon	IN1501	1448
	Region 2, Albuquerque, New Mexico	IN1502	1448
	Region 3, Twin Cities, Minnesota	IN1503	1448
	Region 4, Atlanta, Georgia	IN1504	1448
	Region 5, Hadley, Massachusetts	IN1505	1448
	Region 6, Denver, Colorado	IN1506	1448
	Region 7, Anchorage, Alaska	IN1507	1448
	Region 8, Sacramento, California	IN1508	1448
	Headquarters, Arlington, Virginia	IN1509	1448

EEOC Forms and Documents Included with this Report

Executive Summary [FORM 715-01 PART E], that includes:	X	Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01 PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01 PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities [FORM 715-01 PART J] for agencies with 1,000 or more employees	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects.	N/A
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	Organizational Chart	X

**U. S. Fish and Wildlife Service
Annual EEO Program Status Report**

For the period covering October 1, 2011 to September 30, 2012



EXECUTIVE SUMMARY



Daniel M. Ashe
Director
U.S. Fish and Wildlife Service

“Central to my vision for the Service is that we will expand our reputation for science excellence. Our challenging conservation work to be done looms large. We’ll need new ideas...fresh viewpoints...and all that our many collective experiences can offer to meet tomorrow’s challenges. Creating a new, more dynamic, workforce is the key to our future success. Cultivating a workforce that looks like America will produce many benefits including the unlimited potential to tap human capacity. It will expand the breadth of experience we bring to bear on the conservation of fish, wildlife, plants and their habitats.”

FWS is our nation’s premier conservation agency

Mission: The U.S. Fish and Wildlife Service (FWS) is the principal Federal agency responsible for conserving, protecting, and enhancing fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

Model EEO Program Assessment

The FWS fiscal year (FY) 2012 Summary to the Annual Equal Employment Opportunity (EEO) Program Status Report outlines progress, which identifies program deficiencies and barriers to achieving a model EEO program, delineates the planned actions necessary to address and/or eliminate the program deficiencies and barriers, and outlines FWS accomplishments toward rectifying the program deficiencies and barriers. An analysis of the FWS workforce for FY 2012 was conducted to complete this report.

Management Directive 715 divides the essential elements of model agency EEO programs into six broad categories. FWS reviewed its EEO and personnel programs, policies and performance standards against all six elements to identify where the EEO program can become more effective. These six elements serve as the foundation upon which FWS can improve its program.

Demonstrated Commitment from Agency Leadership

- The following statements were issued on November 23, 2011: Equal Employment Opportunity and Non-discrimination Policy, Zero Tolerance Harassment Policy, and Reasonable Accommodations for Scheduled Events. In addition, penalties are referenced in all memoranda.
- In addition to written policies, FWS continued to utilize the Director's "Diversity is our Strength" video to assist in delivering its diversity message during FY2012. The video was used during new employee orientations, the FWS Employee Foundations course, and other leadership courses throughout the year. An altered version of the video was embedded in vacancy announcements that were posted on USAJOBS. The video served as a model for the Department of the Interior and was also used during recruitment and outreach events throughout the year.
- The Agency Head continued to invest in the organization's goals by allocating annual funds to execute FWS's diversity recruitment initiatives.
- The Agency Head ensured that each region continued to receive funds to retain nine full-time permanent national recruiters. The recruiters are engaged in creating and developing new relationships with schools, communities and their organizations; establishing new partnerships and meeting with FWS managers and supervisors to discuss recruitment and outreach events that will help achieve the goal of obtaining an inclusive workforce.
- FWS trained 56 employees to become Diversity Change Agents (DCA) in FY 2012 resulting in a total of 64 in the workforce. The role of a DCA is to help foster a diverse, inclusive and welcoming work environment, promote diversity and inclusion by being a source for recruiters, identify cultural competency initiatives, engage others, identify effective training and development activities, and identify barriers to an inclusive workforce and consult with stakeholders.
- The Agency made available all EEO programs and procedures to employees on the FWS intranet and they are also distributed periodically by email, e-bulletin and fact sheets.
- FWS determined that the sampling size of the Federal Organizational Climate Survey (FEOCS) that was conducted in FY 2011 was insufficient to make an overall

determination of the organization's climate. However, with the limited information that was obtained through the FEOCS, FWS used those results along with the FY 2011 Annual Employee Viewpoint Survey, the FY 2011 Management Directive (MD) 715 Report and the FY 2011 Annual Federal Equal Employment Opportunity Statistical Report of Discrimination (EEOC Form 462) to determine through analysis common areas of concern that would require further attention through the use of training or technical guidance. ODIWM provided training to in FY 2012 to two regions in an effort to address immediate concerns and to monitor progress. FWS consulted with several groups on the development of future surveys to gauge organizational climate, potential trainings, and other areas to assist in identifying and addressing barriers.

- ODIWM partnered with the Division of Human Capital to present at a Student Forum on June 6, 2012 for all students in the FWS's headquarters offices. The Deputy Director kicked-off the event as he shared insights about the FWS's vision, mission, and conservation priorities. There was a student panel discussion where panel members shared their work experiences. In addition, there was a short presentation about the Deputy Directors commitment to the Summer Pathways Program, an exciting new program sponsored by National Conservation Training Center (NCTC) that offers a variety of enrichment activities throughout the summer bridging a new, more dynamic, workforce to FWS' future success.

Integration of EEO into the Agency's Strategic Mission

- The EEO Director reports to the Deputy Director for Operations. Two of the seven Regional EEO Managers report to their Regional Directors; however, the remaining five Regional EEO Managers report to their Assistant Regional Directors for Budget and Administration.
- The Agency Head established a Leadership Development Council (LDC) during the 2011 National Wildlife Refuge System (NWRS) Vision Conference "Conserving the Future". The LDC is one of three vision implementation teams that were established during the Conference. Some of the LDC's responsibilities include succession planning, leadership development, improving competencies; and along with its consultation with the FWS Executive Diversity Council and the FWS Diversity Civil Rights Offices, the LDC will ensure that the NWRS reflects inclusivity and the diversity of America with the use of the FWS 5-Year Diversity and Inclusion Implementation/Action Plan (PLAN).
- The EEO Director attended regular meetings with the Deputy Director and other senior leaders to include the lead for the FWS Executive Diversity Council and other members of the Directorate.
- Franklin Covey's "*Championing Diversity*" training was conducted in every Region within the Fish and Wildlife Service during FY2012. The EEO Director accompanied the FWS Deputy Director to each Region to host the training. The training afforded the Deputy Director and each Regional Director the opportunity to discuss how diversity and the mission of the Fish and Wildlife Service are linked. The Deputy Director presented the business case for an inclusive workforce and reiterated leadership's commitment to obtaining an inclusive workforce.

- EEO staff members met with Regional Directors, members of the Directorate, and their Deputies to discuss workforce profiles and targeted recruitment needs, quarterly scorecards, and a briefing on MD-715 which included a “State of the Agency” briefing.
- The EEO Director conducted quarterly meetings with the Human Capital Officer (HCO) and staff.
- The EEO Director maintained an operating budget to ensure implementation of Agency EEO programs and action plans.

Management and Program Accountability

- There were no findings of discrimination for FY 2012; however, the agency did ensure full and prompt compliance with the terms of settlement agreements that were reached during FY 2012. Once settlement agreements were finalized, the EEO Director issued execution and compliance letters to all responsible officials and tracked compliance.
- The Human Resource Office (HR) ensured that senior level executives, managers, and supervisors were informed of the performance element which supports the Agency’s EEO and Diversity mission.
- The Director issued an EEO and Diversity training memorandum to managers and supervisors outlining the requirements (topics) for annual training. This annual memorandum is issued to managers and supervisors each year to address the needs of the organization after analyzing complaint data, survey data, policies and practices, and initiatives outlined in the PLAN.
- The Agency required all supervisors and managers to maintain eight hours of annual EEO and Diversity training. FWS provided additional Diversity training opportunities which were opened to all employees to include topics like “*Championing Diversity*”.
- The National Conservation Training Center (NCTC) offered a 10-week online college course titled “Making Environmental Education (EE) Relevant to Culturally Diverse Audiences” from September 13 to December 14, 2011. The course provided participants with the basic knowledge and skills needed to make EE relevant to culturally diverse audiences. The online course was developed in collaboration with national EE experts who represent diverse cultural and ethnic backgrounds. The Course objectives included the participants’ ability to: broaden their perspective of EE to encompass interests and issues of concern for culturally diverse audiences; assess the barriers to participation in EE among culturally diverse audiences; and identify and modify EE programs and resources to address the interests and concerns of culturally diverse audiences.
- Continued effective communication between the ODIWM and the HR offices allow ample opportunity to collaborate throughout the year several diversity initiatives, employee relations issues, reasonable accommodation requests, Alternative Dispute Resolution (ADR), and quarterly/annual reports.
- The EEO staff provided senior level executives quarterly scorecards. The Deputy Director required senior management to provide scorecards and workforce analyses to all subordinate managers, and supervisors quarterly.

- The Directorate's progress was monitored towards the Director's goal of 30% of all accessions to be used for developmental entry levels of 5/7/9 as outlined in the PLAN.
- The Directorate's progress was monitored towards the Director's annual goal of hiring three individuals with targeted disabilities per Region (a total of 27) in an effort to increase the number of individuals with targeted disabilities hired in FY 2012.
- The Directorate continued to promote Best Practices for Diversity and Inclusion:

In doing so, senior level executives presented at the Federal Professional Management Institute (FPMI) Human Capital Conference June 2012 and shared with other senior level executives through InsideFWS.

In addition, the Directorate supported the PLAN and ensured the use of the STEP/SCEP programs for summer opportunities in each region improving the pipeline of diverse youth candidates for the FWS workforce. The Agency Head established 10 internships for each region that would serve as entry-level positions, increasing minority participation and laying a solid foundation for growing careers in natural resources.

The Directorate participated in FWS bureau-wide promotions as an Employer of Choice including the increase of National Partnerships. Partnerships may include, but not limited to, the nationally syndicated Steve Harvey Morning Show. Host Steve Harvey conducted an interview with the Director, FWS highlighting the various careers and potential opportunities that work to conserve our environment. The Steve and Marjorie Harvey Foundation partnership resulted in several outreach initiatives like the Steve Harvey Mentoring Weekend program of 225 young diverse men between the ages of 13-18 in Dallas, Texas FWS Southwest Region (2). The Headquarters, along with the Southwest Region (2) represented FWS in coordinating several activities, speaking opportunities, acts of land management, blogs, and a senior leadership interview with Steve Harvey himself. The partnership is anticipated to enhance FWS opportunities to reach youth in underrepresented communities. Additional partnerships include the Urban American Outdoors (UAO). The FWS Director, Wildlife and Sport Fish Restoration Assistant Director, and FWS Communications Chief traveled to Kansas to participate in a television show taping with UAO TV on May 17-19, 2012 to reach . The visit included a series of events including, the UAO TV 7th Annual Youth Fishing Derby reaching the youth in underrepresented communities.

The Directorate continued to support the PLAN by engaging in FWS's second year collaboration with the Department of the Interior 2012-2013 Partnerships for Public Service Student Ambassador (SA) Program which this year featured 13 talented and motivated former FWS interns from all over the regions. The two semester on campus program featured top students who have an understanding of FWS occupations and have expressed creative efforts to recruitment by sharing their experiences, reaching diverse groups/communities on their campus. Participants engaged in biweekly coaching calls to discuss presentations, opportunities, and to get guidance on meeting faculty and staff. The FWS SAs were provided training, technical assistance, and a community of learning where other DOI SA support them and help to build awareness about DOI, provide resume workshops, and direct outreach for positions and internships. The impact of this program allows more visibility to FWS through information sessions for graduate students, or students interested in learning more about FWS hiring needs and

entry-level talent. Overall the SA Spent 357 total hours on ambassador work reaching more than 1,200 people through outreach and marketing efforts.

The Directorate supported in consultation with the Senior Executive Diversity Council established a pilot Summer Faculty Fellowship Program (SFFP) with the vision to expand the network of the Minority Servicing Institutes (MSI) faculty members, enhance MSIs education in fish and wildlife conservation and opportunities for participating in significant fish and wildlife conservation research in order to improve the competitive eligibility of the MSI graduates interested in a career in fish and wildlife conservation. This SFFP is for U.S. citizens and legal permanent residents who hold teaching or research appointments at Minority Serving Institutes, including Historically Black Colleges and Universities. Targeted schools were selected for the pilot to include: the Kentucky State University; Lincoln University of Pennsylvania; University of California at Davis; Texas A&M at Corpus Christi and Tuskegee Institute. Faculty was selected by Institution Presidents or Department Heads. It is anticipated that partners like The Wildlife Society can assist in conducting diverse recruitment to include faculty members.

The Directorate also collaborated on other FWS initiatives hosting, participating, and sponsoring events like National Organization for Mexican American Rights (NOMAR), National Hispanic Environmental Council (NHEC), Federal Asian Pacific American Council (FAPAC), National Council for LaRaza Expo (NCLE), Asian American Government Executives Network (AAGEN), Conference on Asian Pacific American Leadership (CAPAL) to name a few.

ODIWM and the National Conservation Training Center (NCTC) partnered with Gates Millennium and National Hispanic Environmental Council and local targeted schools in the Washington, DC area to coordinate the second FWS Student Career Awareness Symposium. Almost 60 diverse students attended. The FWS Director, Deputy Director, and other senior managers provided remarks encouraging students to consider conservation careers with the FWS. The event also included a field trip to a local hatchery, a live presentation with FWS labs and a host of other activities.

The Directorate provided support to program areas including the Diversity and Civil Rights Offices for Youth Initiatives that reached underrepresented youth. Opportunities or programs were presented in the form of Science, Technology, Engineering, and Mathematics (STEM), Elementary Career Awareness Programs, short internships like the Cesar Chavez Fellowship Program for Hispanic high school students and community outreach like the DOI Great Outdoors Fishing Event.

Proactive Prevention of Unlawful Discrimination

- The Director issued an anti-harassment policy within five months of being appointed.
- The FWS uses the Departmental Reasonable Accommodation manual as the required guidance to respond to requests for reasonable accommodation.
- Trend analyses and workforce profiles are conducted regularly. EEO staff held meetings with senior level managers to identify barriers and discuss remedies. EEO staff provided educational awareness on identifying and rectifying barriers through training to managers and supervisors.

- EEO staff provided facilitated, on site and off site training, including webinars to supervisors and managers. Training included Diversity Management, MD-715, EEO Laws and Regulations, Disability Awareness, Reasonable Accommodations, Americans with Disabilities Act updates, Prevention of Sexual Harassment, and Alternative Dispute Resolution.
- EEO staff issued regular status reports to senior level executives of training completion for supervisors and managers.

Efficiency

- FWS has an efficient, fair and impartial complaint resolution and adjudication process. When it is determined that there is a conflict of interest, the complaint is forwarded to the Departmental Office of Civil Rights for processing.
 1. The ODIWM is kept separate from the Office of the Solicitor or other agency offices having conflicting or competing interests.
 2. FWS has an effective ADR program that facilitates an early, effective, neutral, efficient informal resolution of disputes. Managers and supervisors are required to participate in ADR when mediation is elected by a complainant.
 3. FWS has an effective complaint tracking system (iComplaints). FWS also manually tracks complaints using an electronic complaint log to provide live updates of the status of complaints.
 4. FWS has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.
- FWS has a tracking process for monitoring completion of mandatory EEO and Diversity training for managers and supervisors.
- FWS has a tracking process for reasonable accommodations.
- FWS established a process using a Sharepoint website and regularly scheduled meetings to more effectively develop, coordinate and evaluate recruitment efforts.
- FWS ensured that managers and supervisors are scheduled to participate in a supervisory training which includes ADR. A Sharepoint website was developed to facilitate this process.
- FWS uses full-time permanent counselors and contract counselors, as needed. Work performed by the counselors is monitored for technical accuracy and to ensure time frames are met. If the work by a contract counselor is not completed in the specified timeframes, the Agency negotiates cost to reflect a reduction due to the delay.
- FWS has a full-time Disability Program Manager in place to coordinate or assist with processing requests for disability accommodations in all major components of the Agency.

Responsiveness and Legal Compliance

- FWS provides training in EEO compliance to managers and supervisors. FWS ensured that employees received notice of the Department of the Interior, Office of Civil Rights and ODIWM training in EEO compliance. For FY 2012, 95.5% of all FWS managers and supervisors completed the training.
- FWS has a system in place to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges.
- All supervisors and managers have a critical element regarding EEO and Diversity in their performance standards. Supervisors and managers are evaluated on compliance with these standards. The EEO Director and her staff are also evaluated on ensuring compliance.
- Diversity advocacy performance statements are included in all SES performance plans.

Summary of Analysis Workforce and Program Improvements:

In addition to the Model EEO Program self-assessment, the FWS increased diversity in the face of a declining workforce. This permanent workforce declined by 101 employees (-1.1%) and the percent of diversity in the permanent workforce increased by +0.2%. Although the number of White women and the number of minorities as a group each declined slightly, however, as a percentage of the permanent workforce there was an increase of +0.1%.

When looking at factors which may account for the increase in the diversity of the permanent workforce FWS analysis revealed that women and minorities represented a substantial proportion of permanent hires in FY 2012. Accessions of White women and of members of every minority group except Asians, were at or above their availability as measured by their participation in the 2000 Civilian Labor Force (CLF2000).

However, analysis of separations including retirements of White men in the FWS legacy workforce resulted in being less of a factor. The separations of White women and minority group members had more of a contributing factor which led to a reduction in the potential increase of diversity otherwise attained. As a proportion of separations White women and every minority group were near or above their availability in the permanent workforce at the beginning of the fiscal year. However in contrast, White men constituted 50.6% of the permanent workforce and 46.1% of separations.

It has been evident that the availability of many FWS low-participating groups has been greater when positions are filled at lower grades so in FY2011 the Service committed to fill at least 30% of administrative/professional external vacancies at developmental grades 05, 07, or 09. During FY 2012, the Director along with the Directorate reinforced this commitment by making available funds to hire 90 additional SCEPs. This commitment was not without success of the recruiters the Director supports in each region to identify diverse talent throughout the Nation. Other diversity initiatives identified in the PLAN will continue to lend a helping hand to recruitment success.

As the table below shows, Scep/Intern hires were associated to these diversity gains: 47.5% of the members of minority groups hired were Scep/Interns, 33.7% of the White women hired were Scep/Interns, and 20.7% of the White men hired were Scep/Interns.

Fish & Wildlife Service Permanent Accessions FY2012				
Race/Ethnicity		Accession Type		Total
		SCEP/Intern	Other	
Black	#	15	24	39
	%	38.5%	61.5%	100.0%
Hispanic	#	14	21	35
	%	40.0%	60.0%	100.0%
Asian	#	7	7	14
	%	50.0%	50.0%	100.0%
Native Hawaiian or Other Pacific Islander	#		1	1
	%	0.0%	100.0%	100.0%
American Indian or Alaskan Native	#	9	5	14
	%	64.3%	35.7%	100.0%
Two or more races	#	12	5	17
	%	70.6%	29.4%	100.0%
Total for Minority groups	#	57	63	120
	%	47.5%	52.5%	100.0%
White women	#	67	132	199
	%	33.7%	66.3%	100.0%
White men	#	46	176	222
	%	20.7%	79.3%	100.0%
All groups	#	170	371	541
	%	31.4%	68.6%	100.0%

Professional biologists and biology students:

The FWS saw substantial increases in the diversity of its mission critical permanent professional biology workforce. Women increased by 28, from 34.9% to 35.3% and minorities increased by 16, from 11.4% to 11.7%. Of the identified low-participation groups, only Blacks failed to increase.

Comparing these statistics with those over the last 2 years, we find a similar pattern. The participation deficits for nearly all low-participation groups in comparison with CLF2000 have been substantially reduced. Blacks are the only exception.

During FY 2012, FWS hired 204 professional biologists and biology students, 50% of whom were in low-participation groups. For White women, SCEP/Interns constituted 50.6% of those hired, while for members of low-participation minority groups the percent was 82.6%.

Law enforcement officers and students:

The FWS saw substantial increases in the diversity of its mission critical land management law enforcement officer workforce. During FY2012, Blacks increased by 2, from 0.8% to 1.6% of the land management law enforcement officer workforce. Also, White women increased by 1, from 6.5% to 6.9% of the land management law enforcement officer workforce. Of the identified low-participation groups, only other minority women were short of an increase.

During FY2012, FWS hired 11 land management law enforcement officers/students and selected from within the bureau 2 from other occupations, 31% of the 13 permanent additions to the workforce were in low-participation groups. As was the case for other occupations, the

SCEP/Intern initiative was instrumental in increasing diversity here. Members of low participation groups were absent from non-SCEP/Intern external hires.

In the mission critical Office of Law Enforcement criminal investigator workforce, diversity declined.

During FY2012, 10 criminal investigators were hired, but none were in developmental positions, and recruitment sources were evidently limited. Seven (7) were hired at grade 12 and 3 were hired at grade 13. All 10 were current Federal employees.

Administrative/Professional occupations (except professional biology and law enforcement officers):

Progress in increasing the diversity of the FWS other administrative/professional workforce was varied.

Comparing these statistics with those of the last 2 years, we find a similar pattern. The participation deficit for Black men in comparison with CLF2000 has been almost eliminated, and the participation deficit for Asian men is slowly declining. In contrast the participation deficits for Asian women and for Hispanic men are virtually unchanged and the participation deficit for White men has substantially grown.

During FY2012 FWS hired 169 employees in other professional/administrative occupations and internally selected 42 employees in other occupations to fill administrative/professional positions. Forty-two percent (42%) of these 211 permanent additions to the workforce were in low-participation groups (see below). Evidently SCEP/Intern hiring was instrumental in addressing the participation deficits for all low-participation groups, except White men.

Senior workforce:

There were substantial changes in the diversity of the FWS senior workforce during FY2012, especially for Blacks and Hispanics. A substantial number of Blacks separated from the senior workforce (9), and a substantial number of Hispanics were promoted from GS-12 positions (17). We note, however that 6 of the 9 Blacks separated retire, and 9 of the 17 Hispanics promotions were career-ladder promotions. Factoring out such *structural* changes, the only noteworthy change was that women and minorities as a group received fewer competitive promotions from GS-12 positions than would be expected by an equal-access statistical model. Nevertheless, this becomes of less importance when looking at competitive promotions over a 2-year period.

Detailed analyses of promotions within the senior group of the FWS yielded no concerns. For every group, competitive promotions at each grade level were consistent with an equal-access statistical model, not only within FY 2012, but also looking back 4 years.

Leadership development:

Analysis of applications and selections for the FWS leadership development programs yielded no concerns. Employees of all ethnicity/race/gender groups applied in numbers which were consistent with their availability at appropriate grade levels in the permanent workforce and were selected in numbers which were consistent with their availability in the applicant pools.

Persons with disabilities:

At the beginning of the fiscal year the participation of persons with targeted disabilities in the FWS was 1.2% of the workforce. Although this is well above the current government-wide participation percent of 1.0%, it is substantially below the 2.0% goal established by the EEOC's LEAD Initiative. To narrow this gap, the Director renewed his challenge to annually hire at least 3 persons with targeted disabilities in each region, for a bureau-wide total of 27. In FY2010 and FY2011 FWS came close by hiring 24 and 26, respectively, while in FY2012 FWS met the challenge by hiring 28.

Despite this substantial success with hiring, maintaining continued growth can present some trepidation with the slow pace of growth in the number of persons with targeted disabilities in the permanent workforce. The decline in participation for FY2012 was largely attributable to the large number of retirements: 7 retirees were among the 15 permanent employees with targeted disabilities who left.

When conducting 5 year trend analyses, we find that low retention of persons with targeted disabilities that were recently added to the permanent workforce does not account for this slow pace of growth. During the last 5 years FWS added 55 employees with targeted disabilities to the permanent workforce, yet the number onboard only increased by 8. It turns out that 43 of those 55 employees recently added are still working for the Service, a number which is statistically consistent with the retention of other permanent employees hired during the same 5 year period. In fact, the only statistical and significant result in the analysis involves removals of employees who held permanent positions at the beginning of FY2008. A larger number of employees with targeted disabilities in this legacy workforce were removed for performance and/or behavior actions during the latter 5-year period than an equal-risk model would suggest.

Considering all reportable disabilities, FWS continues to do very well: 8.5% of the FWS permanent employees have reportable disabilities, compared with 6.7% of permanent civilian employees for the Federal government as a whole.

The FWS is well positioned to substantially increase the participation of persons with disabilities in the permanent workforce during FY2013. On September 30, 2012 there were 94 employees with disabilities in the temporary workforce, possibly available for conversion to permanent appointments during FY2013. Nineteen (19) of these 94 temporary employees have targeted disabilities.

Trends in EEO Complaints:

In FY 2012, there were 38 formal complaints filed with FWS, an increase of 26.7%, compared to 30 in FY 2011. Of the 38 formal complaints filed In FY 2012, reprisal was listed as a basis 47.4% of time, down from 56.7% in FY 2011. Nevertheless, reprisal remained the number one basis for formal complaints filed in FY 2012. In addition, disability was listed as a basis in 39.5% of the 38 formal complaints filed in FY 2012, making it the second most listed basis for the third consecutive year. (See table below for trends in FWS complaints and basis for discrimination complaints.)

TRENDS IN FWS COMPLAINTS FISCAL YEARS 2007-2012						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY2012

PRE-COMPLAINTS	33	49	34	36	45	61
FORMAL COMPLAINTS	21	22	19	14	30	38

TRENDS IN BASIS FOR DISCRIMINATION COMPLAINTS						
BASIS	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Race	7	4	2	1	7	9
Sex	7	3	9	2	15	9
Age	7	8	5	4	11	12
Color	3	2	1	0	4	4
National Origin	2	3	1	0	2	5
Religion	1	3	1	0	0	0
Disability	10	7	2	13	15	15
Reprisal	6	14	10	6	17	18

Employees who enter the EEO process are given the choice of traditional EEO counseling or Alternative Dispute Resolution (ADR/mediation) when appropriate. However, there are rare circumstances in which it is deemed that mediation is not appropriate; in those instances, mediation is not offered. While FWS continues to see a slight increase in ADR elections in the informal process, ADR elections in the formal process remain low; however, in its letters of acceptance to complainants, FWS reminds complainants that the ADR process is available to them during the formal phase of their complaint

Overall the self-assessment showed the following program deficiencies:

- Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to ensure that major renovation projects are funded to ensure timely compliance with the Uniform Federal Accessibility Standards. (See Part H, page 35).
- Collecting appropriate information on applicants through access of the OPM USAStaffing tool to track, coordinate and evaluate the effectiveness of recruitment activities within the FWS. (See Part H, page 38).
- FWS determined that the current DOI Exit Survey tool has not been an effective tool in its current form for evaluating potential barriers to retention. (See Part H, page 39).
- FWS determined the need for a sufficient process to coordinate and track recruitment efforts. (See Part H, page 42).

Action Items and Plans for FY2013

- FWS will establish a working group with activities intended to expand the DACTrak System to comply with Uniform Federal Accessibility Standards.
- FWS will provide guidance to Regions on their responsibility for 504 compliance reviews in accordance with DOI regulations and related FWS policy analyze processes and make recommendations to revise the Section 504 Program.

- FWS will continue to work towards the Director's annual goals of hiring individuals with disabilities.
- FWS will continue to use current internal and external sources, along with exploring new sources for the recruitment of individuals with targeted disabilities (ie., State Department of Rehabilitative , Workforce Recruitment Program for students with disabilities) utilizing the talents of FWS Regional Recruiters.
- FWS will expand and develop new partnerships, outreach sources, and recruitment tools to increase low participation rates.
- FWS will request all employees to update their race, national origin, and disability status in employee express annually to improve quality of data for all regions.
- FWS will continue to work with OPM USAStaffing under new system developed in 2013 to further analyze and evaluate the race, ethnicity, and disability status including USA Staffing reports to ensure they provide all the data necessary to evaluate recruitment efforts.
- FWS will utilize a work group to make recommendations on appropriate and standard exit survey tools that assist in the evaluation of potential barriers to retention.
- FWS will continue to develop a fiscal year FWS-wide plan to participate in career and/or job fairs sponsored by colleges, universities, and other organizations.
- FWS will establish an evaluation method to track the fiscal year FWS-wide outreach and recruitment plans along with the participation of its managers and supervisors.
- FWS will develop a FWS National Recruiter Procedures Guidebook that will provide recruitment standard operations; this will include a checklist and templates to capture recruitment activities.
- FWS National Recruiter will re-implement the use of a quarterly National Recruiter report for the FWS Leadership to report recruitment activities and results.
- FWS will develop with the regions a new exit survey to implement throughout the Service.
- FWS will establish a process to more effectively develop, coordinate and evaluate recruitment efforts for low participation groups in the permanent workforce, professional biology series, criminal investigators, and individuals with targeted disabilities.

**EEOC
Form 715
Part E**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife Service
Annual EEO Program Status Report**

For the period covering October 1, 2011 to September 30, 2012

**Certification of Establishment of Continuing
Equal Employment Opportunity Programs**

I, Inez Uhl, GS-0260-15, am the Principal EEO Director/Official for the U.S. Fish and Wildlife FWS (FWS).

FWS has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEOC MD-715. If an essential element was not fully compliant with the standards of EEOC 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.

FWS 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.



Inez Uhl, EEO Director

1-11-2013

Date

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



Daniel M. Ashe, Director

1-10-2013

Date

Part G

EEO Program Status Report - Agency Self-Assessment Checklist Measuring Essential Elements

**EEOC FORM
715-01 PART G**

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS**

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP

Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures	EEO policy statements are up-to-date.			
	1-2. The Agency Head was installed on June 30, 2011. Was the EEO policy statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	3. During the current Agency Head's tenure, has the EEO Policy Statement been re-issued annually? If no, provide an explanation.	X		The Director re-issues EEO Policy Statements annually.
	4. Are new employees provided a copy of the EEO Policy Statement during orientation?	X		In addition, its posted on FWS's web site and in prominent work areas for all employees to access.
	5. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		The EEO Policy Statement is distributed to managers and supervisors during mandatory new supervisor and EEO training sessions. It is also posted on FWS's website.
 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	EEO policy statements have been communicated to all employees.	Yes	No	
	6. Have the heads of subordinate reporting components communicated support	X		

of all agency EEO policies through the ranks?				
7. Has the Agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		Information on EEO programs and administrative and judicial remedial procedures are made available to employees on FWS's intranet and are distributed periodically by email, e-bulletins and fact sheets.
8. Has the Agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
9. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
a. resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
b. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
c. support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
d. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
e. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
f. ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		X		
g. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
h. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
10. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		All employees are sent FWS Policy on Harassment and Zero Tolerance annually via
11. Describe what means were utilized by the agency to so inform its workforce				

about the penalties for unacceptable behavior.			email. Penalties for unacceptable behavior are referenced in the FWS Director's Policy memorandum. Employees access the DOI Disciplinary Action Guide through the DOI website.
12. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		A link to the DOI Procedures for Reasonable Accommodation is provided in the FWS Manual.
13. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X		Information on reasonable accommodation is provided during supervisory training.

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

Compliance → Indicator ↓ Measures	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 has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
14. Is the EEO Director/Officer under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)]		X		The EEO Officer is under the direct supervision of the agency head and reports to the Deputy Director for Operations.
For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official?			X	There are three Regional EEO Managers who report to their Regional Director; however, the remaining four EEO Managers report to their Assistant Regional Directors for Budget and Administration.
15. Are the duties and responsibilities of EEO officials clearly defined?		X		
16. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
17. If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
18. If the agency has 2 nd level reporting components, does the agency-wide EEO Director/Officer have authority for the EEO programs within the subordinate reporting components?			X	Per FWS Manual Chapter 060 FW 1, the Director delegated responsibility and leadership to the Regional Directors to develop and implement an effective EEO program consistent with FWS-wide goals and objectives, within their Region.
If not, please describe how EEO program authority is delegated to subordinate reporting components.				

The Office of Diversity and Inclusive Workforce Management (ODWIM) located at the National Headquarters develops policies and procedures and provides general oversight and technical guidance to Regional EEO officials.

 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
19. Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		The EEO Director meets with the Director and Deputy Director routinely to provide briefings on the EEO Program. The EEO Director also provides updates for Directorate meetings. The ODIWM meets with Assistant Directors and Regional DCR Offices meet with Regional Directors to discuss workforce statistics and recruitment needs and review the quarterly Equal Opportunity and Diversity Scorecards.
20. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		The EEO Director provides a briefing to the Director and the Deputy Director on the "State of the Agency" covering all components of MD-715, including an assessment of the six elements of the Model EEO Program and a report of accomplishments and plan of action to correct deficiencies. ODIWM and the Regional DCR Offices meet with the FWS Directorate quarterly to review the Equal Opportunity and Diversity Scorecards.
21. Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
22. 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 re-alignments?		X		
23. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
24. Is the EEO Director/Officer included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		The EEO Director meets periodically with Human Capital staff and provided technical guidance to ensure that EEO concerns are integrated into the FWS strategic mission.
 Compliance Indicator	The agency has committed sufficient human resources and	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and

 Measures	budget allocations to its EEO programs to ensure successful operation.	attach an EEOC FORM 715-01 PART H to the agency's status report		
		Yes	No	
25. Does the EEO Director/Officer have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		The EEO Director maintains an operating budget to ensure implementation of the agency EEO action plans.
26. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEOC MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
27. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		The FWS Diversity Manager serves as the Special Emphasis Program Manager and oversees all of FWS Special Emphasis Programs. Additionally, FWS has a Disability Program Manager who manages the Disability and Veterans Employment Programs. FWS actively participates on the DOI Special Emphasis Committee. Recruiters for each DCR Regional Office support the Special Emphasis Programs.
a. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		In collaboration with the DOI.
b. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		In collaboration with the DOI.
c. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter 1-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		The Disability Program/Disabled Veterans Program Manager manages Disability Programs.
28. Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
29. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		X		The FWS Headquarters and Regional EEO staff retrieve workforce employment data and conduct queries through the DOI, EEO data and tracking system - Datamart (Hyperion Software). The Datamart system is used to develop quarterly workforce statistics regarding participation rates. Headquarters has two full-time permanent statisticians who assist all Regions with reports and analysis.
30. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		

31. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
32. Is there a central fund or other mechanism for funding supplies, equipment and FWSs necessary to provide disability accommodations?	X		FWS provides reasonable accommodations to all known persons with a disability. Regions and individual program areas fund supplies, equipment, and necessary FWSs.
33. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X	See Part H, page 35.
34. Has the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
a. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
b. Is there sufficient funding to ensure that all employees have access to this training and information?	X		
35. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		All FWS managers and supervisors are required to complete 8 hours of annual training (4 hours EEO and 4 hours Diversity) and one hour biennial No Fear Act Training.
a. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
b. to provide religious accommodations?	X		
c. to provide disability accommodations in accordance with the agency's written procedures?	X		
d. in the EEO discrimination complaint process?	X		
e. to participate in ADR?	X		

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	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
36. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		The Director issues annual Equal Opportunity and Diversity Objectives. Senior management are provided Equal Opportunity and Diversity scorecards quarterly. In addition, the Deputy Director requires senior management to send the Equal Opportunity and Diversity Scorecards and statistical reports to

				all subordinate managers and supervisors.
	37. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?	X		
Compliance → Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	38. Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		Accountability reviews are conducted every three years.
	39. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		Statistics are reviewed quarterly and annually. Additional analysis is conducted during the preparation of the MD-715 Barrier Analysis.
	40. Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		Statistics are reviewed quarterly and annually. Additional analysis was conducted during the preparation of the MD-715 Barrier Analysis.
Compliance → Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
	41. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		FWS refers to the DOI Table of Penalties to determine what appropriate disciplinary action should be taken if discrimination is committed. Policy is suggested that the Headquarters Human Resources Officer make recommendations to the Regional Directors regarding appropriate disciplinary actions to be taken when an employee has been found to have committed a discriminatory act.
	42. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	43. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X		In FY2010, FY2011, and FY 2012 there were no findings of discrimination.
	If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.			
	44. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		

45. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?

X

Essential Element D: PROACTIVE PREVENTION

Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

Compliance  Indicator  Measures	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
46. Do senior managers meet with and assist the EEO Director/Officer and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		The EEO Director meets and works with the Executive Diversity Council, comprised of six SES members, 3 Regional Directors and 3 Assistant Directors, to identify barriers. The Director and Executive Diversity Council issued the 5-Year, DII Plan on February 9, 2011 to the Directorate and all employees.
47. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO Office, agency EEO Action Plans to eliminate said barriers?		X		FWS Directorate, Executive Diversity Council, and EEO Director partnered to implement the 5-Year DII Plan to eliminate barriers. FWS managers and supervisors are actively engaged in eliminating barriers to employment.
48. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
49. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		EEO staff conducts analyses quarterly and discusses with senior management; senior managers provided information to all program managers and supervisors.
50. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		EEO staff conducts analyses quarterly and discusses with senior management; senior managers provided information to all program managers and supervisors.
51. Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		EEO staff conducts analyses quarterly and discusses with senior management; senior managers provided information to all program managers and supervisors.
52. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		EEO staff conducts analyses quarterly and when appropriate,

				discusses with senior management.
53. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X			EEO staff conducts analyses quarterly and when appropriate, discusses with senior management.
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures	Measure has been met	Yes	No	
54. Are all employees encouraged to use ADR?	X			
55. Is the participation of supervisors and managers in the ADR process required?	X			

Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
56. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		FWS has two full-time Statisticians who conduct statistical studies in support of the development and execution of FWS's EEO and Diversity Programs; including its regions.
57. Has the agency implemented an adequate data collection and analysis system that permits tracking of the information required by MD-715 and these instructions?			X	See Part H, pages 37-40.
58. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
59. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
60. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		

Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
61. Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		

62. Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
63. Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: FWS uses iComplaints to track contractors accountable to the specific time frames listed in the contract. FWS conducted an analysis of the time frames that contractors take for counseling and investigations and found that contractors rarely exceeded timeframes set by the agency. If the work is not completed in the specified timeframes, the agency renegotiates cost to reflect a reduction due to the delay.				
64. Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
65. Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
Compliance → Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
66. Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
a. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		FWS conducts analyses of the time frames for in-house and contract counseling to determine if the work is technically accurate and is completed in required timeframes.
b. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
c. Does the agency complete the investigations within the applicable prescribed time frame?		X		FWS continues to conduct analyses of the time frames for contract investigations to determine if the work is completed in required timeframes.
d. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A		FWS monitors contracts for final agency decisions but DOI has responsibility to issue the decision.
e. When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
f. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		Settlement agreements are monitored closely to ensure that all items are completed within the required time frames. All compliance documentation was forwarded to DOI/OCR in a timely manner.

g. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
Compliance → Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
67. In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
68. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		ADR training is incorporated in supervisory training which is conducted at the National Conservation Training Center. ADR training is also offered throughout the year through the DOI Office of Collaborative Action and Dispute Resolution.
69. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
70. Does the responsible management official directly involved in the dispute have settlement authority?		X		The responsible management official directly involved in the dispute has settlement authority when there is no material benefit or monetary value. FWS Regional Directors and Assistant Directors have settlement authority when a settlement involves material benefits or monetary value.
Compliance → Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
↓ Measures		Yes	No	
71. Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
72. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		X		
73. Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
74. Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
75. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
76. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?			X	See Part H, page 42.
77. Does the agency consult with other agencies of similar size on the effectiveness		X		

of their EEO programs to identify best practices and share ideas?				
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
78. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		N/A		FWS does not request legal sufficiency reviews.
79. Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
80. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		N/A		FWS does not request legal sufficiency reviews.

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
81. Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		

Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
82. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
a. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
b. Are procedures in place to promptly process other forms of ordered relief?		X		

Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
83. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		

If so, please identify the employees by title in the comments section, and state how performance is measured.

All supervisors and managers have a critical element regarding EEO and Diversity in their performance standards. Supervisors and managers are evaluated on compliance with these standards. Diversity advocacy performance statement is included in all SES performance plans.

84. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO Office?	X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
85. Have the involved employees received any formal training in EEO compliance?	X		
86. Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
a. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
b. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
c. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, and narrative statement by an appropriate agency official of total monies paid?	X		
d. Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
e. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
f. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s.	X		
g. Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
h. Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
i. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
j. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
k. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in the compliance matter.	X		
l. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes: 1. See 29 C.F.R. § 1614.102. 2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28.

Part H
EEO Plan to Attain the
Essential Elements of a Model EEO Program

**EEOC FORM
715-01 PART H**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2012 - U. S. Fish and Wildlife FWS

<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>Essential Element B: Integration of EEO into the Agencies Strategic Mission</p> <p>Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to determine progress in meeting overall program objectives and tracking accomplishments.</p> <p>Modification:</p> <p>Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to ensure that major renovation projects are funded to ensure timely compliance with the Uniform Federal Accessibility Standards.</p>
<p>OBJECTIVE:</p>	<p>Establish a process to collect information annually on the Regional progress of meeting 504 compliance reviews of field facilities to assure that FWS programs, facilities and activities are accessible to individuals with disabilities.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>FWS Director Regional Directors Assistant Director-National Wildlife Refuge System Assistant Director –Business Management Operations</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 15, 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2013</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p> <ol style="list-style-type: none"> 1. Update the FWS Manual Chapter FWS 063.4 http://www.fws.gov/policy/063fw4.html to provide guidance to Regions on their responsibility for 504 compliance reviews in accordance with DOI regulations and related FWS policy. 2. Prepare recommendations on providing guidance, training and program support for consideration by the responsible officials. 3. Establish a process to collect annual information on the Regional progress on meeting the 504 compliance reviews of field facilities to assure that FWS programs, facilities and activities are accessible to individuals with disabilities. 4. Prepare recommendations to analyze the processes of the current Section 504 Program. 	<p>TARGET DATE</p> <p>September 30, 2013</p> <p>September 30, 2012 COMPLETED</p> <p>September 30, 2012 COMPLETED</p> <p>September 30, 2012 EXTENDED: February 28, 2013</p>

5. Form a working group that includes representation from all appropriate programs.	September 30, 2013
6. Assign the working group planned activities with completion dates.	September 30, 2013

Report of accomplishments and modifications to objective:

2. In preparing recommendations on providing guidance, training and program support for consideration a briefing paper was prepared for the Directorate that proposed forming a working group that includes representatives from all appropriate programs that will assign planned activities with completion dates. The Briefing paper was provided to the Diversity and Civil Rights Chiefs and the Assistant Regional Directors for Budget and Administration for their review at the annual FWS EEO Conference on Monday April 16th for the “Federally Assisted and Conducted Programs Panel”.
3. Region 1 and 8’s tracking system, DACTrak, has served as a pilot project for the FWS and the recommendation is to expand that system to be FWS-wide. A webinar on DACTrak was provided for the Diversity and Civil Rights Chiefs. The DACTrak system will be used to collect information on Regional progress on meeting 504 compliance reviews. Region 1 and 8 completed site reviews for seven Refuges as part of Phase I of the FWS’s pilot project. Phase II of the pilot project will be completed in FY 2013 and involves tailoring the DACTrak system to include the terminology and features at all other types of FWS facilities such as hatcheries and visitor centers. Once the pilot is completed the FWS will expand the use of DACTrak to all regions to conduct site visits and finalize any tailoring of the system needed that wasn’t addressed in the pilot. Region 1 also provided training for Region 3 on onsite reviews.
4. Recommendations to analyze the processes of the current Section 504 program began this year with the FWS drafting a whitepaper and cost estimate for the Director to review for FY 2013. This whitepaper will provide the necessary information expected to expand DACTrak FWSwide and to use the tracking system to collect annual information on Regional progress.

Activities planned for FY 2013:

- Update the FWS Manual Chapter FWS 063.4
- Complete whitepaper to analyze the processes of the current Section 504 Program.
- Form a working group that includes representation from all appropriate programs.
- Assign the working group planned activities with completion dates.
- Implement expansion of the DACTrak System to include at least one or more Regions.

**EEOC FORM
715-01 PART H**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2012 - U. S. Fish and Wildlife FWS

**STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:**

Essential Element E: Efficiency

FWS has not implemented adequate data collection and analysis systems that permits tracking of information required by EEOC MD-715 and these instructions.

OBJECTIVE (1):

Collect the information necessary to track applicants in order to coordinate and evaluate the effectiveness of recruitment activities within FWS.

Modification as of 2013:

Collecting appropriate information on applicants through access of the OPM USA Staffing tool to track, coordinate and evaluate the effectiveness of recruitment activities within the FWS.

RESPONSIBLE OFFICIALS:

Division of Human Capital
Office of Diversity and Inclusive Workforce Management

**DATE OBJECTIVE
INITIATED:**

December 15, 2011

**TARGET DATE FOR
COMPLETION OF
OBJECTIVE:**

December 31, 2012
Extended:
December 31, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE

1. FWS ODIWM, HR, and OPM USA Staffing will resolve accessibility issues.

December 31, 2012
COMPLETED

2. Review OPM - USA Staffing data to ensure the completion of the applicant flow tables.

December 31, 2012
EXTENDED:
December 31, 2013

3. Prepare the applicant flow tables, in compliance with the requirements of MD-715.

December 31, 2012
EXTENDED:
December 31, 2013

4. Analyze and evaluate the race, ethnicity and disability status from the data collected through USA Staffing to evaluate recruitment efforts.

December 31, 2012
EXTENDED:
December 31, 2013

Report of accomplishments and modification to objective:

After being permitted the use of the OPM USA Staffing Tool in March of 2011, FWS Human Resources advertised

all required vacancies through this tool to enable the collection of race, ethnicity and disability status of applicants for FWS vacancies.

1. Human Resources and ODIWM attempted several times to use the tool with no success. With our second statistician on board, FWS was able to further diagnose issues of access and usefulness of the data. The issue of accessibility was resolved; however, it became evident there was a technological issue to retrieving proper data on race, national origin, and ethnicity, and there would be no way to retrieve disability status. In particular, a test demonstrated that an elevated platform is needed for access to the Discoverer portal, which consists of the Ad-Hoc queries, and that collaboration between FWS IRTM and OPM USA Staffing IT is necessary to obtain the proper administrative rights to sensitive detailed data.
- 2-3. FWS requested a meeting with OPM in the fourth quarter of 2012. This meeting resulted in OPM's commitment to providing FWS with a different, more informative EEO-based dataset beginning December 2012 or January 2013 through their pilot program. This will provide a more beneficial alternative to USA Staffing data.
4. Upon exploration of the system, one of our FWS statisticians discovered that reports that are NOT ad-hoc can still be pulled. The RNO data provided does not directly indicate whether the position, applicant, or certificate applied was internal for tables A9 and A11.

Vacancy ID numbers (VINs), however, can be associated with these RNO fields and traced through other reports in the system to obtain this information.

The certificate activity report provides a usable report that provides information such as the VIN, certificate type, series, and grade for each vacancy. This provides a strong starting point in looking up vacancies to obtain reports on the eligibilities and qualified grade levels of applicants, which can then be used to match up some of the RNO data.

ISSUE OF CONCERN: Currently, the FPPS data system does not indicate which certificate type or application method a selected applicant utilized to obtain the position.

Double-counting, such as one applicant applying for many positions or for multiple grade levels, is a major source of bias that is difficult to avoid without unique identifiers. To generate effective data tables, the data needs to be explored further and the human resources processes need to be understood before they can be analyzed and reported.

Obtaining the relevant pool is vague in the mission critical professional biology series. For instance, most series are converted to a different one set aside for administrators and supervisors as one reaches the highest grades so it is difficult to determine which series to include in the pool.

With the exploration of the system and the OPM's pilot for a better data source, we aim to analyze and report applicant flow data in FY2013.

Activities planned for FY 2013:

Once the data is accessible ODIWM will analyze and evaluate the race, ethnicity, and disability status including USA Staffing reports to ensure they provide all the data necessary to evaluate recruitment efforts.

**EEOC FORM
715-01 PART H**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2012 - U.S. Fish and Wildlife FWS

**STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:**

Essential Element E: Efficiency

FWS has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715.

Modified:

FWS determined that the current DOI Exit Survey tool has not been effective in evaluating potential barriers to retention.

OBJECTIVE(2):

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Collect and evaluate exit interview information and develop recommendations to address the barriers to retention, if needed.

Modified:

Develop and implement a standard exit interview and surveying process where data can be collected and evaluated to develop recommendations to address barriers to retention, if needed.

**RESPONSIBLE
OFFICIAL:**

Division of Human Capital
Office of Diversity and Inclusive Workforce Management

**DATE OBJECTIVE
INITIATED:**

December 15, 2011

**TARGET DATE FOR
COMPLETION OF
OBJECTIVE:**

September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE

1. Develop a process to mine and analyze the data by Region.

September 30, 2012

EXTENDED:

September 30, 2013

2. Develop appropriate remedies to address the barriers to retention based on the findings.

September 30, 2012

EXTENDED:

September 30, 2013

3. FWS will conduct best practices throughout comparable federal agencies.

January 30, 2012

COMPLETED

4. FWS will conduct discussions with DOI on the use of new survey tools to analyze potential barriers affecting retention.

March 30, 2012

COMPLETED

5. FWS will develop a new survey tool.

September 30, 2012

EXTENDED:

March 30, 2013

Report of accomplishments and modification to objective:

*HR continues to work with managers and employees to ensure that employees are encouraged to complete the exit interview and survey by reminding them of the complete exit clearance process.

3. FWS Human Resources (HR) and the Office of Diversity and Inclusive Workforce Management (ODIWM) collaborated in conducting research on best practices which included DOI bureaus and other federal agencies with similar organizational structure and workforce. Best practices included assessment of the current processes to capture data from exiting employees (i.e., use of Exit Survey tools). ODIWM and HR reviewed the DOI exit survey and it was determined that the exit survey question should be reassessed for creating a new tool.
4. ODIWM discussed the findings with DOI Office of Civil Rights; the results indicated a lack of participation and use of the current DOI Exit Interview process and Survey Tool. A request to the Deputy Assistant Secretary – Human Capital and Diversity was made to allow all bureaus to explore the use of creating their own exiting interview process and survey tool. HR was given the lead to work with the regions in developing a bureauwide tool.
5. In addition, the data provided from the DOI tool could not be broken down by Region. The work group will discuss this and other issues to remedy to include developing a new survey tool.

Activities planned for FY 2013:

- FWS work group will recommend to senior leadership an exit survey tool based upon suggested changes.
- FWS will implement a new exiting process and exit survey tool that will assist in the analysis of potential barriers affecting retention.

**EEOC FORM
715-01 PART H**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2012 - U.S. Fish and Wildlife FWS	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element E: Efficiency The agency tracks recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards.</p> <p>FWS has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715.</p> <p>FWS does not have a process to coordinate and track recruitment efforts.</p>
OBJECTIVE (4):	Establish a process to effectively develop, coordinate and evaluate recruitment efforts.
RESPONSIBLE OFFICIALS:	Division of Human Resources Office of Diversity and Inclusive Workforce Management Managers and Supervisors
DATE OBJECTIVE INITIATED:	December 15, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2012 Extended: September 30, 2013
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. FWS National Recruiters will provide advice and guidance to managers and supervisors on effective recruitment strategies that will produce and stimulate effective interest in careers with FWS.	September 30, 2012 COMPLETED
2. FWS will develop a fiscal year FWS-wide plan to participate in career and/or job fairs sponsored by colleges, universities, and other organizations.	September 30, 2012 EXTENDED: March 31, 2013
3. FWS will establish an evaluation method to track the fiscal year FWS-wide outreach and recruitment plans along with the participation of its managers and supervisors.	September 30, 2012 EXTENDED: September 30, 2013

Report of accomplishments and modifications to objective:

1. FWS National Recruiters provided guidance to managers and supervisors on effective recruitment strategies during quarterly diversity scorecard meetings, staff meetings, and during annual managers' and supervisors' training. Recruitment efforts resulted in measurable increases in diverse applicant pools and it enable National Recruiters to effectively target more recruitment sources.
2. FWS National Recruiters will continue to develop a fiscal year FWS-wide plan to participate in career and/or job fairs sponsored by colleges, universities, and other organizations. Additionally, National Recruiters will utilize those sources to announce employment opportunities with the FWS and promote the FWS as employer of choice.
3. National FWS Recruitment established Recruiter sub group committees consisting of small two to three person teams to work on recruitment priority areas such as targeted recruitment, outreach and partnerships. Directorate members identified key managers/supervisor to assist National Recruiters with recruitment and outreach efforts; the focus will be on underrepresentation. The newly established National Recruiters Sharepoint site is used to coordinate, plan and track event participation.

Activities planned for FY 2013:

1. FWS will develop a FWS National Recruiter Procedures Guidebook that will provide recruitment standard operations; this will include a checklist and templates to capture recruitment activities.
2. FWS National Recruiter will re-implement the use of a quarterly National Recruiter report for the FWS Leadership to report recruitment activities and results.

Part I

EEO Plan to Eliminate Identified Barriers

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier**

FY 2012 - U.S. Fish and Wildlife FWS

**STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

There is a low participation rate of Asians in the FWS total permanent workforce.

This condition was recognized after conducting a review of FWS FY 2012 permanent workforce data from the MD 715. Analysis revealed a low participation rate of Asians (2.0%) in FWS permanent workforce in comparison to the civilian labor force (5.9%).

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

A review of RNO by new hires within the FPPS was conducted to determine potential ways in which candidates enter FWS. This determined initial cause of the condition. Permanent positions were being filled through converting term and temporary status employees that are predominately white.

A review of separated permanent employees was conducted and Asians did not separate at a disproportionate rate than other groups.

A sample group comprised of Asian employees participated in interviews resulting in the suggestion to conduct earlier awareness in the Asian community of FWS career opportunities.

**STATEMENT OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

Limited active partnerships with Asian organizations and associations that will produce career awareness of FWS opportunities.

Twenty-three percent of permanent positions are filled through conversion of term and temporary status employees, who are predominately white as shown on Table A8. FWS works with recruitment sources which do produce Asian candidates at the entry level; however, FWS has not fully tapped into organizations and associations that reach Asians in term and temporary positions.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Expand current and develop new partnerships with Asian organizations and associations, especially through the use of the Student Educational Employment Programs (SEEP), such as Pathways to increase the Asian pool of applicants.

Modification for 2013:

Expand current and develop new partnerships with Asian organizations and associations, especially through the use of the OPM Pathways Programs to increase the Asian pool of applicants.

Advertise FWS wide vacancies with Asian organizations and associations.

RESPONSIBLE

FWS Directorate

OFFICIAL:	Division of Human Resources Office of Diversity and Inclusive Workforce Management
DATE OBJECTIVE INITIATED:	December 15, 2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011 Extended: September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. In FY 2012, establish at least one relationship with an Asian organization that will have a significant impact on recruitment where FWS has critical needs.	September 30, 2012 COMPLETED
2. FWS will work with student organizations such to plan for a workshop in FY2012 to be held at NCTC that will link managers/supervisors with students	September 30, 2012 COMPLETED
3. Establish at least three new relationships for colleges/universities and three new relationships for high schools that feature a high API population.	September 30, 2012 EXTENDED: September 20, 2013

Report of accomplishments and modifications to objective:

1. Expanded the partnership with the Conference on Asian Pacific American Leadership (CAPAL) for targeted recruitment of exceptional scholars to reach outstanding diverse students who are in undergraduate and graduate programs and provide them the opportunity to link their academic curricula with real world work experiences by working in positions throughout FWS.

Established partnership through the following activities:

In partnership with the Department of the Interior, FWS attended the third Annual CAPAL Career Fair. The FWS National Recruiter led the coordination efforts and the staffing of the exhibit booth and made contact with 40 interested attendees. Additionally, FWS Management Team met with the Chair and Vice Chair, CAPAL Board of Directors to discuss ways to move the partnership forward.

FWS attended the Asian American Government Executives Network (AAGEN) 2012 Annual Training Conference and set up a display booth and networked with members of the organization. A FWS senior manager represented the Department at the Annual Dinner Banquet and attended the leadership workshops. AAGEN will post GS-13 to SES FWS opportunities through the AAGEN network. AAGEN has also opened its advanced career development program for employees aspiring to become future leaders in the Federal government.

FWS participated in the 2012 Asian Fortune Diversity Job Fair event that targeted the API community. Over 55 interested applicants showed interested in FWS careers.

2. FWS worked with student groups and faculty at University of Maryland (UMD) College Park and Thomas Jefferson High School for Science and Technology as well as established partnerships with GMS and NHEC to bring API student s with natural sciences backgrounds to attend the FWS 2012 Student Symposium held at NCTC. That resulted in follow on actions to inform the attendees about open opportunities with FWS and engagement in activities and events at their respective institutions such as the Environmental Sustainability Career Fair at UMD, the Student Science Fair at Thomas Jefferson and the Leadership Orientation Conference at GMS.

FWS provided program managers with regular training and educational awareness through Diversity training sessions on the benefits of using student career opportunities, to include Pathways to increase participation rates in target groups.

3. FWS FWS established a relationship with UMD College Park to reach quality API students and a relationship with Thomas Jefferson High School for Science and Technology for reaching top API high school students. In 2013, FWS will continue to work with partners to establish two additional colleges and two high schools that have a high API population.

Activities planned for FY 2013:

1. FWS will work with managers to develop and advertise more entry level opportunities to reach qualified applicants at Asian American student associations in API colleges and universities.
2. Expand and develop new partnerships, outreach sources, and recruitment tools with Asian communities, organizations, and associations such as CAPAL and increase the number and quality of partnerships with API Colleges and Universities such as University of California at Berkley.

**EEOC FORM
715-01 PART I**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier**

FY 2012 - U.S. Fish and Wildlife FWS

**STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

There is a low participation rate of Black employees in FWS total permanent workforce.

This condition was recognized after conducting a review of FWS FY2012 permanent workforce data from the MD 715. The participation rate of Blacks (4.6%) in FWS was also compared to the participation rate of Blacks in the civilian labor force (6.3%).

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

FPPS data was analyzed by comparing participation rates of all racial and ethnic groups in FWS workforce. This determined initial cause of the condition.

A review of accessions and separations of Blacks reveals that separations are the main issue Blacks constituted 7.2 % of accessions compared to 6.3% of the CLF, a difference of .9%. In contrast, while the participation of Blacks in the overall permanent workforce was 4.6%, 7.2% of separations were Black. The number of Blacks declined by 8. There was no change in the percentage participation of Blacks.

Overall Blacks constituted only 2.0% of temporary accessions, while Blacks in the temporary workforce constituted 7.5% of the CLF.

**STATEMENT OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

Limited numbers of Blacks are hired.

Limited targeted outreach and recruitment to institutions of higher education, organizations and associations that will identify qualified Black candidates.

****Twenty-three percent of permanent positions are filled through conversion of term and temporary status employees, who are predominately white as shown on Table A8. FWS works with recruitment sources which do produce Black candidates at the entry level; however, FWS has not fully tapped into organizations and associations that reach Blacks in term and temporary positions.**

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

Expand current and develop new partnerships with Black organizations and associations, especially through the use of the Student Educational Employment Programs (SEEP), such as the Student Career Experience Program (SCEP) and the Student Temporary Employment Programs (STEP), to increase the Black pool of applicants.

Modification for 2013:

Expand current and develop new partnerships with Black organizations and associations, especially through the use of the OPM Pathways Programs, to increase the Black applicant pool.

Advertise Bureau wide vacancies with Black organizations and associations.

RESPONSIBLE

FWS Directorate

OFFICIAL:	Division of Human Resources Office of Diversity and Inclusive Workforce Management
DATE OBJECTIVE INITIATED:	December 15, 2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011 Extended: September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Establish at least three new relationships with Black community organizations to recruit highly qualified candidates to meet the FWS' current and future hiring needs.	September 30, 2012 REVISED: September 30, 2013
2. Establish at least three new relationships with colleges or universities and three new relationships with high schools that feature a high Black student population.	September 30, 2012 COMPLETED

Report of accomplishments and modifications to objective:

1. FWS established a relationship with national entertainment celebrity Steve Harvey's Foundation which held a Mentorship Program to serve urban and underrepresented youth groups and outdoor activities. FWS was a sponsor and participated as role models, mentors and instructors at three Steve Harvey events. FWS's Director and Southwest Regional Director, both served as featured guest on Mr. Harvey's nationally Syndicated morning radio show. As a result of the relationship; FWS reached over 150 urban youth interested in applying for future FWS opportunities.

Additionally, in 2012, strategic story placement about diversity recruitment and career opportunities at FWS was featured on "The Tom Joyner Show" the #1 rated African American radio program in the nation and is a influencer in the African American community reaching a national audience of 8 million, and a daily online audience of 750,000.

FWS attended a turkey hunting event and youth fishing derby for Urban American Outdoors TV which has an audience comprised of mainly African American viewers. The event raise awareness of hunting as recreational sport among urban/diverse audience and FWS as an employer of Choice for internships and career opportunities for urban/diverse youth.

2. In 2012 FWS's sponsored the " FWS Faculty Fellowship Summer Program" that has allowed the FWS to sponsor four summer Faculty Fellows for a FWS summer internship program to take back to their intuitions to share with colleagues and assist FWS in identifying campus students for FWS opportunities. Three of the four are Fellows from HBCU's: Kentucky State University, Lincoln University and Tuskegee University.

FWS sponsored and participated in a number of local urban area high schools to enhance STEM education throughout the FWS.

Activities planned for FY 2013:

1. Expand and develop a new partnership, outreach sources, and recruitment tools with Black communities, organizations, and associations such as African Americans Association for National Resources.
2. Increase the number and quality of partnerships with Historically Black Colleges and Universities such as Howard University.

**EEOC FORM
715-01 PART I**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier**

FY 2012 - U.S. Fish and Wildlife FWS

**STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

There is a low participation rate of Blacks in the professional biology series.

This condition was recognized after further examining the participation rate of Black employees in the professional biology workforce series. The participation rate was 1.6% in FY 2012 compared to the civilian labor force (CLF) of 2.9%, a difference of 1.3%.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

FPPS data was analyzed by comparing participation rates of all racial and ethnic groups in FWS workforce by their occupations. The rates of participation of Black employees in the professional biology series were also compared to the rates of participation in the civilian labor force. This determined initial cause of the condition.

The percentages of FWS professional biologists in all other racial and ethnic groups, except for Asians and Hispanic Women, when compared to the CLF, closely approximate their percentage in the professional biology series.

A review of partnerships with Black professional organizations and associations indicated that these organizations and associations need to be utilized more effectively by recruiters and selecting officials.

A review was conducted of accessions and separations of Black employees in FWS mission-critical professional biology occupations. Black employees constituted only 1.5% of permanent accessions, while the CLF stands at 2.9%.

**STATEMENT OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

Limited viable recruitment sources and contact with Black professional organizations and associations that produce qualified Black professional biologists.

Limited numbers of qualified Black candidates are identified on selection certificates.

FWS works with recruitment sources that produce Black candidates at the entry level; however, a small percentage of Blacks enter through the 404 series (technical) and 499 series (professional), in addition to term and temporary positions.

OBJECTIVE:

State the alternative or

Develop additional entry level opportunities through the use of direct hiring authorities such as students programs to reach Black candidates.

revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Increase the number of effective targeted recruitment sources.</p> <p>Analyze best practices to increase the participation of Blacks in the professional biology series.</p> <p>Analyze the feasibility of establishing a manual tracking system for applicant background tracking in the interim until a federal-wide agency solution is developed and released.</p>
RESPONSIBLE OFFICIAL:	FWS Directorate Managers and Supervisors Division of Human Resources Office of Diversity and Inclusive Workforce Management
DATE OBJECTIVE INITIATED:	December 15, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2012 Revised: September 30, 2014

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
<p>1. Partner with groups such as the Gates Millennium Scholars (GMS) Program, Minorities in Agriculture Natural Resources Related Sciences (MANRRS), Student Conservation Association (SCA), Minorities in Natural Resources Conservation (MINRC), and The Posse Foundation, to recruit highly qualified candidates to meet FWS's current and future hiring needs.</p> <p>Modification for 2013: 1. In addition to Gates Millennium Scholars Program, FWS will partner with other groups such as the Minorities in Agriculture Natural Resources Related Sciences (MANRRS), Student Conservation Association (SCA), Minorities in Natural Resources Conservation (MINRC), and The Posse Foundation, to recruit highly qualified candidates to meet FWS's current and future hiring needs.</p>	<p>September 30, 2011 EXTENDED September 30, 2014</p>
<p>2 Establish at least one new relationship with an organization that features science programs to recruit highly qualified candidates to meet the FWS' current and future hiring needs.</p>	<p>September 30, 2012 COMPLETED</p>
<p>3. Establish at least three new relationships with colleges or universities and three new relationships with high schools that feature a high population of Black students in the science population.</p>	<p>September 30, 2012 COMPLETED</p>

Report of accomplishments and modifications to objective:

- Although this activity is an ongoing diversity initiative, FWS continued its partnerships with the Gates Millennium Scholars (GMS) Program for targeted recruitment of exceptional scholars who are in undergraduate and graduate biology programs; and to provide them the opportunity to link their academic curricula with real world work experiences in mission critical positions at FWS.

In addition, FWS was involved with local organizations focusing on STEM programs that encourage and augment learning initiatives aimed at minority youth. Particularly programs for young Black males that educate, prepare, and lead to STEM careers.

FWS targeted diverse students for the FWS Deputy Director's Hiring Initiative for FWS summer internships.
- FWS worked in partnership with the Student Conservation Association to identify Black students from HBCU's and

other Minority student groups for its summer internship program.

3. As a result of the FWS Summer Faculty Fellowship Program pilot, FWS established relationships with the following HBCU's: Kentucky State University, Lincoln University and Tuskegee University. In addition, FWS worked with local high schools that reached diverse students including Blacks males and females interested in science and natural resources. FWS will continue to use the Summer Faculty Fellow Program as recruitment resource for other FWS opportunities.

The FWS attended the 27th Annual Minorities in Agricultural, Natural Sciences, and Related Sciences Conference and Career Fair which has a high number of blacks interested in biology.

Activities planned for FY 2013:

1. FWS will establish at least one new relationship with a group or organization to assist us in the recruitment of Blacks in biology fields.
2. FWS will establish relationships with two new colleges or universities and one high school that has a high population of Blacks interested biology fields.
3. Identify Blacks in biology fields who currently work for FWS to assist with expanding targeted recruitment sources.

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier**

FY 2012 - U.S. Fish and Wildlife FWS

**STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

There is a low participation rate of Hispanic women in the professional biology series.

This condition was recognized when examining the participation rate of Hispanics in the professional biology workforce series in FY 2012. The participation rate of Hispanic women was 1.8% when compared to the civilian labor force (CLF) of 2.1%. Hispanic women in the professional biology series remained the unchanged in the CLF; Hispanic participation also remained the same in FWS professional biology series.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

FPPS data was analyzed by comparing participation rates of all race and ethnic groups in FWS permanent workforce. In addition, a review of overall accessions and separations of Hispanics was conducted. The data indicated Hispanics constituted 6.5% of overall accessions, while the CLF participation rate for Hispanics is 5.9%. In contrast, while the participation of Hispanics in the overall permanent workforce was 6.2%, Hispanics separated at 6.2%. There was no change in the participation of Hispanics.

Further, the percentages of FWS professional biologists in all race and ethnic groups were compared to the CLF. Data indicated that Hispanic professional biologists were similar to their overall rates in the CLF.

However, when the rates of participation for Hispanic women in the professional biology series were compared to rates of participation in CLF, Hispanic women increased by 2 with the groups participation unchanged at 1.8% under the CLF of 2.1%. This determined initial cause of the condition.

Further review of accessions and separations of Hispanics in FWS professional biology occupations uncovered no issues. Hispanics constituted 6.4% of professional biology permanent accessions which is above the CLF of 4.0%. At the same time Hispanics participation in the professional biology workforce was 5.0%, Hispanic had a 4.0% separation rate. There was no percentage change in Hispanic participation in the permanent professional biology workforce.

**STATEMENT OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

Limited active partnerships with Hispanic professional organizations and associations that will increase participation.

Limited use of recruitment sources which produce Hispanic candidates at the entry level.

<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase active partnerships with Hispanic professional organizations and associations to reach qualified Hispanic candidates at the entry level.</p> <p>Develop more entry level opportunities, especially through the use of the student programs, to reach Hispanic candidates.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>FWS Directorate Managers and Supervisors Division of Human Resources Office of Diversity and Inclusive Workforce Management</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 15, 2009</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2011 REVISED: September 30, 2014</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
<p>1. Invite at least one Hispanic student serving organization to attend the 2012 NCTC Student Symposium.</p>	<p>September 30, 2012 COMPLETED</p>
<p>2. Attend at least one Hispanic scientific organization meeting to discuss student opportunities with FWS.</p>	<p>September 30, 2012 COMPLETED</p>
<p>3. Establish at least three new relationships with colleges or universities and three new relationships with high schools that feature a high Hispanic population.</p>	<p>September 30, 2012 REVISED: September 30, 2013</p>

Report of accomplishments and modifications to objective:

1. FWS invited The National Hispanic Environmental Council (NHEC) to attend the 2012 NCTC Students Symposiums. FWS hosted 17 of which 13 were women.
2. In FY2012, FWS sponsored and participated in two of three NHEC Minority Youth Environmental Training Institutes' workshops; Regional in Ventura, CA and the National in Glorietta, NM. This resulted in a high number of exceptional Hispanic students in natural resources being interested in career opportunities with FWS.

In partnership with the Department of the Interior, FWS participated in the Hispanic Association of Colleges and Universities (HACU) Annual Conference in Washington, DC. The FWS participated in coordination efforts and the staffing of the exhibit booth and made contact with a significant number of HACU students interested in FWS careers.

FWS attend the League of United Latin American Citizens (LULAC) Annual Conference in Atlanta, GA and hosted a group of 25-30 LULAC students at a National Wildlife Refuge and provided FWS professionals/role models to facilitate activities a discussions on careers in natural resources.

3. FWS worked with partner the NHEC to assist us in working with colleges and high schools that have a high population of Hispanic students interested in natural resources.

FWS worked with the University of Texas A&M Corpus Christi to select a Faculty Fellow to complete a six week summer internship with FWS. FWS utilizes the Fellow to assist us in identifying potential candidates for career opportunities with FWS and to promote FWS as an employer of choice on campus with student and faculty members.

In FY 2012, FWS partnered with Cristo Rey High School, which is committed to serving undeserved families in Sacramento, CA with college preparatory high school education, by sponsoring a cohort of students in their corporate Internship Program, which is designed to place students into entry level internships on a rotating schedule. Through this program, students received both academic credit and gained valuable experience.

Activities planned for FY 2013:

1. Interview Hispanic women who currently work for FWS to assist with identifying recruitment sources.
2. Establish a relationship with at least one organization at a Hispanic Serving Institute (HSI) that can assist in the recruitment of Hispanic women for a career as biologist with FWS.
3. FWS will establish at least one new relationship with a group or organization to assist in the recruitment of Hispanic women in biology fields.

**EEOC FORM
715-01 PART I**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan To Eliminate Identified Barrier**

FY 2012 - U.S. Fish and Wildlife FWS

**STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

There is a low participation rate of Asians in the professional biology series (400 series) within FWS workforce.

This condition was recognized after examining the participation rate of Asians, both male and female professional biologists, in FWS's workforce. The participation rate of Asian professional biologists in this region was compared to Asian professional biologists in the National Civilian Labor Force (CLF).

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

FPPS data was analyzed by comparing participation rates of all racial and ethnic groups in the FWS workforce by their occupations. A review of accessions and separations of Asians in the overall permanent workforce reveals that Asians constituted 2.0% while Asians constituted 5.9% of the CLF. In contrast, while the participation of Asians in the overall permanent workforce was 2.0%, 2.1% of separations were Asian.

A review was conducted of accessions and separations of Asian employees in FWS mission-critical professional biology occupations. Asians constituted 2.5% of permanent accessions, while Asians constituted 8.2% of the CLF. Moreover while Asians constituted only 1.6% of the permanent professional biology workforce, Asians constituted 1.1% of separations for the overall permanent workforce.

FWS hired 5 Asians in the 400 series and 4 Asians were hired through the Student Career Experience Program (SCEP).

**STATEMENT OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

Limited traditional targeted recruitment sources for professional biology positions do not significantly reach Asians.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be

Establish relationships with Asian organizations and groups to recruit highly qualified candidates to meet the FWS' current and future hiring needs.

Develop partnerships with Asian scientific communities, organizations, and associations (i.e.,

implemented to correct the undesired condition.	Gates Millennium Scholars Program, Asian American Government Executives Network, and National Council of Asian Pacific Americans) which reach Asian professional biologists in the pipeline. Develop more entry level opportunities at the GS 5/7/9 grade levels and through the use of the Student Career Experience Program (SCEP).
RESPONSIBLE OFFICIAL:	FWS Directorate Managers and Supervisors Division of Human Resources Office of Diversity and Inclusive Workforce Management
DATE OBJECTIVE INITIATED:	December 15, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2012 Revised: December 31, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Partner with groups such as the Gates Millennium Scholars (GMS) Program, Minorities in Agriculture Natural Resources Related Sciences (MANRRS), Student Conservation Association (SCA), Minorities in Natural Resources Conservation (MINRC), and Asian American Government Executives Network, to recruit highly qualified candidates to meet FWS's current and future hiring needs.	September 30, 2012 COMPLETED
2. In FY 2012, establish at least one relationship with an Asian organization that will have a significant impact on recruitment where FWS has critical needs.	September 30, 2012 REVISED: December 31, 2013
3. FWS will work with student organizations to plan for a weekend workshop in in FY2012 to be held at NCTC that will link managers/supervisors with students	September 30, 2012 COMPLETED
4. Establish at least three (3) new relationships with colleges or universities and three (3) new relationships with high schools that feature a high API population.	September 30, 2012 COMPLETED

Report of accomplishments and modifications to objective:

1. Established relationships through the following activities:

- Continued to work with the Gates Millennium Scholars (GMS) program to identify API students for the FWS Deputy Director's Initiative. FWS attended the Federal Asian Pacific American Council (FAPAC) Conference in Atlanta, GA.
- FWS Southeast Region lead at FAPAC in staffing the Exhibit booth and made several contacts in locally and in other regional areas to assist with recruitment activities.
- FWS attended the Asian American Government Executives Network (AAGEN) Annual Conference and invited senior FWS Program Managers to attend workshops and represent DOI and FWS at Banquet honoring Federal sponsors. FWS set up a display booth and networked with members of the organization. FWS has utilized AAGEN as source to post GS-14 to SES FWS opportunities throughout the AAGEN network.

2. FWS further established a relationship with CAPAL. FWS attended the 2012 Conference on Asian Pacific American Leadership (CAPAL) Career Fair which attracted 45 interested API attendees to FWS. FWS was attended CAPAL's Washington Leadership Program for the 2012 summer interns.

FWS continued to meet with CAPAL Team members to further discuss how to assist FWS with quality recruitment from the CAPAL network.

FWS also participated in a 2012 Asian Fortune Diversity Job Fair events that targeted the API community. The Job fair reached a high number of the API community to and generated attendees interested in FWS careers.

FWS advertised several open positions and encouraged job seeker to apply on USAJobs.

3. FWS invited the Gates Millennium Scholars Program and Thomas Jefferson High School for Science and Technology to the 2012 NCTC Student Symposium. FWS is working closely with CAPAL who has strong relationship with high populations of API's.

Planned activities for FY 2013:

1. Establish a new relationship with one organization or group in the API community for recruitment.
2. Work closely with partnered groups GMS and CAPAL to establish one relationship with a college or university that has a high population of API.
3. Interview FWS Asian biologists to assist with identifying recruitment sources.

**EEOC FORM
715-01 PART I**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan To Eliminate Identified Barrier**

FY 2012 - U.S. Fish and Wildlife FWS

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>The participation rate of women Criminal Investigators (CI) is lower than expected in the FWS workforce.</p> <p>This condition was recognized after examining the participation rate of women Criminal Investigators in the FWS workforce. These rates were also compared to Criminal Investigator participation rates within the Civilian Labor Force (CLF).</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>FPPS data was analyzed by comparing participation rates of Criminal Investigators in all racial and ethnic groups by gender in FWS workforce. The data indicated a low participation rate of women. This determined initial cause of the condition.</p> <p>Further analysis was conducted on accessions. The data showed 10 new criminal investigators in FY 2012. Nine of those positions were men and one was a woman.</p> <p>A review of recruitment sources showed that wildlife inspectors (1801), including women, are being hired as criminal investigators (1811) indicating a potential source of recruitment for CIs-</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Limited recruitment sources produce few women candidates in law enforcement.</p> <p>FWS identified a potential source to fill 1811 CI vacancies through the 1801 series wildlife inspectors. However, FWS has not fully tapped into this source group when seeking to fill 1811 vacancies.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Partner with other Law Enforcement agencies comprised of experienced CIs.</p> <p>Develop recruitment strategies which enhance participation of women for CI positions.</p> <p>Develop internal training and career developmental opportunities for the pipeline.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Chief, Office of Law Enforcement Division of Human Resources Office of Diversity and Inclusive Workforce Management</p>
<p>DATE OBJECTIVE</p>	<p>December 15, 2009</p>

INITIATED:

TARGET DATE FOR COMPLETION OF OBJECTIVE:

September 30,2012
Revised:
September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE

1. FWS will work with Law Enforcement to identify at least one Law Enforcement organization to conduct outreach for the purpose of increasing women participation in CI.	September 30, 2012 EXTENDED: September 30, 2013
2. Provide interested new and current 1801s information on career paths to advance to 1811 positions.	September 30, 2012 COMPLETED
3. Survey employees currently in the Criminal Investigator GS-1811 series to identify the best recruitment sources.	September 30, 2011 EXTENDED: September 30, 2013
4. Develop strategies such as partnering with other Federal Law Enforcement agencies and organizations such as Women in Federal Law Enforcement to develop targeted recruitment plans	September 30, 2011 EXTENDED: September 30, 2013
5. ODIWM and HR will work with Law Enforcement to develop recruitment strategies to increase the participation of women CI.	September 30, 2012 EXTENDED: September 30, 2013
6. ODIWM and HR will work with Law Enforcement to develop a survey for employees currently in the Criminal Investigator (GS-1811) series to identify best recruitment strategies/sources to increase the participation rate for women CI.	September 30, 2012 EXTENDED: September 30, 2013

Report of accomplishments and modifications to objective:

1. FWS Refuges Law enforcement has engaged with military transitional facilities to speak directly with separating FWS members with law enforcement backgrounds. FWS will coordinate dates with military transition facilities to conduct recruitment visit with separating FWS members interested in law enforcement careers.
2. ODIWM worked with NWRS Law Enforcement to create a new brochure that provided information on career paths for employees in Criminal Investigation and Wildlife Inspector positions. The brochure is being used at outreach events to promote FWS careers.
3. **Planned activity numbers three and six have been combined.**
4. ODWIM has vetted two professional law enforcement agencies through the Chiefs of FWS Law Enforcement and Wildlife Refuges to help develop recruitment plans that target women law enforcement officers.
5. ODWIM and HR working with the Chiefs of FWS LE and NWRS in program spotlight s for veteran groups which include women interested in FWS with military CI backgrounds.
6. FWS Law Enforcement will work with ODWIM in 2013 to have a survey conducted of CI GS-1811 series to identify the best recruitment sources.

Planned activities for FY 2013:

1. ODIWM will attend the annual FWS LE Special Agent in Charge (SAC) conference to discuss and develop recruitment strategies to increase diversity in the CI series.

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
EEO Plan to Eliminate Identified Barrier

FY 2010 - U. S. Fish and Wildlife FWS

**STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

There is a low participation rate of individuals with targeted disabilities in FWS.

This condition was recognized after examining the participation rate of permanent employees with targeted disabilities which is 1.2% compared with the Federal workforce benchmark which is 2.0%.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

A review of workforce employment data was analyzed by comparing rates of participation for individual with disabilities in FWS with the Federal benchmark. This determined initial cause of the condition.

FWS continued to assess the participation of targeted disabilities against the Federal benchmark of 2.0%. Employees with targeted disabilities in FWS are 1.2% of the workforce which is 0.8% below the benchmark. In FY2012, FWS hired 13 individuals with targeted disabilities in permanent positions, compared to 16 hires in FY2011.

Further review was conducted of accessions and separations. Although FWS hired 10 (2.4%) individuals in FY 2012 with targeted disabilities in permanent positions, participation rates remained unchanged for individuals with targeted disabilities at 1.2% in FY 2011. It is important to note that FWS also hired 15 (1.4%) individuals with a targeted disability to temporary positions to create a pipeline; an increase in participation of temporary accessions from last year by 0.6%.

There were 15 separations of individuals with targeted disabilities in permanent positions, 2.4% of separations from the total permanent workforce.

**STATEMENT OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

Limited awareness and utilization of special hiring authorities for hiring qualified individuals with disabilities.

Limited targeted outreach and recruitment to qualified individuals with disabilities.

Limited selection of vacancies being made available for targeted recruitment.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Educate managers, supervisors and selecting officials about the use of special hiring authorities for qualified individuals with disabilities. Target outreach and recruitment for all FWS vacancies to qualified individuals with targeted disabilities. Encourage targeted recruitment with managers, supervisors to expand selection of vacancies. Modification to include: Increase internal and external partners for outreach and recruitment.
RESPONSIBLE OFFICIALS:	FWS Directorate Managers and Supervisors Division of Human Capital Office of Diversity and Inclusive Workforce Management
DATE OBJECTIVE INITIATED:	December 15, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010 Revised: September 30, 2015

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Implement the Director's hiring goals for individuals with targeted disabilities.	September 30, 2015
2. Continue to develop targeted recruitment initiatives to reach individuals with targeted disabilities. Activities are required to be reported in the Quarterly Accomplishment Report.	September 30, 2015
3. Continue to monitor statistics on hires of individuals with targeted disabilities and provide reports to managers and supervisors quarterly.	September 30, 2015
4. Continue to provide training, advice and guidance on the legal and regulatory requirements associated with special employment programs that can be used to hire individuals with disabilities and veterans (i.e., Schedule A – Appointment of Individuals with disabilities; Appointment of 30% or More Disabled Veterans.	September 30, 2015
5. Issue an annual all employee message to ask employees to update their race, national origin, and disability status in employee express to improve quality of data for all regions.	September 30, 2015

Report of accomplishments and modifications to objective:

1. The Director's hiring goal for individuals with targeted disabilities are issued annually. In FY2012, the established goal was three (3) per Region for a total of 27. As of 9/30/2012, FWS met this goal and hired 28 individuals with targeted disabilities.

The Disability Program Manager at Headquarters worked throughout the year with 9 full-time/permanent Recruiters, one for each Regional Office, dedicated to developing partnerships that increase diverse applicants and the use of the special hiring authorities.

2. Continued utilizing the contract established with Bender Consulting, Inc., to provide recruitment FWSs for individuals with targeted disabilities to all the Regions. Resumes were submitted to regional recruiters and HR offices.

Participated in Gallaudet University annual spring career fair to recruit students and graduates with disabilities. Provided career information to students and circulated resumes to HR Student Coordinator, and managers and supervisors.

The Virginia Department for Aging and Rehabilitative FWSs (DARS) recognized FWS with its 2012 Disability Employment Champion Award, marking the first time that a federal agency has received this statewide recognition for outstanding business and employment practices. FWS was honored along with five other corporate winners at a ceremony in Richmond in October 2012. Through its disability hiring efforts, the FWS provided men and women with disabilities, including wounded veterans, with transition opportunities and appropriate work accommodations. FWS also worked to connect DARS candidates with available job opportunities across the Department of the Interior's bureaus. FWS' efforts to place disabled veterans has also been recognized by the Department of the Interior.

Reinforced and developed new partnerships to recruit individuals with disabilities such as Gallaudet University, Paralyzed Veterans of America, VA/MD/DC State Department of Rehabilitative FWSs, Department of Veterans Affairs, DoD's Operation War Fighter Program (OWF). FWS also strengthened the nationwide partnership with Paralyzed Veterans of America (PVA) by continuing to use PVA for training and outreach and as an effective recruitment source for permanent and temporary positions. For example, two individuals with targeted disabilities were recruited from PVA and five soldiers were placed in internships through OWF and the Wounded Warrior Program.

ODIWM, HR, and Fisheries and Habitat Conservation worked together to develop a hiring protocol to ensure managers are aware of the special hiring authorities and work with the Diversity Employment Specialist and HR throughout the recruitment process. The Refuges Program at Headquarters participated in the Project SEARCH program to provide internships for two high-school students as part of a Departmental program that provides an on-site classroom and internships throughout the school year to help students gain job skills before graduation.

3. Outreach activities included representatives from the Upper Mississippi River National Wildlife and Fish Refuge in Savanna, Illinois, hosting the Fifth Annual Deer Hunt for Sportsmen with Disabilities, and participants included disabled veterans. Additionally, Assistant Directors, managers and supervisors, and representatives from External Affairs participated in disability related initiatives throughout the year such as a panel for the National Rehabilitation Association and the Virginia Department for Aging and Rehabilitative FWSs regional and state awards. External Affairs (EA) participates in diversity-related initiatives on a regular basis by working with communications staff across programs and regions to increase diversity media coverage across the country. Examples include, disability themed stories and features on the Intranet (InsideFWS), the FWS.gov homepage, and press releases.
Workforce statistics were monitored quarterly through the preparation and review of bureau wide, Regional and Assistant Directors Equal Employment Opportunity and Diversity Scorecards.
4. Diversity Training for managers and supervisors included an overview of reasonable accommodations, special hiring authorities, the Workforce and Recruitment Program (WRP), and speakers from FWS veterans and partnerships such as DoD – Operation War Fighter, Paralyzed Veterans of America, Gallaudet University, and State Department of Rehabilitative FWSs. Special Emphasis events were also conducted throughout the year. Developed a SharePoint Website to Identify Disability Recruitment Sources and provide information on the Special Hiring Authorities for use by the Recruiters, DCR Regional Offices, and managers and supervisors.

Participated in the National Science Foundation's June 5th, 2012 Section 508 Coordinators Meeting and circulated training materials to 508 coordinators and Diversity and Civil Rights Offices by posting them on Sharepoint site.

Managers and supervisors participated in a series of over 12 DOI webinars designed to acquaint managers / HR professionals with local networks available to help recruit noncompetitive eligible veterans and persons with disabilities. The webinars were conducted for the states where DOI has over 2,000 employees. Each included two presenters, VA Employment Coordinator and State Vocational Rehabilitation Representatives.

Worked with Gallaudet University to offer a sign language class for the Headquarters Office in Spring FY 2013.

Planned activities for FY 2013:

1. FWS will continue to work towards the Director's annual goal of hiring 3 individuals with disabilities per Region (a total of 27) in an effort to increase the number of individuals with targeted disabilities hired.

WRP and State Department of Rehabilitative FWSs will continue to be utilized for recruitment FWSs for Regional Recruiters for the recruitment of individuals with targeted disabilities.

2. Issue an all employee message to ask employees to update their race, national origin, and disability status in employee express to improve quality of data for all regions.
3. Continue to use quarterly scorecard meetings, monthly staff meetings, and other meetings with managers and supervisors to develop recruitment sources and strategies for using various hiring authorities to reach individuals with targeted disabilities.
4. Continue partnering with External Affairs and managers and supervisors to develop and share more articles on partnerships and employees with disabilities for InsideFWS and public web pages.
5. Participate in college career fairs and target students with disabilities with on-campus visits and mock interviews with partners such as Gallaudet University and Westwood College.

See Part J for other planned activities.

Part J

**Special Program Plan for the Recruitment, Hiring, and
Advancement of Individuals with Targeted Disabilities**

**EEOC FORM
715-01 PART J**

U.S. Equal Employment Opportunity Commission

**U. S. Fish and Wildlife FWS's Annual EEO Program Status Report
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted
Disabilities**

PART I Department or Agency Information	1. Agency	1. Department of the Interior (DOI)
	1.a. 2 nd Level Component	1.a. U. S. Fish and Wildlife FWS
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number	October 1, 2011		September 30, 2012		Net Change	
		Number	%	Number	%	Number	Percentage Change
Total Work Force	10,274	100.0%	10,130	100.0%	-144	-1.4%	
Reportable Disability	849	8.3%	838	8.3%	-11	-1.3%	
Targeted Disability*	123	1.2%	126	1.2%	3	2.4%	
* If the rate of change for individuals with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
1. Total Number of Applications Received From Individuals with targeted disabilities during the reporting period.						Data not available.	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						Data not available.	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	270	18	6.7	1	0.4	6	2.2	246	91.1
4. Non-Competitive Promotions	658	54	8.2	14	2.1	17	2.6	587	89.2
5. Employee Career Development Programs	72	1	1.4	0	0.0	0	0.0	71	98.6
5.a. Grades 5 to12	48	1	2.1	0	0.0	0	0.0	47	97.9

5.b. Grades 13 – 14	24	0	0.0	0	0.0	0	0.0	24	100.0
5.c. Grade 15/SES	-	-	-	-	-	-	-	-	-
6. Employee Recognition and Awards	9,500	719	7.6	191	2.0	195	2.1	8,586	90.4
6.a. Time-Off Awards (Total hrs awarded)	63,898	5818	9.1	719	1.1	1,563	2.4	56,517	88.4
6.b. Cash Awards (total \$ awarded)	6,017,411	413,071	6.9	42,850	0.7	118,726	2.0	5,485,614	91.2
6.c. Quality-Step Increase	484	31	6.4	6	1.2	8	1.7	445	91.9

Part IV

Identification and Elimination of Barriers

Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using **FORM 715-01 PART I**. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.

Part V: Objectives for Individuals with Targeted Disabilities

At the end of FY2012, there were a total of 107 individuals with targeted disabilities in the permanent workforce, a decrease of 2 over the previous year. The participation rate remained flat at 1.2%.

Accessions:

There were a total of 13 individuals with targeted disabilities hired into permanent positions during FY2012, constituting 2.4% of permanent hires.

Separations:

There were a total of 15 individuals with targeted disabilities separated from the permanent workforce during FY2012, constituting 2.4% of separations.

Promotions:

There were a total of 928 promotions (competitive & non-competitive) in the permanent workforce during FY2012. Of these, 15 had targeted disabilities. This constituted 1.2% of promotions.

Objective:

FWS has an objective, listed in Part I of this Plan, to continue the Director's goal of hiring 27 individuals with targeted disabilities (3 per Region).

Summary of Recruitment Guide for Individuals with Targeted Disabilities

Recruitment Strategies

- Establish recruitment teams with participation of managers, Human Resources and Diversity and Inclusive Workforce Management staff.
- Share best practices of recruitment for individuals with targeted disabilities with the Regions/Programs so that they may benefit from proven successful practices.
- Maximize recruiting from all sources when filling positions, including those in the Senior Executive FWS, managerial and supervisory positions at grades GS-13 to GS-15, in an effort to attract a broader pool of candidates with disabilities.
- Develop collaborative recruiting partnerships with community, academic and governmental groups to locate and market potential applicants to managers.
- Improve outreach and access to employment opportunities for individuals with disabilities.
- Cultivate contacts at colleges and universities and other placement offices to increase the awareness of the FWS's interests to identify applicants/candidates for positions.
- Participate in college career fairs such as Gallaudet University, to reach students with disabilities.
- Use the FWS's website to raise awareness of FWS as an employer of choice.
- Use the internet and social media to help recruit individuals with disabilities and raise awareness of FWS as an employer of choice. Target rehabilitation agency websites and websites used by individuals with disabilities and personnel separating from military FWS.
- Increase FWS's presence at meetings and conferences of organizations serving individuals with disabilities to target a larger pool of potential candidates.
- Contact students with disabilities listed in the Workforce Recruitment Program (WRP) annual on-line recruitment list to encourage students to visit FWS's website for job vacancy announcements and inform them about student employment opportunities.

Recruitment Sources

Expand the use of recruitment sources of applicants with disabilities including:

- State/local Vocational Rehabilitation Agencies (SVRAs)
- U.S. Department of Veterans Affairs (VA)
- Department of Defense, Operation Warfighter Program
- Job Accommodation Network (JAN)
- Workforce Recruitment Program for College Students with Disabilities (WRP)
- Paralyzed Veterans of America (PVA)
- Bender Consulting, Inc.
- Easter Seals
- OPM's resume bank for persons with disabilities
- Employer Assistance Referral Network (EARN)
- Rehabilitation FWSs Administration (RSA)
- Disability FWS Offices at Colleges and Universities

- Professional organizations and publications serving the interests of individuals with disabilities, and
- National and local community organizations and disability advocacy groups and their events such as the Minnesota Department of Education and Employment Development Veterans Career Fair.

Hiring Strategies

The Branch of Human Resources and the Office of Diversity and Inclusive Workforce Management will provide guidance to managers on the use of the special appointing authorities available when hiring individuals with disabilities, including but not limited to:

- **Schedule A, 5 CFR 213.3102(u) for hiring people with severe physical disabilities, psychiatric disabilities, and mental retardation.** This excepted authority is used to appoint persons with severe physical disabilities, psychiatric disabilities, and intellectual disabilities. Such individuals may qualify for conversion to permanent status after two years of satisfactory FWS. Severe physical disabilities include but are not limited to blindness, deafness, paralysis, missing limbs, epilepsy, dwarfism, and more.
- **Schedule A, 5 CFR 213.3102(11) for hiring readers, interpreters, and personal assistants.** This excepted authority is used to appoint readers, interpreters, and personal assistants for employees with severe disabilities as reasonable accommodations.
- **5 CFR 315.604 for hiring disabled veterans enrolled in a Department of Veterans Affairs (VA) training program.** This authority is used to hire veterans with disabilities who are eligible for training under the VA vocational rehabilitation program (38 U.S.C. Chapter 31). The veterans may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. Veterans in this program are beneficiaries of the VA, thus for most purposes are not Federal employees. Upon successful completion of the program, the Region may appoint the veterans non-competitively under a status quo appointment that may be converted to permanent status at any time.
- **5 CFR 316.201(b) for hiring worker-trainees for programs such as the Welfare to Work program.** Federal agencies are encouraged to expand the use of the worker-trainee authority under TAPER (Temporary Appointment Pending Establishment of a Register) and other excepted FWS hiring authorities to appoint welfare recipients to entry-level positions. Accordingly, the worker-trainee authority may be used as an additional tool to increase employment opportunities for people with disabilities under the Welfare to Work program.
- **5 CFR 316.302(b)(4) and 5 CFR 316.402(b)(4) for hiring 30 percent or more disabled veterans.** These authorities are used to hire veterans with a compensable FWS connected disability of 30% or more who was issued a notice of retirement or discharge from active military FWS due to the disability; or who was rated by the VA within the preceding year, as having a compensable FWS-connected disability of 30 percent or more. If the appointment is for more than 60 days, they may be converted, without a break in FWS, to permanent status at any time during the appointment.

Retention Strategies

- Monitor the participation of individuals with targeted disabilities in career development and formal leadership training programs.
- Strengthen the Individuals with Disabilities Special Emphasis Program to provide awareness and education to management and employees on issues relating to employees with disabilities, especially during the observance for Disability Employment Awareness Month (October).
- Educate managers on how to make the workplace accessible for individuals with disabilities and how to assess the ability of a potential employee with disabilities to perform the essential functions of the job.
- Provide managers information on the DOI's Reasonable Accommodation Policy in Diversity Training and staff meetings.
- Provide managers and supervisors information on obtaining electronic equipment through the Department of Defense, Computer/Electronics Accommodations Program.
- Managers will check that their supervisors are keeping IDPs in compliance.
- Continue the Director's hiring goals for individuals with targeted disabilities; and, monitor and track progress and retention quarterly.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



In Reply Refer To:
FWS/ODIWM/049937

NOV 23 2011

Memorandum

To: All FWS Employees

From: Director *Debra M. Asha*

Subject: Equal Employment Opportunity and Non-Discrimination Policy

It is the policy of the U.S. Fish and Wildlife Service (Service) to provide equal opportunity to all employees and applicants for employment regardless of race, color, national origin, religion, sex (including pregnancy and gender identity), disability, age (40 years or older), reprisal, or protected genetic information. Moreover, consistent with Presidential Executive Orders and other laws designed to protect federal employees, the Service must vigilantly prevent discrimination based on sexual orientation, parental status, military service, or any other non-merit factor. These commitments must be exemplified in all of our management practices and decisions including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs.

The Service must strive to create and foster an inclusive work environment, one that affords all employees the opportunity to attain their personal goals, to grow within the Service, and to fully contribute to the accomplishment of our vital mission. All Service employees have a responsibility to carry out this policy and to promote it through exemplary conduct, stewardship, and professionalism with other Service employees, conservation partners, and the public. Managers and supervisors will be held responsible and accountable for promoting and ensuring equal opportunity in the Service's policies, programs and practices. This is essential to attracting, developing and retaining the most qualified workforce to carry out the Service's mission.

The Service does not tolerate discrimination, harassment or reprisal in the workplace. Allegations of discrimination will be addressed promptly and professionally. Timely compliance with decisions issued on discrimination complaints is mandatory. Appropriate disciplinary action will be taken when a decision is issued confirming allegations of discrimination, harassment, or reprisal.

Employees who believe that they have been the subject of unlawful discrimination must initiate contact with their Regional Diversity and Civil Rights Office or the Office of Diversity and Inclusive Workforce Management in Washington, D.C. within 45 calendar days of the alleged discriminatory event, or in case of a personnel action, within 45 days of the effective date of the action.

This Policy and the Department of the Interior's policy on Equal Opportunity and Zero Tolerance of Discrimination and Harassment shall be posted on the Service's internal website, in all Human Resources and Diversity and Civil Rights Offices, in common areas such as break rooms, and on official bulletin boards. Inquiries concerning either this policy or specific situations relevant to this policy should be directed to the Office of Diversity and Inclusive Workforce Management, in Washington, D.C. at (703) 358-1724.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



NOV 23 2011

In Reply Refer To:
FWS/ODIWM/049942

Memorandum

To: All FWS Employees
From: Director *Dain McAule*
Subject: Zero Tolerance Harassment Policy

It is the policy of the U.S. Fish and Wildlife Service (Service) to provide employees with a work environment that is free from harassment. The Service prohibits harassment on the basis of race, color, national origin, religion, sex (whether or not of a sexual nature including pregnancy and gender identity), disability, age (40 years or older), reprisal, protected genetic information, or sexual orientation.

Workplace harassment is any form of unwelcome, pervasive, persistent, unsolicited verbal, non-verbal, or physical conduct that is so objectively offensive that it alters the victim's terms and conditions of employment, either by culminating in a tangible employment action or by being sufficiently severe or pervasive as to unreasonably interfere with an employee's work performance by creating an intimidating, abusive, offensive, and hostile work environment. The use of derogatory words, phrases, epithets, gestures, pictures, drawings, or cartoons can create an intimidating and hostile work environment and will not be tolerated in the workplace regardless of the means of delivery to include, but not limited to, verbal communication, electronic mail, text messaging, or any other form of written or electronic communication.

Just as we strive to accomplish our mission, we must also strive to maintain the trust and confidence of our employees, conservation partners, and the public. Harassment adversely affects morale, teamwork, and productivity and is strictly prohibited.

Employees are strongly encouraged to report incidents of harassment to their immediate supervisor (allegations involving an immediate supervisor should be reported to a higher level management official). Employees may also contact their servicing Human Resources (HR) Office or Diversity and Civil Rights (DCR) Office, or the Washington D.C. Office of Diversity and Inclusive Workforce Management (ODIWM). Supervisors and managers will take immediate action to conduct an internal inquiry and resolve

reports of harassment. If evidence confirms allegations of harassment, the supervisor will take appropriate corrective and disciplinary action. Any employee found to have participated in harassment of any kind will be subject to appropriate administrative or disciplinary action, which may include removal from federal service. Disciplinary action will also be taken against supervisors who do not carry out their responsibilities under this policy. Any action taken to address and resolve issues of harassment will be confidential and retaliatory action against an employee who raises a claim of harassment of any kind will not be tolerated.

The Service's internal inquiry is a management responsibility and is not part of the Equal Employment Opportunity (EEO) complaint process. Any employee who desires to initiate an EEO Complaint alleging harassment must contact their Regional DCR office or the Washington, D.C. ODWIM within 45 calendar days of the date of the alleged harassment. The Service's inquiry does not have an impact on the EEO time requirement. Therefore, employees may not wait until after an internal inquiry is conducted if they desire to enter into the EEO process.

If you have any questions or require additional information on the Service's policy regarding Harassment and Zero Tolerance, contact your servicing DCR or HR Office, or the Washington, D.C. ODWIM at (703) 358-1724.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



In Reply Refer To:
FWS/ODIWM/052215

AUG 03 2012

Memorandum

To: All U.S. Fish and Wildlife Service Employees
From: Deputy Director *Rouan W. Arnold*
Subject: Reasonable Accommodation Policy for Scheduled Events

The U.S. Fish and Wildlife Service (Service) is committed to ensuring its programs, facilities, and activities are accessible to all individuals, including persons with disabilities. Headquarters and each Regional Office is therefore required to have a primary point of contact to ensure that Service sponsored activities, events, and electronic information technology meet the required accessibility standards. All event sponsors or coordinators are responsible for working with their Headquarters or Regional point of contact to ensure that events are accessible to all Service employees. When announcing an event or meeting, it is required that all Service sponsored activities include an accessibility statement explaining how individuals with disabilities may request an accommodation or program modification.

The following statement is required for inclusion in all Headquarters and Regional Offices event announcements, electronic and hard copy fliers.

"The U.S. Fish and Wildlife Service is committed to providing access to this meeting (or event) for all participants. Please direct all requests for sign language interpreting services, close captioning, or other accommodation needs to [name, phone, e-mail], TTY 800-877-8339 with your request by close of business (deadline)."

Please note that sign language interpreters should be requested at least five business days in advance of the event. Interpreters must be provided for Service sponsored events that are open to all employees or the public and for all events at which the Director or Deputy Director are scheduled to speak. Further, event coordinators should not wait for requests from employees when it is known that employees with hearing impairments are expected to be present.

Service events include, but are not limited to: Service sponsored events on and outside of Service property, such as management-sponsored meetings and briefings; special emphasis observances; announcements of reports or major initiatives; conferences; training programs; and office social functions, such as retirement celebrations and holiday parties. This includes meetings sponsored by Service employees. If you have any questions or need more information, please contact Ms. Julia Bumbaca, Service Disability Program Manager, at 703-358-2349 (Voice), TTY 800-877-8339 or Julia_Bumbaca@fws.gov.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



DEC 26 2012

In Reply Refer To:
FWS/ODIWM/053357

Memorandum

To: Service Directorate

From: Director



Subject: Mandatory Equal Employment Opportunity and Diversity Training for Managers, Supervisors and Employees for Fiscal Year 2013

The U.S. Fish and Wildlife Service (Service) is committed to achieving and fostering an inclusive and diverse workforce, as well as a workplace that is free of discrimination, harassment or reprisal. The Service is requiring that managers and supervisors complete a minimum of 8 hours of training on an annual basis: 4 hours related to Equal Employment Opportunity (EEO) - 1 hour should include the No Fear Act, and 4 hours related to Diversity (workforce/employment).

In creating a continuous learning environment that will strengthen our leadership, mandatory training will focus on topics deemed essential in developing our future workforce. Therefore completion of this training is included in the performance plans for all managers and supervisors.

The Service will continue to offer tools that will assist managers and supervisors in carrying out their responsibilities in promoting inclusiveness throughout the workforce and preventing discrimination. Trainings may be completed through various media, including classroom setting, online, audio or video conference, satellite broadcast, and webinar. Videos and DVDs may only be used to complement facilitated training. However, managers and supervisors should consult with their Regional Diversity and Civil Rights (DCR) Office to confirm outside training courses meet the requirement.

It is highly recommended that all non-supervisory employees complete a minimum of 2 hours of EEO training - 1 hour should include the No Fear Act and 2 hours of Diversity training this year. All Service employees, permanent and temporary, are requested to complete Fiscal Year 2013 annual training no later than September 27, 2013.

Regional DCR offices will regularly assess the completion rate of your managers and supervisors providing a status report to the Service's Office of Diversity and Inclusive Workforce Management no later than the 30th day of the month following the end of the second, third, and fourth quarters. The first report is due to the Office of Diversity and Inclusive Workforce Management by April 30, 2013.

If you have any questions concerning EEO and Diversity training, please contact Ms. Inez Uhl, the Service's EEO Officer at 703-358-2396.

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORTING PERIOD: FY 2012

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR	COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK		
ADR INTAKE OFFICER	COUNSELINGS	INDIVIDUALS
B. INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELINGS		
C. TOTAL COMPLETED/ENDED COUNSELINGS	56	55
1. COUNSELED WITHIN 30 DAYS	17	17
2. COUNSELED WITHIN 31 TO 90 DAYS	35	35
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	27	26
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	6	6
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
3. COUNSELED BEYOND 90 DAYS	4	4
4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	11	11
2. INITIATED DURING THE REPORTING PERIOD	61	60
3. COMPLETED/ENDED COUNSELINGS	56	55
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	9	9
b. WITHDRAWALS/NO COMPLAINT FILED	12	12
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	35	35
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	16	16

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	\$ 22,000.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	1	1	\$ 20,000.00
4. ATTORNEY FEES AND COSTS	1	1	\$ 2,000.00
5.			\$
6.			\$
7.			\$
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	6	6	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	0	0	
4. REASSIGNMENTS	3	3	
5. REMOVALS RESCINDED	2	2	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	2	2	
6. ACCOMMODATIONS	0	0	
7. TRAINING	1	1	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	1	1	
11. LEAVE RESTORED	1	1	
12. OTHER	1	1	
13. OTHER	1	1	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	\$ 10,000.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	1	1	\$ 10,000.00
5.			\$
6.			\$
7.			\$
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	3	3	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	0	0	
4. REASSIGNMENTS	2	2	
5. REMOVALS RESCINDED	0	0	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	0	
6. ACCOMMODATIONS	0	0	
7. TRAINING	0	0	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	1	1	
11. LEAVE RESTORED	0	0	
12. IMPROVED WORKING COND	0	0	
13. MONTHLY MEETINGS,STEP	1	1	
I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	6	6	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **DOI Fish And Wildlife Service**

REPORTING PERIOD: **FY 2012**

PART II - FORMAL COMPLAINT ACTIVITIES

	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	
36	B. COMPLAINTS FILED	
0	C. REMANDS (sum of lines C1+C2+C3)	
0	C.1. REMANDS (NOT INCLUDED IN A OR B)	
0	C.2. REMANDS (INCLUDED IN A OR B)	
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE	
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS	
68	D. TOTAL COMPLAINTS (sum of lines A+B+C1)	
68	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED	
27	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD	
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED	
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD	
41	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]	
36	J. INDIVIDUALS FILING COMPLAINTS (Complainants)	
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS	

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

		AGENCY		CONTRACT	
		NUMBER	PERCENT	NUMBER	PERCENT
A. AGENCY & CONTRACT RESOURCES					
1. WORK FORCE					
a. TOTAL WORK FORCE		10378			
b. PERMANENT EMPLOYEES		8800			
2. COUNSELOR					
		3		0	
a. FULL-TIME		3	100.00	0	0.00
b. PART-TIME		0	0.00	0	0.00
c. COLLATERAL DUTY		0	0.00	0	0.00
3. INVESTIGATOR					
		0		2	
a. FULL-TIME		0	0.00	2	100.00
b. PART-TIME		0	0.00	0	0.00
c. COLLATERAL DUTY		0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR					
		0		0	
a. FULL-TIME		0	0.00	0	0.00
b. PART-TIME		0	0.00	0	0.00
c. COLLATERAL DUTY		0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
	0	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL						
	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
	3	0	0	2	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL						
	0	0	0	0	0	0

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: **Sharon Eller**

1a.	DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
			X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON: **Pam Malam**
TITLE: **Deputy Assistant Secretary, DOI-DASHO**

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: **Inez Uhl**
TITLE: **Equal Employment Opportunity Officer**

4. WHO DOES THAT PERSON REPORT TO?
PERSON: **Rowan Gould**
TITLE: **Deputy Director, Fish & Wildlife Service**

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORT

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION									TOTAL ALL BASES BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	1	0	0	0	0	5	15
C. AWARDS	0	0	0	0	0	0	0	0	1	1
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	0	0	2	0	0	1	0	2	21
1. DEMOTION	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	1	0	0	1	0	0	0	0	1	10
3. SUSPENSION	0	0	0	1	0	0	1	0	0	10
4. REMOVAL	0	0	0	0	0	0	0	0	1	1
5.										
6.										
7.										
F. DUTY HOURS	0	0	0	0	0	0	0	0	2	3
G. EVALUATION/APPRaisal	0	0	0	2	0	0	2	0	4	12
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	0	0	2	0	0	1	0	6	25
1. NON-SEXUAL	1	0	0	2	0	0	1	0	5	23
2. SEXUAL									1	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	2
L. PROMOTION/NON-SELECTION	0	0	0	2	0	0	1	0	3	12
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	2
1. DENIED	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	4	0	0	11	2	0	8	0	31	
TOTAL ALL COMPLADNTS FILED BY BASES	1	0	0	6	2	0	4	0	18	
TOTAL ALL COMPLAINANTS BY BASES	1	0	0	6	2	0	4	0	18	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORT

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION									TOTAL ALL BASES BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				
N. REASONABLE ACCOMMODATION								0	0	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	1	0	1	0	1	8
R. TERMS/CONDITIONS OF EMPLOYMENT	1	0	0	0	0	0	0	0	2	5
S. TIME AND ATTENDANCE	1	0	0	0	0	0	0	0	2	5
T. TRAINING	0	0	0	2	0	0	2	0	1	9
U. OTHER (Please specify below)										
1. STUDENT PROGRAM, HARDSHIP TRANSFER DE	0	0	0	0	1	0	0	0	0	2
2. VIOLATED CONFIDENTIALITY	0	0	0	0	0	0	0	0	1	1
3. CONTRACT NOT RENEWED	0	0	0	0	0	0	0	0	0	1
4. DENIED COPY OF THE CORR. FILE										
5.										
TOTAL ALL ISSUES BY BASES	4	0	0	11	2	0	8	0	31	
TOTAL ALL COMPLAINTS FILED BY BASES	1	0	0	6	2	0	4	0	18	
TOTAL ALL COMPLAINANTS BY BASES	1	0	0	6	2	0	4	0	18	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORTING PERIOD

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											AL B
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	
	MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL		
A. APPOINTMENT/HIRE	0	0	0	0	0			0	0	0	0	
B. ASSIGNMENT OF DUTIES	0	2	0	1	0			3	1	2	0	
C. AWARDS	0	0	0	0	0			0	0	0	0	
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	
E. DISCIPLINARY ACTION	2	1	0	1	0			3	4	4	0	
1. DEMOTION	0	0	0	0	0			0	0	0	0	
2. REPRIMAND	1	0	0	0	0			2	2	2	0	
3. SUSPENSION	1	1	0	1	0			1	2	2	0	
4. REMOVAL	0	0	0	0	0			0	0	0	0	
5.			0								0	
6.												
7.												
F. DUTY HOURS	0	0	0	0	0			0	0	1	0	
G. EVALUATION/APPRaisal	1	0	0	1	0			1	0	1	0	
H. EXAMINATION/TEST	0	0	0	0	0			0	0	0	0	
I. HARASSMENT	2	2	0	2	0			5	1	3	0	
1. NON-SEXUAL	2	1	0	2	0			5	1	3	0	
2. SEXUAL	0	1	0									
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	0	0	
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	1	0	0	0	0	
L. PROMOTION/NON-SELECTION	0	0	0	1	1			3	0	1	0	
M. REASSIGNMENT	0	0	0	1	0			1	0	0	0	
1. DENIED	0	0	0	1	0			1	0	0	0	
2. DIRECTED	0	0	0	0	0			0	0	0	0	
TOTAL ALL ISSUES BY BASES	5	9	0	9	1	0	1	21	10	17	0	
TOTAL ALL COMPLAINTS FILED BY BASES	4	5	0	4	1	0	1	12	5	10	0	
TOTAL ALL COMPLAINANTS BY BASES	4	5	0	4	1	0	1	12	5	10	0	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORTING PERIOD

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											AL B
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	
	MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL		
N. REASONABLE ACCOMMODATION									1	3	0	
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	
P. RETIREMENT	0	0	0	0	0			0	0	0	0	
Q. TERMINATION	0	1	0	0	0			1	2	1	0	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0			1	0	0	0	
S. TIME AND ATTENDANCE	0	1	0	1	0			0	0	0	0	
T. TRAINING	0	0	0	1	0			1	1	1	0	
U. OTHER (Please specify below)												
1. STUDENT PROGRAM, HARDCSHIP TRANSFER D	0	0	0	0	0			1	0	0	0	
2. VIOLATED CONFIDENTIALITY	0	0	0	0	0			0	0	0	0	
3. CONTRACT NOT RENEWED	0	0	0	0	0			1	0	0	0	
4. DENIED COPY OF THE CORR. FILE			0								0	
5.												
TOTAL ALL ISSUES BY BASES	5	9	0	9	1	0	1	21	10	17	0	
TOTAL ALL COMPLAINTS FILED BY BASES	4	5	0	4	1	0	1	12	5	10	0	
TOTAL ALL COMPLAINANTS BY BASES	4	5	0	4	1	0	1	12	5	10	0	

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																	
	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY
	AMER. INDIAN ALASKA NATIVE	ASIAN	SOUTH SEASAMERICAN OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC LATINO	OTHER	MALE	FEMALE		
1. Counseling Settlement Allegations	0	0	0	2	0	0	2	1	4	0	4	0	0	0	0	0	2	1
1a. Number of Counselings Settled	0	0	0	1	0	0	1	1	3	0	4	0	0	0	0	0	2	1
1b. Number of Counselings Settled With	0	0	0	1	0	0	1	1	3	0	4	0	0	0	0	0	2	1
2. Complaint Settlement Allegations	0	0	0	2	0	0	1	0	3	0	7	0	0	0	0	0	8	5
2a. Number of Complaints Settled	0	0	0	2	0	0	1	0	2	0	3	0	0	0	0	0	3	1
2b. Number of Complainants Settled With	0	0	0	2	0	0	1	0	2	0	3	0	0	0	0	0	3	1
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	4	0	0	3	1	7	0	11	0	0	0	0	0	10	6
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																	
	APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION				DUTY HOURS	EVAL APPRAISAL	EXAM TEST	HARASSMENT		MEDICAL EXAM	PAY OVERTIME	PROMOTION NON- RELECTION	REASSIGNMENT	
					DEMOTION	REPRIMAND	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DESIRE	DIRECTED
1. Counseling Settlement Allegations	0	0	1	0	0	0	0	1	2	1	0	3	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	1	0	0	0	0	1	2	1	0	3	0	0	0	0	0	0
1b. Number of Counselings Settled With	0	0	1	0	0	0	0	1	2	1	0	3	0	0	0	0	0	0
2. Complaint Settlement Allegations	2	1	0	0	0	0	1	1	1	3	0	3	2	1	0	1	0	0
2a. Number of Complaints Settled	2	1	0	0	0	0	1	1	1	2	0	2	1	1	0	1	0	0
2b. Number of Complainants Settled With	2	1	0	0	0	0	1	1	1	2	0	2	1	1	0	1	0	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	2	1	1	0	0	0	1	2	3	4	0	6	2	1	0	1	0	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORTING PERIOD: FY 2012

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

19	1. TITLE VII
0	1a. PREGNANCY DISCRIMINATION ACT (PDA)
11	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
13	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)
0	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

43 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	27	7536	279.11
1. WITHDRAWALS	1	68	68.00
a. NON-ADR WITHDRAWALS	1	68	68.00
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	6	2375	395.83
a. NON-ADR SETTLEMENTS	6	2375	395.83
b. ADR SETTLEMENTS	0	0	0.00
3. FINAL AGENCY ACTIONS (B+C)	20	5093	254.65
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	18	4225	234.72
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	11	3493	317.55
3. DISMISSAL OF COMPLAINTS	7	732	104.57
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	2	868	434.00
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	2	868	434.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	2	868	434.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORTING PERIOD: FY 2012

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	11	1347	122.45
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	9	1183	131.44
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	9	1183	131.44
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	2	164	82.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	2	164	82.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	6	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	5	\$ 54,400.00
1. BACK PAY/FRONT PAY	0	\$ 0.00
IMP SUM PAYMENT	3	\$ 16,400.00
5. COMPENSATORY DAMAGES	1	\$ 16,800.00
4. ATTORNEY FEES AND COSTS	2	\$ 21,200.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	6	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	<small>NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL</small>	<small>NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS</small>
1. HIRES	1	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	1	0
2. PROMOTIONS	2	0
a. RETROACTIVE	1	0
b. NON-RETROACTIVE	1	0
3. EXPUNGEMENTS	1	0
4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	1	2
a. REINSTATEMENT	0	1
b. VOLUNTARY RESIGNATION	1	1
6. ACCOMMODATIONS	1	1
7. TRAINING	1	0
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	1	0
a. RESCINDED	1	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	2	1
11. WORKING CONDITIONS CLASSIFICATION OF PD RESTORED	1	1
12. IMPROVED WORKING CONDITIONS-CLASSIFICATION OF PD EVALUATED	0	1
13. NEUTRAL JOB REFERENCE. COMPL. ALLOWED TO TELEWORK	1	1
14. COORDINATE OFFICE FUNCTIONS	1	1

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORTING PERIOD: FY 2012

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	41	13927		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	3	31	10.33	17
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	5	327	65.40	153
2. COMPLAINTS PENDING IN INVESTIGATION	11	1332	121.09	294
3. COMPLAINTS PENDING IN HEARINGS	15	9966	664.40	2531
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	7	2271	324.43	531

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	22	3920	178.18
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. AGENCY INVESTIGATION COSTS	\$ 0.00		\$ 0.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	22	3920	178.18
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	19	3108	163.58
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	3	812	270.67
1. TIMELY COMPLETED INVESTIGATIONS	3	812	270.67
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS	\$ 77,063.00		\$ 3502.86

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **DOI Fish And Wildlife Service**

REPORTING PERIOD: **FY 2012**

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS					
		COUNSELINGS	INDIVIDUALS		
1.	ADR OFFERED BY AGENCY	44	43		
2.	REJECTED BY INDIVIDUAL (COUNSELEE)	37	37		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	7	7		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	2	2		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	4	4		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
		6	6	291	48.50
1.	MEDIATION	6	6	291	48.50
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	PEER REVIEW	0	0	0	0.00
8.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.					
10.					
11.					
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS					
		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	7	7	428	61.14
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	3	3	131	43.67
b.	NO FORMAL COMPLAINT FILED	1	1	85	85.00
c.	COMPLAINT FILED				
i.	NO RESOLUTION	2	2	127	63.50
ii.	NO ADR ATTEMPT (aka Part X.E.1.d)	1	1	85	85.00
e.	DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2.	INTENTIONALLY LEFT BLANK				

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service

REPORTING PERIOD: FY 2012

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
1. ADR OFFERED BY AGENCY	17	17		
2. REJECTED BY COMPLAINANT	17	17		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	0	0		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.				
7.				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	0	0	0	0.00
1. MEDIATION	0	0	0	0.00
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
12.				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E. STATUS OF CASES IN COMPLAINT CLOSURES	0	0	0	0.00
1. TOTAL CLOSED	0	0	0	0.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	0	0	0	0.00
d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTALS)	0	0	\$	0.00
a. COMPENSATORY DAMAGES	0	0	\$	0.00
b. BACKPAY/FRONTPAY	0	0	\$	0.00
c. LUMP SUM	0	0	\$	0.00
d. ATTORNEY FEES AND COSTS	0	0	\$	0.00
e.			\$	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTALS)	0	0		
a. HIRES	0	0		
i. RETROACTIVE	0	0		
ii. NON-RETROACTIVE	0	0		
b. PROMOTIONS	0	0		
i. RETROACTIVE	0	0		
ii. NON-RETROACTIVE	0	0		
c. EXPUNGEMENTS	0	0		
d. REASSIGNMENTS	0	0		
e. REMOVALS RESCINDED	0	0		
i. REINSTATEMENT	0	0		
ii. VOLUNTARY RESIGNATION	0	0		
f. ACCOMMODATIONS	0	0		
g. TRAINING	0	0		
h. APOLOGY	0	0		
i. DISCIPLINARY ACTIONS	0	0		
i. RESCINDED	0	0		
ii. MODIFIED	0	0		
j. PERFORMANCE EVALUATION MODIFIED	0	0		
k. LEAVE RESTORED	0	0		
l. CLARIFICATION OF AOS RESPONSIBILITIES				
m.				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Fish And Wildlife Service REPORTING PERIOD: FY 2012

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	10378	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	8	
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0	
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	8	
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
D. EEO ADR FUNDING SPENT	AMOUNT	
	\$ 4,350.00	

E. EEO ADR CONTACT INFORMATION

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER Elena Gonzalez

2. Director, Office of Collaborative Action and Dispute

3. TELEPHONE NUMBER 202-327-5352 4. EMAIL megonzales@ios.doi.gov

F. EEO ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
1a. If yes, is there a written policy requiring the participation?	X	
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2011 through September 30, 2012, is accurate and complete.

NAME AND TITLE OF CERTIFYING OFFICIAL: Inez Uhl, EEO Officer

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature) 9744

DATE: 10/30/2012 TELEPHONE NUMBER: 703-358-2396 E-MAIL: inez_uhl@fws.gov

NAME AND TITLE OF PREPARER: Judy R Banks, Records Management Specialist

DATE: 10/30/2012 TELEPHONE NUMBER: 202-208-3856 E-MAIL: Judy_Banks@ios.doi.gov

The 7 12 report (with the PIN entered) is due on or before October 31, 2012.

Appendix A - Comments

AGENCY: DOI Fish And Wildlife Service - YEAR: 2012

Part 1

FWS - II.D.1 Counselings - We have determined that the difference in the numbers for this FY and last FY is due to a one complaint that was processed considered a conflict of interest and was processed by a sister bureau. This case was transferred for responsibility to that sister bureau after last years report was submitted. Also we believe the discrepancy in the numbers for last year to this years is due to one case in which the NOFI was issued on September 27, 2011 but the formal complaint was filed after the new FY began, on October 7, 2011.

FWS - I.F.13 Counselings - Scheduled Monthly Meetings, between the complainant and the Supervisor.

Part 2

FWS - II.B - The discrepancy between Part I D 3C and Part II B is due to one case in which the NOFI was issued on September 27, 2011 but the formal complaint was filed after the new FY began, on October 7, 2011.

FWS - II.J - The discrepancy between Part I D 3C and Part II J is due to one case in which the NOFI was issued on September 27, 2011 but the formal complaint was filed after the new FY began, on October 7, 2011.

Part 7

FWS - VII.F.12 Non-Monetary - neutral job reference

FWS - VII.F.13 Non-Monetary - coordinate office functions

Part 8

FWS - VIII.A.3 Pending Oldest Case - Our records indicate that we sent the EEOC Baltimore District Office the case file of FWS-05-0266 for a hearing. The Baltimore District informed us last year that they do not have a record of receiving the case. To date we have not been able to locate this case or ascertain whether it is indeed in active case file.

Fish & Wildlife Service - Servicewide FY2012
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
			male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total Workforce																		
Prior FY	#	10274	6141	4133	345	266	5275	3327	179	256	86	115	10	13	170	94	76	62
	%	100%	59.8%	40.2%	3.4%	2.6%	51.3%	32.4%	1.7%	2.5%	0.8%	1.1%	0.1%	0.1%	1.7%	0.9%	0.7%	0.6%
Current FY	#	10130	6052	4078	338	265	5193	3294	182	245	88	112	9	12	160	82	82	68
	%	100%	59.7%	40.3%	3.3%	2.6%	51.3%	32.5%	1.8%	2.4%	0.9%	1.1%	0.1%	0.1%	1.6%	0.8%	0.8%	0.7%
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
	%	100%	55.0%	45.0%	3.2%	2.9%	44.5%	34.3%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.5%	0.3%	0.9%	0.7%
Difference	#	-144	-89	-55	-7	-1	-82	-33	3	-11	2	-3	-1	-1	-10	-12	6	6
	%	-	0.0%	0.0%	0.0%	0.0%	-0.1%	0.1%	0.1%	-0.1%	0.0%	0.0%	0.0%	0.0%	-0.1%	-0.1%	0.1%	0.1%
Ratio Change	%	-	0.0%	0.0%	0.0%	0.0%	-0.1%	0.1%	0.1%	-0.1%	0.0%	0.0%	0.0%	0.0%	-0.1%	-0.1%	0.1%	0.1%
	%	-1.4%	-1.4%	-1.3%	-2.0%	-0.4%	-1.6%	-1.0%	1.7%	-4.3%	2.3%	-2.6%	-10.0%	-7.7%	-5.9%	-12.8%	7.9%	9.7%
Permanent Workforce																		
Prior FY	#	8805	5228	3577	299	246	4457	2841	168	243	76	102	9	11	152	81	67	53
	%	100%	59.4%	40.6%	3.4%	2.8%	50.6%	32.3%	1.9%	2.8%	0.9%	1.2%	0.1%	0.1%	1.7%	0.9%	0.8%	0.6%
Current FY	#	8704	5155	3549	295	245	4387	2822	167	236	77	101	7	12	150	76	72	57
	%	100%	59.2%	40.8%	3.4%	2.8%	50.4%	32.4%	1.9%	2.7%	0.9%	1.2%	0.1%	0.1%	1.7%	0.9%	0.8%	0.7%
Difference	#	-101	-73	-28	-4	-1	-70	-19	-1	-7	1	-1	-2	1	-2	-5	5	4
	%	-	-0.1%	0.1%	0.0%	0.0%	-0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Ratio Change	%	-	-0.1%	0.1%	0.0%	0.0%	-0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
	%	-1.1%	-1.4%	-0.8%	-1.3%	-0.4%	-1.6%	-0.7%	-0.6%	-2.9%	1.3%	-1.0%	-22.2%	9.1%	-1.3%	-6.2%	7.5%	7.5%
Temporary Workforce																		
Prior FY	#	1469	913	556	46	20	818	486	11	13	10	13	1	2	18	13	9	9
	%	100%	62.2%	37.8%	3.1%	1.4%	55.7%	33.1%	0.7%	0.9%	0.7%	0.9%	0.1%	0.1%	1.2%	0.9%	0.6%	0.6%
Current FY	#	1426	897	529	43	20	806	472	15	9	11	11	2		10	6	10	11
	%	100%	62.9%	37.1%	3.0%	1.4%	56.5%	33.1%	1.1%	0.6%	0.8%	0.8%	0.1%	0.0%	0.7%	0.4%	0.7%	0.8%
Difference	#	-43	-16	-27	-3	0	-12	-14	4	-4	1	-2	1	-2	-8	-7	1	2
	%	-	0.8%	-0.8%	-0.1%	0.0%	0.8%	0.0%	0.3%	-0.3%	0.1%	-0.1%	0.1%	-0.1%	-0.5%	-0.5%	0.1%	0.2%
Ratio Change	%	-	0.8%	-0.8%	-0.1%	0.0%	0.8%	0.0%	0.3%	-0.3%	0.1%	-0.1%	0.1%	-0.1%	-0.5%	-0.5%	0.1%	0.2%
	%	-2.9%	-1.8%	-4.9%	-6.5%	0.0%	-1.5%	-2.9%	36.4%	-30.8%	10.0%	-15.4%	#####	-100.0%	-44.4%	-53.8%	11.1%	22.2%

Fish & Wildlife Service - Servicewide FY2012
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
			male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Non-Appropriated Workforce	#																	
	%																	
Prior FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

All Occupations CLF is based on all workers in all Census Occupation groups.
 Organizational CLF is based on the number of incumbents in each occupation in the organization.

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component	TOTAL EMPLOYEES		RACE/ETHNICITY																	
			Hispanic or Latino				White				Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
			male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total	#	8704	5155	3549	295	245	4387	2822	167	236	77	101	7	12	150	76	72	57		
	%	100%	59.2%	40.8%	3.4%	2.8%	50.4%	32.4%	1.9%	2.7%	0.9%	1.2%	0.1%	0.1%	1.7%	0.9%	0.8%	0.7%		
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%		
Organizational CLF	%	100%	55.7%	44.3%	3.2%	2.7%	45.3%	34.1%	2.8%	3.6%	3.0%	2.9%	0.1%	0.0%	0.5%	0.2%	0.9%	0.7%		
Region 1	#	992	579	413	25	15	503	352	6	6	13	24	3	6	16	5	13	5		
	%	100%	58.4%	41.6%	2.5%	1.5%	50.7%	35.5%	0.6%	0.6%	1.3%	2.4%	0.3%	0.6%	1.6%	0.5%	1.3%	0.5%		
Region 2	#	865	556	309	100	74	404	211	7	5	10	2			24	13	11	4		
	%	100%	64.3%	35.7%	11.6%	8.6%	46.7%	24.4%	0.8%	0.6%	1.2%	0.2%	0.0%	0.0%	2.8%	1.5%	1.3%	0.5%		
Region 3	#	961	596	365	11	5	558	329	8	15	2	5			13	6	4	5		
	%	100%	62.0%	38.0%	1.1%	0.5%	58.1%	34.2%	0.8%	1.6%	0.2%	0.5%	0.0%	0.0%	1.4%	0.6%	0.4%	0.5%		
Region 4	#	1334	855	479	47	26	718	377	59	63	8	1	2		14	6	7	6		
	%	100%	64.1%	35.9%	3.5%	1.9%	53.8%	28.3%	4.4%	4.7%	0.6%	0.1%	0.1%	0.0%	1.0%	0.4%	0.5%	0.4%		
Region 5	#	777	429	348	13	10	376	303	17	17	9	7			7	4	7	7		
	%	100%	55.2%	44.8%	1.7%	1.3%	48.4%	39.0%	2.2%	2.2%	1.2%	0.9%	0.0%	0.0%	0.9%	0.5%	0.9%	0.9%		
Region 6	#	892	572	320	23	24	511	274	5	2	1	4			27	10	5	6		
	%	100%	64.1%	35.9%	2.6%	2.7%	57.3%	30.7%	0.6%	0.2%	0.1%	0.4%	0.0%	0.0%	3.0%	1.1%	0.6%	0.7%		
Region 7	#	582	327	255	4	10	275	206	5	8	6	10			32	14	5	5		
	%	100%	56.2%	43.8%	0.7%	1.7%	47.3%	35.4%	0.9%	1.4%	1.0%	1.7%	0.0%	0.3%	5.5%	2.4%	0.9%	0.9%		
Region 8	#	835	492	343	29	21	431	278	4	6	11	22			7	8	10	6		
	%	100%	58.9%	41.1%	3.5%	2.5%	51.6%	33.3%	0.5%	0.7%	1.3%	2.6%	0.0%	0.2%	0.8%	1.0%	1.2%	0.7%		
Headquarters	#	1466	749	717	43	60	611	492	56	114	17	26	2	2	10	10	10	13		
	%	100%	51.1%	48.9%	2.9%	4.1%	41.7%	33.6%	3.8%	7.8%	1.2%	1.8%	0.1%	0.1%	0.7%	0.7%	0.7%	0.9%		

All Occupations CLF is based on all workers in all Census Occupation groups.
Organizational CLF is based on the number of incumbents in each occupation in the organization.

Fish & Wildlife Service - Servicewide as of September 30, 2012
Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	RACE/ETHNICITY																
	TOTAL EMPLOYEES		Hispanic or Latino		Non-Hispanic or Latino								Two or more races				
					White		Black or African American		Asian		Hawaiian or Other Pacific Islander				American Indian or Alaska Native		
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																	
Executive/Senior Level (Grades 15 and Above)	# 151	103	48	9	2	86	43	3	3	2					2		1
	% 100%	68.2%	31.8%	6.0%	1.3%	57.0%	28.5%	2.0%	2.0%	1.3%	0.0%	0.0%	0.0%	1.3%	0.0%	0.7%	0.0%
Mid-level (Grades 13-14)	# 1024	702	322	34	20	627	275	14	10	4	10			11	3	12	4
	% 100%	68.6%	31.4%	3.3%	2.0%	61.2%	26.9%	1.4%	1.0%	0.4%	1.0%	0.0%	0.0%	1.1%	0.3%	1.2%	0.4%
First-Level (Grades 12 and Below)	# 535	391	144	30	8	332	123	7	4	3	3			9	2	10	2
	% 100%	73.1%	26.9%	5.6%	1.5%	62.1%	23.0%	1.3%	0.7%	0.6%	0.6%	0.0%	0.4%	1.7%	0.4%	1.9%	0.4%
- Other	# 1202	504	698	30	59	387	503	43	84	18	17	1	6	14	19	11	10
	% 100%	41.9%	58.1%	2.5%	4.9%	32.2%	41.8%	3.6%	7.0%	1.5%	1.4%	0.1%	0.5%	1.2%	1.6%	0.9%	0.8%
Officials and Managers - TOTAL	# 2912	1700	1212	103	89	1432	944	67	101	27	30	1	8	36	24	34	16
	% 100%	58.4%	41.6%	3.5%	3.1%	49.2%	32.4%	2.3%	3.5%	0.9%	1.0%	0.0%	0.3%	1.2%	0.8%	1.2%	0.5%
2. Professionals	# 3580	2118	1462	99	85	1843	1236	47	53	39	39	4	1	60	22	26	26
	% 100%	59.2%	40.8%	2.8%	2.4%	51.5%	34.5%	1.3%	1.5%	1.1%	1.1%	0.1%	0.0%	1.7%	0.6%	0.7%	0.7%
3. Technicians	# 320	271	49	22	3	233	42	5	1	3	1			7	1	1	1
	% 100%	84.7%	15.3%	6.9%	0.9%	72.8%	13.1%	1.6%	0.3%	0.9%	0.3%	0.0%	0.0%	2.2%	0.3%	0.3%	0.3%
4. Sales Workers	# -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	# 745	124	621	13	56	80	435	23	76	2	23		1	2	23	4	7
	% 100%	16.6%	83.4%	1.7%	7.5%	10.7%	58.4%	3.1%	10.2%	0.3%	3.1%	0.0%	0.1%	0.3%	3.1%	0.5%	0.9%
6. Craft Workers	# 579	571	8	39	2	486	6	15		4				24		3	
	% 100%	98.6%	1.4%	6.7%	0.3%	83.9%	1.0%	2.6%	0.0%	0.7%	0.0%	0.0%	0.0%	4.1%	0.0%	0.5%	0.0%
7. Operatives	# 18	18		1		10		2						5			
	% 100%	100.0%	0.0%	5.6%	0.0%	55.6%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	27.8%	0.0%	0.0%	0.0%
8. Laborers and Helpers	# 63	49	14	2		39	13							8	1		
	% 100%	77.8%	22.2%	3.2%	0.0%	61.9%	20.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.7%	1.6%	0.0%	0.0%
9. Service Workers	# 476	296	180	16	9	256	144	8	5	2	8	2	2	8	5	4	7
	% 100%	62.2%	37.8%	3.4%	1.9%	53.8%	30.3%	1.7%	1.1%	0.4%	1.7%	0.4%	0.4%	1.7%	1.1%	0.8%	1.5%

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES, AND RELATED GRADES	RACE/ETHNICITY																			
	TOTAL EMPLOYEES		Hispanic or Latino		White		Black or African American		Asian		Non-Hispanic or Latino		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more Races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#																			
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	4		4		2		1												
	%	0.0%	0.0%	0.1%	0.0%	0.4%	0.0%	0.1%	0.0%	0.4%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	19	7	12	2	1	3	5	1	3										
	%	0.2%	0.2%	0.3%	0.8%	0.4%	0.1%	0.2%	0.7%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-04	#	135	64	71	9	6	36	45	8	6	1	4								
	%	1.7%	1.4%	2.0%	3.6%	2.5%	0.9%	1.6%	5.3%	2.5%	1.4%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-05	#	298	134	164	9	11	106	121	7	11	4	11								
	%	3.7%	3.0%	4.7%	3.6%	4.5%	2.8%	4.3%	4.7%	4.7%	5.6%	10.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-06	#	243	94	149	9	9	77	117	3	11										
	%	3.0%	2.1%	4.2%	3.6%	3.7%	2.0%	4.2%	2.0%	4.7%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-07	#	662	253	409	15	42	202	289	14	43	2	14								
	%	8.3%	5.6%	11.6%	5.9%	17.3%	5.3%	10.3%	9.3%	18.2%	2.8%	13.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-08	#	124	50	74	1	10	41	49	6	12	1									
	%	1.5%	1.1%	2.1%	0.4%	4.1%	1.1%	1.7%	4.0%	5.1%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-09	#	893	478	415	25	38	406	319	20	30	12	11	1	5	11	11	11	3	1	1
	%	11.1%	10.7%	11.8%	9.9%	15.6%	10.6%	11.4%	13.3%	12.7%	16.7%	10.9%	14.3%	41.7%	9.7%	14.7%	4.3%	1.8%		
GS-10	#	12	1	11		1	7			2										
	%	0.1%	0.0%	0.3%	0.0%	0.0%	0.2%	0.2%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	1505	820	685	61	39	677	571	26	27	20	16	1	3	20	17	15	15	12	12
	%	18.8%	18.3%	19.4%	24.1%	16.0%	17.7%	20.4%	17.3%	11.4%	27.8%	15.8%	14.3%	25.0%	17.7%	22.7%	21.7%	21.1%		
GS-12	#	1938	1178	760	51	34	1027	639	33	47	16	20	3	1	30	8	18	18	11	11
	%	24.2%	26.2%	21.6%	20.2%	14.0%	26.9%	22.8%	22.0%	19.9%	22.2%	19.8%	42.9%	8.3%	26.5%	10.7%	26.1%	19.3%		
GS-13	#	1450	927	523	44	41	818	422	25	33	13	14	1		16	4	10	9	9	9
	%	18.1%	20.7%	14.8%	17.4%	16.9%	21.4%	15.1%	16.7%	14.0%	18.1%	13.9%	14.3%	0.0%	14.2%	5.3%	14.5%	15.8%		
GS-14	#	568	368	200	17	9	336	172	4	7	1	7			6	3	4	2	2	2
	%	7.1%	8.2%	5.7%	6.7%	3.7%	8.8%	6.1%	2.7%	3.0%	1.4%	6.9%	0.0%	0.0%	5.3%	4.0%	5.8%	3.5%		
GS-15	#	143	101	42	8	2	86	37		3	2				3		1			
	%	1.8%	2.3%	1.2%	3.2%	0.8%	2.2%	1.3%	0.0%	1.3%	2.8%	0.0%	0.0%	0.0%	2.7%	0.0%	1.4%	0.0%		
All other (unspecified GS)	#	1		1			1													
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	19	13	6	2		8	6	3											
	%	0.2%	0.3%	0.2%	0.8%	0.0%	0.2%	0.2%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	8014	4488	3526	253	243	3824	2802	150	236	72	101	7	12	113	75	69	57		
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOT: Percentages computed down columns and NOT across rows

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GM, SES, AND RELATED GRADES	RACE/ETHNICITY																	
	TOTAL EMPLOYEES				Hispanic or Latino		White		Black or African American		Non-Hispanic or Latino Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more Races	
	All	male	female	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	15	6	9			4	7	2			1						
	%	1.2%	0.8%	1.8%	0.0%	5.0%	0.6%	1.5%	13.3%	0.0%	0.0%	9.1%	0.0%	-	0.0%	0.0%	0.0%	0.0%
GS-02	#	34	17	17	2	2	14	12		1		1						
	%	2.7%	2.2%	3.3%	5.4%	10.0%	2.0%	2.6%	0.0%	11.1%	0.0%	9.1%	0.0%	-	16.7%	16.7%	0.0%	0.0%
GS-03	#	203	119	84	6	2	103	72	4	4	3	3						
	%	15.8%	15.4%	16.4%	16.2%	10.0%	14.8%	15.9%	26.7%	44.4%	33.3%	27.3%	0.0%	-	33.3%	16.7%	12.5%	18.2%
GS-04	#	265	153	112	10	7	137	99	3	1		1						
	%	20.7%	19.8%	21.9%	27.0%	35.0%	19.7%	21.8%	20.0%	11.1%	0.0%	9.1%	100.0%	-	16.7%	16.7%	12.5%	27.3%
GS-05	#	365	238	127	10	4	219	117	2		4	3						
	%	28.4%	30.8%	24.9%	27.0%	20.0%	31.5%	25.8%	13.3%	0.0%	44.4%	27.3%	0.0%	-	0.0%	0.0%	37.5%	27.3%
GS-06	#	40	24	16			24	15										
	%	3.1%	3.1%	3.1%	0.0%	5.0%	3.4%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
GS-07	#	129	78	51	1		76	46				1						
	%	10.1%	10.1%	10.0%	2.7%	0.0%	10.9%	10.1%	0.0%	0.0%	0.0%	9.1%	0.0%	-	0.0%	33.3%	12.5%	18.2%
GS-08	#	5	4	1			2					1						
	%	0.4%	0.5%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	-	33.3%	0.0%	0.0%	0.0%
GS-09	#	133	81	52	5	2	72	48	1	1	2							
	%	10.4%	10.5%	10.2%	13.5%	10.0%	10.3%	10.6%	6.7%	11.1%	22.2%	0.0%	0.0%	-	0.0%	16.7%	12.5%	0.0%
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
GS-11	#	55	30	25	2		27	23		1								
	%	4.3%	3.9%	4.9%	5.4%	0.0%	3.9%	5.1%	0.0%	11.1%	0.0%	0.0%	0.0%	-	0.0%	0.0%	12.5%	9.1%
GS-12	#	23	12	11			10	10	2	1								
	%	1.8%	1.6%	2.2%	0.0%	0.0%	1.4%	2.2%	13.3%	11.1%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
GS-13	#	13	7	6	1	1	5	5	1									
	%	1.0%	0.9%	1.2%	2.7%	5.0%	0.7%	1.1%	6.7%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
GS-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
GS-15	#	1	1				1											
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
All other (unspecified GS)	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	2	2				2											
	%	0.2%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%
TOTAL	#	1283	772	511	37	20	696	454	15	9	9	11	1		6	6	8	11
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%

NOT - Percentages computed down columns and NOT across rows

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES																			
	All		male		female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Gen Natural Resources	#	1734	1014	720	47	34	910	636	10	14	10	23	3		23	5	11	8		
	%	100%	58.5%	41.5%	2.7%	2.0%	52.5%	36.7%	0.6%	0.8%	0.6%	1.3%	0.2%	0.0%	1.3%	0.3%	0.6%	0.5%		
Mgmt & Bio Sciences (0401)	#	100%	58.5%	41.5%	2.7%	2.0%	52.5%	36.7%	0.6%	0.8%	0.6%	1.3%	0.2%	0.0%	1.3%	0.3%	0.6%	0.5%		
	%	100%	58.5%	41.5%	2.7%	2.0%	52.5%	36.7%	0.6%	0.8%	0.6%	1.3%	0.2%	0.0%	1.3%	0.3%	0.6%	0.5%		
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
Biological Science Technician (0404)	#	130	100	30	5	3	92	25			1	1			2	1				
	%	100%	76.9%	23.1%	3.8%	2.3%	70.8%	19.2%	0.0%	0.0%	0.8%	0.8%	0.0%	0.0%	1.5%	0.8%	0.0%	0.0%		
Occupational CLF	#	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%		
	%	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%		
Fish and Wildlife Administration (0480)	#	245	160	85	8	3	146	80	2	1	1				3	1				
	%	100%	65.3%	34.7%	3.3%	1.2%	59.6%	32.7%	0.8%	0.4%	0.4%	0.0%	0.0%	0.0%	1.2%	0.4%	0.0%	0.0%		
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
Fish Biology (0482)	#	571	451	120	25	5	393	107	10	4	9				12	3	2	1		
	%	100%	79.0%	21.0%	4.4%	0.9%	68.8%	18.7%	1.8%	0.7%	1.6%	0.0%	0.0%	0.0%	2.1%	0.5%	0.4%	0.2%		
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
Wildlife Refuge Management (0485)	#	653	482	171	23	13	422	141	8	6	2	4			11	3	16	3		
	%	100%	73.8%	26.2%	3.5%	2.0%	64.6%	21.6%	1.2%	0.9%	0.3%	0.6%	0.0%	0.2%	1.7%	0.5%	2.5%	0.5%		
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
Wildlife Biology (0486)	#	576	372	204	18	13	339	179	2	2	3	6			5	3	5	1		
	%	100%	64.6%	35.4%	3.1%	2.3%	58.9%	31.1%	0.3%	0.3%	0.5%	1.0%	0.0%	0.0%	0.9%	0.5%	0.9%	0.2%		
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%		
Criminal Investigating (1811)	#	222	193	29	16	1	166	23	4	1	1	3	2		3		1	1		
	%	100%	86.9%	13.1%	7.2%	0.5%	74.8%	10.4%	1.8%	0.5%	0.5%	1.4%	0.9%	0.0%	1.4%	0.0%	0.5%	0.5%		
Occupational CLF	#	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%		
	%	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%		
Park Ranger (LE/Refuge) (0025LE & 1801LE)	#	234	215	19	15	2	185	16	3		4		1		4	1	3			
	%	100%	91.9%	8.1%	6.4%	0.9%	79.1%	6.8%	1.3%	0.0%	1.7%	0.0%	0.4%	0.0%	1.7%	0.4%	1.3%	0.0%		
Occupational CLF	#	100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%		
	%	100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%		

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																	
	TOTAL EMPLOYEES				Non-Hispanic or Latino										Two or more races			
	All	male	female	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	male	female	male	female	male	female			
Gen Natural Resources (0401)	#	120	65	55	1	1	60	52	2	1	1					1	1	
	%	100%	54.2%	45.8%	0.8%	0.8%	50.0%	43.3%	1.7%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Technician (0404)	#	570	365	205	13	6	333	186	6	3	4	3	1		4	2	4	5
	%	100%	64.0%	36.0%	2.3%	1.1%	58.4%	32.6%	1.1%	0.5%	0.7%	0.5%	0.2%	0.0%	0.7%	0.4%	0.7%	0.9%
Occupational CLF	#	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
	%	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Administration (0480)	#	2	2				2											
	%	100%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)	#	93	69	24	2	1	66	21			1				1	1	1	
	%	100%	74.2%	25.8%	2.2%	1.1%	71.0%	22.6%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	1.1%	0.0%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management (0485)	#	4	3	1			3	1										
	%	100%	75.0%	25.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)	#	25	14	11	1	1	13	10										
	%	100%	56.0%	44.0%	4.0%	4.0%	52.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)	#																	
	%																	
Occupational CLF	#	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%
	%	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%
Park Ranger (LE/Refuge) (0025LE & 1801LE)	#																	
	%																	
Occupational CLF	#	100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%
	%	100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%

Fish & Wildlife Service - Servicewide FY2012
Table A7-AI: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES																				
	All		male		female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
General Natural Resources Management and Biological Sciences (0401)																					
Accessions	#	29	18	11			17	10	1												1
	%	100%	62.1%	37.9%	0.0%	0.0%	58.6%	34.5%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
Biological Science Technician (0404)																					
Accessions	#	522	323	199	7	6	301	179	3	3	3	2	1	2	2	1	6	6			
	%	100%	61.9%	38.1%	1.3%	1.1%	57.7%	34.3%	0.6%	0.6%	0.6%	0.4%	0.2%	0.4%	0.4%	0.2%	1.1%	1.1%			
Occupational CLF	#	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%			
	%	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%			
Fish and Wildlife Administration (0480)																					
Accessions	#	1	1				1														
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
Fish Biology (0482)																					
Accessions	#	23	19	4			18	4									1				
	%	100%	82.6%	17.4%	0.0%	0.0%	78.3%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	0.0%			
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
Wildlife Refuge Management (0485)																					
Accessions	#	1	1				1														
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
Wildlife Biology (0486)																					
Accessions	#	8	2	6			1	2	5												
	%	100%	25.0%	75.0%	0.0%	0.0%	12.5%	25.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	#	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
	%	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%			
Criminal Investigating (1811)																					
Accessions	#																				
	%																				
Occupational CLF	#	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%			
	%	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%			

**Fish & Wildlife Service - Servicewide FY2012
Table A7-AH: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce**

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES	RACE/ETHNICITY																																																				
		All		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races																																						
		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female																																					
Park Ranger (LE/Refuge) (0025LE & 1801LE)																																																						
Accessions	#																		%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Occupational CLF		100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Occupational CLF		100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%																		
Occupational CLF		100%	70.8%	29.2%	5.6%	1.7%	53.0%	19.4%	6.7%	7.4%	1.9%	0.4%	0.0%	0.0%	2.1%	0.1%	1.7%	0.3%																																				

Fish & Wildlife Service - Servicewide FY2012

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
																	male	female
Permanent Workforce																		
Accessions	#	415	216	199	18	9	166	152	14	19	2	7		1	8	4	8	7
	%	100%	52.0%	48.0%	4.3%	2.2%	40.0%	36.6%	3.4%	4.6%	0.5%	1.7%		0.0%	1.9%	1.0%	1.9%	1.7%
From Temporary	#	126	68	58	4	4	56	47	4	2	2	3			1	1	1	1
	%	100%	54.0%	46.0%	3.2%	3.2%	44.4%	37.3%	3.2%	1.6%	1.6%	2.4%		0.0%	0.8%	0.8%	0.8%	0.8%
Total Hires	#	541	284	257	22	13	222	199	18	21	4	10		1	9	5	9	8
	%	100%	52.5%	47.5%	4.1%	2.4%	41.0%	36.8%	3.3%	3.9%	0.7%	1.8%		0.2%	1.7%	0.9%	1.7%	1.5%
Temporary Workforce																		
Accessions	#	1068	670	398	21	15	605	348	14	7	7	6	2	2	10	7	11	13
	%	100%	62.7%	37.3%	2.0%	1.4%	56.6%	32.6%	1.3%	0.7%	0.7%	0.6%	0.2%	0.2%	0.9%	0.7%	1.0%	1.2%
Non-Appropriated Workforce																		
Accessions	#																	
	%																	
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
	%	100%	55.0%	45.0%	3.2%	2.9%	44.5%	34.3%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.5%	0.3%	0.9%	0.7%

All Occupations CLF is based on all workers in all Census Occupation groups.
Organizational CLF is based on the number of incumbents in each occupation in the organization.

Fish & Wildlife Service - Servicewide FY2012

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee before the promotion

Action	TOTAL WORKFORCE		RACE/ETHNICITY													
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
			male	female	male	female	male	female	male	female	male	female	male	female	male	female
General Natural Resources Management and Biological Sciences (0401)																
Applicants	#															
Qualified	#															
	%															
Selected	#	52	27	25		27	24		1							
	%	100%	51.9%	48.1%	0.0%	51.9%	46.2%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1752	1023	729	46	33	922	646	9	14	8	23	3	24	5	11
	%	100%	58.4%	41.6%	2.6%	1.9%	52.6%	36.9%	0.5%	0.8%	0.5%	1.3%	0.2%	1.4%	0.3%	0.6%
Biological Science Technician (0404)																
Applicants	#															
Qualified	#															
	%															
Selected	#	4	3	1		3	1									
	%	100%	75.0%	25.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	148	114	34	7	4	103	28		1	1	1		2	1	1
	%	100%	77.0%	23.0%	4.7%	2.7%	69.6%	18.9%	0.0%	0.0%	0.7%	0.7%	0.0%	1.4%	0.7%	0.7%
Fish and Wildlife Administration (0480)																
Applicants	#															
Qualified	#															
	%															
Selected	#	6	4	2	1	3	2									
	%	100%	66.7%	33.3%	16.7%	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	235	160	75	8	4	147	69	2	1	1	1		2		
	%	100%	68.1%	31.9%	3.4%	1.7%	62.6%	29.4%	0.9%	0.4%	0.4%	0.4%	0.0%	0.9%	0.0%	0.0%
Fish Biology (0482)																
Applicants	#															
Qualified	#															
	%															
Selected	#	15	10	5	2	7	5							1		
	%	100%	66.7%	33.3%	13.3%	46.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%
Relevant Pool	#	567	443	124	25	384	111		12	4	8			13	3	1
	%	100%	78.1%	21.9%	4.4%	67.7%	19.6%	1%	0.7%	1.4%	0.0%	0.0%	0.0%	2.3%	0.5%	0.2%
Wildlife Management (0485)																

Fish & Wildlife Service - Servicewide as of September 30, 2012
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Permanent Workforce	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
																	Non-Hispanic or Latino	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career Ladder Promotions	#	600	334	266	18	25	278	189	17	28	6	13		1	7	4	8	6
	%	100%	55.7%	44.3%	3.0%	4.2%	46.3%	31.5%	2.8%	4.7%	1.0%	2.2%	0.0%	0.2%	1.2%	0.7%	1.3%	1.0%
Time in grade in excess of minimum																		
1 - 12 months	#	49	26	23	4	3	17	13	2	5	2				1			2
	%	100%	53.1%	46.9%	8.2%	6.1%	34.7%	26.5%	4.1%	10.2%	4.1%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	4.1%
13 - 24 months	#	6	2	4			1	3							1	1		
	%	100%	33.3%	66.7%	0.0%	0.0%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%
25+ months	#	17	10	7	2		5	5	1	2					2			
	%	100%	58.8%	41.2%	11.8%	0.0%	29.4%	29.4%	5.9%	11.8%	0.0%	0.0%	0.0%	0.0%	11.8%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2012

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Action	TOTAL WORKFORCE		RACE/ETHNICITY													
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
			male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-13 Vacancies																
Applied	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	66	47	19	2	3	44	16							1	
	%	100%	71.2%	28.8%	3.0%	4.5%	66.7%	24.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%
Relevant Pool	#	1942	1193	749	51	41	1048	624	28	46	16	20	2	31	8	17
	%	100%	61.4%	38.6%	2.6%	2.1%	54.0%	32.1%	1.4%	2.4%	0.8%	1.0%	0.1%	0.0%	1.6%	0.4%
GS-14 Vacancies																
Applied	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	39	22	17		1	22	14		2						
	%	100%	56.4%	43.6%	0.0%	2.6%	56.4%	35.9%	0.0%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1440	918	522	40	34	812	425	27	34	11	16	3	14	5	11
	%	100%	63.8%	36.3%	2.8%	2.4%	56.4%	29.5%	1.9%	2.4%	0.8%	1.1%	0.2%	1.0%	0.3%	0.8%
GS-15 Vacancies																
Applied	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	5	6	1		4	6								
	%	100%	45.5%	54.5%	9.1%	0.0%	36.4%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	569	370	199	18	8	333	171	5	8	2	7		8	3	4
	%	100%	65.0%	35.0%	3.2%	1.4%	58.5%	30.1%	0.9%	1.4%	0.4%	1.2%	0.0%	1.4%	0.5%	0.7%
Senior Executive Service Vacancies																
Applied	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#															
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	1	1			1	1								
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	155	111	44	9	3	94	38	3	2	1	1	1	2		1
	%	100%	71.6%	28.4%	5.8%	1.9%	60.6%	24.5%	.9%	1.3%	0.6%	0.6%	0.6%	1.3%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY 2012

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Program	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
			male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 25 & 26																		
Slots	#	48																
	%	100%																
Relevant Pool	#	3460	2014	1446	115	84	1728	1203	52	74	36	37	3	3	51	25	29	20
	%	100%	58.2%	41.8%	3.3%	2.4%	49.9%	34.8%	1.5%	2.1%	1.0%	1.1%	0.1%	0.1%	1.5%	0.7%	0.8%	0.6%
Applied	#	171	85	86	9	4	67	78	5	4					3		1	
	%	100%	49.7%	50.3%	5.3%	2.3%	39.2%	45.6%	2.9%	2.3%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	0.6%	0.0%
Participants	#	48	20	28	2	1	15	26	1	1					2			
	%	100%	41.7%	58.3%	4.2%	2.1%	31.3%	54.2%	2.1%	2.1%	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%
Career Development Programs for GS 13 - 14: Advanced Leadership Development Program cohort XIII																		
Slots	#	24																
	%	100%																
Relevant Pool	#	2009	1288	721	58	42	1145	596	32	42	13	23	3		22	8	15	10
	%	100%	64.1%	35.9%	2.9%	2.1%	57.0%	29.7%	1.6%	2.1%	0.6%	1.1%	0.1%	0.0%	1.1%	0.4%	0.7%	0.5%
Applied	#	89	54	35	4	3	47	26	1	1	1	3			1			2
	%	100%	60.7%	39.3%	4.5%	3.4%	52.8%	29.2%	1.1%	1.1%	1.1%	3.4%	0.0%	0.0%	1.1%	0.0%	0.0%	2.2%
Participants	#	24	17	7	1	1	15	4				1			1			1
	%	100%	70.8%	29.2%	4.2%	4.2%	62.5%	16.7%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	4.2%	0.0%	0.0%	4.2%
Career Development Programs for GS 15 and SES:																		
Slots	#																	
	%																	
Relevant Pool	#																	
	%																	
Applied	#																	
	%																	
Participants	#																	
	%																	

Relevant Pool includes all employees in pay grades eligible for the career development program.

Fish & Wildlife Service - Servicewide FY2012

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	TOTAL WORKFORCE										Non-Hispanic or Latino									
	Hispanic or Latino					White					Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more Races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-Off awards - 1-9 hours																				
Total Time-Off Awards Given	# 347	154	193	6	10	134	133	4	32	1	5	8	8	1	8	8	1	4		
	% 100%	44.4%	55.6%	1.7%	2.9%	38.6%	38.3%	1.2%	9.2%	0.3%	1.4%	0.0%	0.3%	2.3%	2.3%	0.3%	1.2%			
Total Hours	2450	1129	1321	48	78	992	916	25	200	8	34	48	54	8	31	31	8			
Average Hours	7	7	7	8	8	7	7	6	6	8	7	6	7	8	8	8	8			
Time-Off awards - 9+ hours																				
Total Time-Off Awards Given	# 2121	1090	1031	73	57	919	841	36	69	16	28	2	30	20	14	16				
	% 100%	51.4%	48.6%	3.4%	2.7%	43.3%	39.7%	1.7%	3.3%	0.8%	1.3%	0.1%	1.4%	0.9%	0.7%	0.8%				
Total Hours	61448	31080	30368	2124	1636	26271	25033	965	1968	420	626	60	863	611	377	494				
Average Hours	29	29	29	29	29	29	30	27	29	26	22	30	29	31	27	31				
Cash Awards - \$100 - \$500																				
Total Cash Awards Given	# 1692	1024	668	40	42	874	545	41	31	12	27	2	40	12	15	11				
	% 100%	60.5%	39.5%	2.4%	2.5%	51.7%	32.2%	2.4%	1.8%	0.7%	1.6%	0.1%	2.4%	0.7%	0.9%	0.7%				
Total Amount	\$641,155	\$374,889	\$266,266	\$13,735	\$16,713	\$319,265	\$219,904	\$15,222	\$11,711	\$4,722	\$9,710	\$364	\$16,337	\$4,503	\$5,244	\$3,725				
Average Amount	\$379	\$366	\$399	\$343	\$398	\$365	\$403	\$371	\$378	\$394	\$360	\$182	\$408	\$375	\$350	\$339				
Cash Awards \$501+																				
Total Cash Awards Given	# 4842	2843	1999	163	136	2455	1634	68	114	42	55	4	72	37	39	19				
	% 100%	58.7%	41.3%	3.4%	2.8%	50.7%	33.7%	1.4%	2.4%	0.9%	1.1%	0.1%	1.5%	0.8%	0.8%	0.4%				
Total Amount	\$5,376,256	\$3,133,414	\$2,242,842	\$175,654	\$150,194	\$2,715,098	\$1,838,977	\$71,224	\$134,427	\$44,674	\$52,299	\$3,897	\$2,690	\$84,092	\$42,986	\$38,775				
Average Amount	\$1,110	\$1,102	\$1,122	\$1,078	\$1,104	\$1,106	\$1,125	\$1,047	\$1,179	\$1,064	\$951	\$974	\$673	\$1,168	\$1,162	\$994				
Senior Executive Service Performance Awards																				
Total Cash Awards Given	# 14	11	3	1	9	2	1	1	1	1	1	1	3	7	3	5				
	% 100%	78.6%	21.4%	7.1%	0.0%	64.3%	14.3%	7.1%	0.0%	0.0%	7.1%	0.0%	0.6%	1.4%	0.6%	0.0%				
Total Amount	\$178,179	\$147,413	\$30,766	\$11,822	\$125,808	\$22,501	\$9,783	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265				
Average Amount	\$12,727	\$13,401	\$10,255	\$11,822	\$13,979	\$11,251	\$9,783	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265	\$8,265				
Quality Step Increases (QSI)																				
Total QSIs Awarded	# 484	228	256	6	15	204	202	8	21	4	6	3	7	3	5					
	% 100%	47.1%	52.9%	1.2%	3.1%	42.1%	41.7%	1.7%	4.3%	0.8%	1.2%	0.0%	0.6%	1.4%	0.6%	1.0%				
Total Benefit	\$1,268,725	\$635,821	\$632,904	\$14,703	\$33,810	\$572,645	\$506,667	\$19,192	\$49,071	\$12,965	\$14,467	\$8,714	\$15,868	\$8,714	\$15,868	\$13,028				
Average Be	\$2,621	\$2,789	\$2,472	\$2,451	\$2,254	\$2,807	\$2,506	\$2,399	\$2,337	\$3,241	\$2,411	\$2,905	\$2,267	\$2,905	\$2,267	\$2,606				

Fish & Wildlife Service - Servicewide FY2012

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					White		Black or African American											
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Voluntary	#	594	331	263	23	13	275	204	15	25	3	10	2	9	8	4	3	
	%	100%	55.7%	44.3%	3.9%	2.2%	46.3%	34.3%	2.5%	4.2%	0.5%	1.7%	0.3%	1.5%	1.3%	0.7%	0.5%	
Involuntary	#	35	22	13	3		15	7	2	3				2	2		1	
	%	100%	62.9%	37.1%	8.6%	0.0%	42.9%	20.0%	5.7%	8.6%	0.0%	0.0%	0.0%	5.7%	5.7%	0.0%	2.9%	
RIF	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Separations	#	629	353	276	26	13	290	211	17	28	3	10	2	11	10	4	4	
	%	100%	56.1%	43.9%	4.1%	2.1%	46.1%	33.5%	2.7%	4.5%	0.5%	1.6%	0.3%	1.7%	1.6%	0.6%	0.6%	
Permanent Workforce (09/30/2011)	#	8805	5228	3577	299	246	4457	2841	168	243	76	102	9	11	152	81	67	53
	%	100%	59.4%	40.6%	3.4%	2.8%	50.6%	32.3%	1.9%	2.8%	0.9%	1.2%	0.1%	0.1%	1.7%	0.9%	0.8%	0.6%

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability

Component	Total	Total by Disability Status										Detail for Targeted Disabilities																	
		(04-05) No Disability		(01) Not Identified		(06-94) Reportable Disability		Targeted Disability		(16-18) Deafness		(21, 23, 25) Blindness		(28,30,32,38) Missing Extremities		(64-69) Partial Paralysis		(71-79) Total Paralysis		(82) Epilepsy		(90) Severe Intellectual Disability		(91) Psychiatric Disability		(92) Distortion of Limb/Spine, Deaf-Blind			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total	8704	7765	89.2%	195	2.2%	744	8.5%	107	1.2%	15	0.2%	7	0.1%	3	0.0%	27	0.3%	5	0.1%	10	0.1%	1	0.0%	39	0.4%		0.0%		
Federal Goal								2.0%																					
Region 1	992	879	88.6%	21	2.1%	92	9.3%	13	1.3%	1	0.1%	0	0.0%	3	0.3%	4	0.4%	0	0.0%	1	0.1%	0	0.0%	4	0.4%		0.0%		
Region 2	865	767	88.7%	10	1.2%	88	10.2%	13	1.5%	1	0.1%	3	0.3%	0	0.0%	2	0.2%	0	0.0%	1	0.1%	0	0.0%	6	0.7%		0.0%		
Region 3	961	862	89.7%	24	2.5%	75	7.8%	13	1.4%	2	0.2%	2	0.2%	0	0.0%	5	0.5%	2	0.2%	1	0.1%	0	0.0%	1	0.1%		0.0%		
Region 4	1334	1201	90.0%	38	2.8%	95	7.1%	8	0.6%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.1%	0	0.0%	0	0.0%	5	0.4%		0.0%		
Region 5	777	703	90.5%	14	1.8%	60	7.7%	11	1.4%	3	0.4%	0	0.0%	0	0.0%	5	0.6%	0	0.0%	2	0.3%	0	0.0%	1	0.1%		0.0%		
Region 6	892	813	91.1%	15	1.7%	64	7.2%	9	1.0%	0	0.0%	1	0.1%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	1	0.1%	5	0.6%		0.0%		
Region 7	582	496	85.2%	24	4.1%	62	10.7%	8	1.4%	1	0.2%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	2	0.3%		0.0%		
Region 8	835	753	90.2%	17	2.0%	65	7.8%	6	0.7%	1	0.1%	0	0.0%	0	0.0%	3	0.4%	0	0.0%	0	0.0%	0	0.0%	2	0.2%		0.0%		
Headquarters	1466	1291	88.1%	32	2.2%	143	9.8%	26	1.8%	6	0.4%	1	0.1%	0	0.0%	4	0.3%	1	0.1%	4	0.3%	0	0.0%	10	0.7%		0.0%		

Fish & Wildlife Service - Servicewide as of September 30, 2012
Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status						Detail for Targeted Disabilities										
		(04-05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disabilities	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Hearing				
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	# 151 % 100%	135 89.4%	4 2.6%	12 7.9%	1 0.7%													
Mid-level (Grades 13-14)	# 1024 % 100%	936 91.4%	27 2.6%	61 6.0%	9 0.9%	1 0.1%	2 0.2%		2 0.2%									
First-Level (Grades 12 and Below)	# 535 % 100%	499 93.3%	9 1.7%	27 5.0%	1 0.2%	1 0.2%												
- Other	# 1187 % 100%	1038 87.4%	23 1.9%	126 10.6%	18 1.5%													
Officials and Managers - TOTAL	# 2897 % 100%	2608 90.0%	63 2.2%	226 7.8%	29 1.0%	2 0.1%	2 0.1%		9 0.3%	1 0.0%		5 0.2%					10 0.3%	
2. Professionals	# 3580 % 100%	3235 90.4%	72 2.0%	273 7.6%	31 0.9%	7 0.2%	1 0.0%		5 0.1%	1 0.0%		3 0.1%					13 0.4%	
3. Technicians	# 320 % 100%	299 93.4%	4 1.3%	17 5.3%	2 0.6%													
4. Sales Workers	# - % -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	# 745 % 100%	578 77.6%	28 3.8%	139 18.7%	38 5.1%	3 0.4%	3 0.4%		10 1.3%	3 0.4%		2 0.3%					15 2.0%	
6. Craft Workers	# 579 % 100%	507 87.6%	10 1.7%	62 10.7%	3 0.5%	1 0.2%	1 0.2%		1 0.2%									
7. Operatives	# 18 % 100%	12 66.7%	3 16.7%	3 16.7%	0 0.0%													
8. Laborers and Helpers	# 63 % 100%	53 84.1%	3 4.8%	7 11.1%	1 1.6%													
9. Service Workers	# 476 % 100%	448 94.1%	11 2.3%	17 3.6%	3 0.6%				2 0.4%								1 0.2%	

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status					Detail for Targeted Disabilities											
		(04-05) Disability No	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disabilities	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, etc.				
GS-01	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	4	3	1														
	%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	19	15	4														
	%	0.2%	0.2%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-04	#	135	111	7	17	6	6	1	1	2	1	1	1	1	1	1	1	1
	%	1.7%	1.5%	4.0%	2.5%	5.8%	8.7%	7.1%	7.1%	16.7%	7.7%	20.0%	10.0%	10.0%	2.6%	2.6%	4	4
GS-05	#	298	249	8	41	9	9	1	1	2	2	2	2	2	2	2	2	2
	%	3.7%	3.5%	4.5%	6.1%	8.7%	10.0%	0.0%	0.0%	16.7%	7.7%	40.0%	0.0%	0.0%	10.3%	10.3%	3	3
GS-06	#	243	195	10	38	7	7	1	1	2	2	2	2	2	2	2	2	2
	%	3.0%	2.7%	5.6%	5.7%	6.8%	8.8%	7.1%	7.1%	16.7%	7.7%	0.0%	0.0%	0.0%	7.7%	7.7%	6	6
GS-07	#	662	569	19	74	19	19	4	4	1	1	2	2	2	2	2	2	2
	%	8.3%	7.9%	10.7%	11.0%	18.4%	28.6%	16.7%	16.7%	66.7%	19.2%	0.0%	0.0%	0.0%	10.0%	10.0%	15.4%	15.4%
GS-08	#	124	111	1	12	2	2											
	%	1.5%	1.5%	0.6%	1.8%	1.9%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-09	#	893	782	21	90	18	18	3	3	1	1	1	1	1	1	1	1	1
	%	11.1%	10.9%	11.9%	13.4%	17.5%	21.4%	0.0%	0.0%	33.3%	23.1%	20.0%	30.0%	30.0%	10.3%	10.3%	4	4
GS-10	#	12	12															
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	1505	1363	26	116	13	13	1	1	4	4	4	4	4	4	4	4	4
	%	18.8%	19.0%	14.7%	17.3%	12.6%	15.4%	7.1%	7.1%	15.4%	15.4%	0.0%	0.0%	0.0%	10.0%	10.0%	17.9%	17.9%
GS-12	#	1938	1784	31	123	11	11	3	3	1	1	1	1	1	1	1	1	1
	%	24.2%	24.9%	17.5%	18.3%	10.7%	21.4%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	10.0%	10.0%	15.4%	15.4%
GS-13	#	1450	1311	31	108	11	11	1	1	3	3	3	3	3	3	3	3	3
	%	18.1%	18.3%	17.5%	16.1%	10.7%	7.1%	0.0%	0.0%	11.5%	20.0%	20.0%	20.0%	20.0%	7.7%	7.7%	3	3
GS-14	#	568	514	19	35	6	6	2	2	1	1	1	1	1	1	1	1	1
	%	7.1%	7.2%	10.7%	5.2%	5.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	7.7%	3	3
GS-15	#	143	130	3	10	1	1											
	%	1.8%	1.8%	1.7%	1.5%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	1		1														
	%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	19	17		2													
	%	0.2%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	8014	7166	177	671	103	103	14	14	6	6	3	3	3	3	3	3	3
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2012
Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status										Detail for Targeted Disabilities									
		(04-05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disabilities	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Phlegmas							
GS-01	# 15 % 1.2%	14 1.2%	0.0%	1 1.2%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-02	# 34 % 2.7%	26 2.2%	2 5.1%	6 7.4%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-03	# 203 % 15.8%	185 15.9%	4 10.3%	14 17.3%	5 31.3%	-	0.0%	50.0%	3	50.0%	-	-	0.0%	-	-	33.3%	2				
GS-04	# 265 % 20.7%	241 20.7%	8 20.5%	16 19.8%	5 31.3%	-	0.0%	1 16.7%	1	16.7%	-	-	0.0%	-	-	50.0%	3				
GS-05	# 365 % 28.4%	327 28.1%	15 38.5%	23 28.4%	4 25.0%	-	0.0%	2 33.3%	2	33.3%	-	-	100.0%	-	-	16.7%	1				
GS-06	# 40 % 3.1%	38 3.3%	2 5.1%	-	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-07	# 129 % 10.1%	116 10.0%	3 7.7%	10 12.3%	2 12.5%	-	50.0%	1	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-08	# 5 % 0.4%	5 0.4%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-09	# 133 % 10.4%	126 10.8%	3 7.7%	4 4.9%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-10	# 55 % 4.3%	51 4.4%	1 2.6%	3 3.7%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-11	# 23 % 1.8%	22 1.9%	0.0%	1 1.2%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-12	# 13 % 1.0%	10 0.9%	0.0%	3 3.7%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-13	# 0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-14	# 1 % 0.1%	0.0%	1 2.6%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
GS-15	# 2 % 0.2%	2 0.2%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
All other (unspecified GS)	# 1283 % 100%	1163 100%	39 100%	81 100%	16 100%	-	2 100%	6 100%	-	1 100%	-	-	1 100%	-	-	6 100%	-				
Senior Executive Service	# 2 % 0.2%	2 0.2%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	0.0%	-	-	0.0%	-	-	0.0%	-				
TOTAL	# 1283 % 100%	1163 100%	39 100%	81 100%	16 100%	-	2 100%	6 100%	-	1 100%	-	-	1 100%	-	-	6 100%	-				

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04-05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deathness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Paralysis	
Grade-01	# 23 % 3.4%	18 3.1%	2 11.8%	3 4.1%	1 25.0%	0.0%	0.0%	-	0.0%	-	-	1 100.0%	-	-	
Grade-02	# 3 % 0.4%	2 0.3%	0.0%	1 1.4%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-03	# 2 % 0.3%	2 0.3%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-04	# 3 % 0.4%	3 0.5%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-05	# 48 % 7.1%	42 7.1%	2 11.8%	4 5.5%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-06	# 37 % 5.4%	28 4.8%	2 11.8%	7 9.6%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-07	# 45 % 6.6%	39 6.6%	1 5.9%	5 6.8%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-08	# 223 % 32.8%	186 31.6%	8 47.1%	29 39.7%	2 50.0%	0.0%	1 100.0%	1 100.0%	-	-	-	0.0%	-	-	
Grade-09	# 111 % 16.3%	101 17.1%	2 11.8%	8 11.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-10	# 172 % 25.3%	157 26.7%	0.0%	15 20.5%	1 25.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-11	# 8 % 1.2%	7 1.2%	0.0%	1 1.4%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-12	# 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-13	# 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-14	# 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Grade-15	# 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
All Other Non-supervisory Wage Grades	# 4 % 0.6%	4 0.7%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	0.0%	-	-	
Total Non-supervisory Wage Grades	# 679 % 100%	589 100%	17 100%	73 100%	4 100%	1 100%	1 100%	-	1 100%	-	-	1 100%	-	-	

Fish & Wildlife Service - Servicewide as of September 30, 2012

Table BSNS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04-05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual	(91) Psychiatric Disability	(92) Dwarfism	
Grade-01	# 19 % 13.3%	14 11.1%	1 25.0%	4 30.8%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-02	# 9 % 6.3%	9 7.1%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-03	# 11 % 7.7%	10 7.9%	1 25.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-04	# 8 % 5.6%	7 5.6%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-05	# 42 % 29.4%	38 30.2%	2 50.0%	2 15.4%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-06	# 15 % 10.5%	12 9.5%	0.0%	3 23.1%	1 33.3%	-	-	-	100.0%	-	-	-	0.0%	-	
Grade-07	# 17 % 11.9%	14 11.1%	0.0%	3 23.1%	2 66.7%	-	-	-	0.0%	-	-	-	100.0%	-	
Grade-08	# 15 % 10.5%	15 11.9%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-09	# 6 % 4.2%	6 4.8%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-10	# 1 % 0.7%	1 0.8%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-11	# 0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-12	# 0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-13	# 0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-14	# 0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Grade-15	# 0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
All Other Non-supervisory Wage Grades	# 0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	
Total Non-supervisory Wage Grades	# 143 % 100%	126 100%	4 100%	13 100%	3 100%	-	-	-	1 100%	-	-	-	2 100%	-	

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status							Detail for Targeted Disabilities						
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28, 30, 32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disabilities	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Deafness	
General Natural Resources Management and Biological Sciences (0401)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	44	43	1											
	%	100%	97.7%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	1752	1606	34	112	15	2	4				9			
	%	100%	91.7%	1.9%	6.4%	0.9%	0.1%	0.2%	0.0%	0.0%	0.0%	0.5%		0.0%	
Biological Science Technician (0404)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	148	133	2	13										
	%	100%	89.9%	1.4%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	
Fish and Wildlife Administration (0480)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	24	22	2											
	%	100%	91.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	235	217	6	12										
	%	100%	92.3%	2.6%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	
Fish Biology (0482)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	14	11	3											
	%	100%	78.6%	0.0%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	567	526	10	31	1		1							
	%	100%	92.8%	1.8%	5.5%	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%		0.0%	

Fish & Wildlife Service - Servicewide as of September 30, 2012
Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability - Permanent Workforce

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32,38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Total Employees Eligible for Career Ladder Promotions	# 600	519	16	65	12	1	1		2	3	1		4		
	% 100%	86.5%	2.7%	10.8%	2.0%	0.2%	0.2%	0.0%	0.3%	0.5%	0.2%	0.0%	0.7%	0.0%	
Time in grade in excess of minimum															
1 - 12 months	# 49	43		6											
	% 100%	87.8%	0.0%	12.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
13 - 24 months	# 6	6													
	% 100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
25+ months	# 17	14		3	1								1		
	% 100%	82.4%	0.0%	17.6%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	

Fish & Wildlife Service - Servicewide FY 2012

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability - Permanent Workforce

Type of Program	Total	Total by Disability Status										Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism										
Career Development Programs for GS 11 - 12: Stepping Up to Leadership cohorts 25 & 26																								
Slots	# 48																							
Relevant Pool	# 3460	3163	61	236	24	4					3				3						14			
	% 100%	91.4%	1.8%	6.8%	0.7%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	
Applied	# 171	158	4	9																				
	% 100%	92.4%	2.3%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	# 48	47		1																				
	% 100%	97.9%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 13 - 14: Advanced Leadership Development Program cohort XII																								
Slots	# 24																							
Relevant Pool	# 2009	1816	46	147	19	1	3			4	1		3								7			
	% 100%	90.4%	2.3%	7.3%	0.9%	0.0%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
Applied	# 89	84	1	4	1																1			
	% 100%	94.4%	1.1%	4.5%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%
Participants	# 24	24																						
	% 100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Development Programs for GS 15 and SES:																								
Slots	#																							
Relevant Pool	#																							
	%																							
Applied	#																							
	%																							
Participants	#																							
	%																							

Relevant Pool includes all employees in pay grades eligible for the career development program.

Fish & Wildlife Service - Servicewide FY2012
Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability - Permanent Workforce

Type of Award	Total	Total by Disability Status										Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28, 30, 32, 38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism							
Time-Off awards - 1-9 hours																					
Total Time-Off Awards Given	# 347 % 100%	314	7	26	4	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%						
Total Hours	2450	2219	53	178	23			15						8							
Average Hours	7	7	8	7	6	-	-	-	8	-	-	-	-	4	-						
Time-Off awards - 9+ hours																					
Total Time-Off Awards Given	# 2121 % 100%	1874	53	194	23	1	1	7	2	2	12			0.6%	0.0%						
Total Hours	61448	54298	1510	5640	696	40	40	201	63	352	352			352							
Average Hours	29	29	28	29	30	40	-	40	29	32	29			29	-						
Cash Awards - \$100 - \$500																					
Total Cash Awards Given	# 1692 % 100%	1526	37	129	22	2	2	6	1	1	10			0.6%	0.0%						
Total Amount	\$641,155	\$574,640	\$14,901	\$51,614	\$8,252	\$550	\$641	\$2,126	\$300	\$400	\$4,235			\$4,235							
Average Amount	\$379	\$377	\$403	\$400	\$375	\$275	\$321	\$354	\$300	\$400	\$424			\$424	-						
Cash Awards \$501+																					
Total Cash Awards Given	# 4842 % 100%	4413	90	339	31	5	1	11	2	2	12			0.2%	0.0%						
Total Amount	\$5,376,256	\$4,910,974	\$103,825	\$361,457	\$34,598	\$4,966	\$4,103	\$10,940	\$2,800	\$2,800	\$11,789			\$11,789							
Average Amount	\$1,110	\$1,113	\$1,154	\$1,066	\$1,116	\$993	\$4,103	\$995	\$1,400	\$1,400	\$982			\$982	-						
Senior Executive Service Performance Awards																					
Total Cash Awards Given	# 14 % 100%	14	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	0.0%						
Total Amount	\$178,179	\$178,179																			
Average Amount	\$12,727	\$12,727	-	-	-	-	-	-	-	-	-			-	-						
Quality Step Increases (QSI)																					
Total QSIs Awarded	# 484 % 100%	445	8	31	6	1	1	1	0.0%	0.0%	4			0.8%	0.0%						
Total Benefit	\$1,268,725	\$1,164,485	\$20,793	\$83,447	\$15,553	\$3,415	\$1,364				\$10,774			\$10,774							
Average Benefit	\$2,621	\$2,617	\$2,599	\$2,692	\$2,592	-	\$3,415	\$1,364	-	-	\$2,694			\$2,694	-						

Fish & Wildlife Service - Servicewide FY2012
Table B14: SEPARATIONS By Type of Separation - Distribution by Disability - Permanent Workforce

Type of Separation	Total	Total by Disability Status					Detail for Targeted Disabilities							
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28, 30, 32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disabilities	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Deafness
Voluntary	#	594	17	73	12	1		1	2	1	2		5	
	%	100%	2.9%	12.3%	2.0%	0.2%	0.0%	0.2%	0.3%	0.2%	0.3%	0.0%	0.8%	0.0%
Involuntary	#	35	1	11	3								3	
	%	100%	2.9%	31.4%	8.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.6%	0.0%
RIF	#	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	629	18	84	15	1	1	2	1	2		8		
	%	100%	2.9%	13.4%	2.4%	0.2%	0.0%	0.3%	0.2%	0.3%	0.0%	1.3%	0.0%	
Total Permanent Workforce (09/30/2011)	#	8805	188	751	109	15	5	4	27	4	12	1	41	
	%	100%	2.1%	8.5%	1.2%	0.2%	0.1%	0.0%	0.3%	0.0%	0.1%	0.0%	0.5%	