

The Equal Employment and Opportunity Commission's (EEOC) Management Directive 715's objective is to ensure that all employees and applicants for employment enjoy equality of opportunity in the federal workplace regardless of race, color, national origin, age, disability, sex, gender identity, religion, and reprisal.

EEO Compliance Reviews are mandated by EEOC under the third element below, "Management and Program Accountability." The purpose of an EEO Compliance Review is to assess the Agency's leadership, commitment to the EEO process, and responsiveness to all regulations and requirements. Each fiscal year, in compliance with EEOC, the Office of the Assistant Secretary for Civil Rights requires agencies to report the total number of compliance reviews conducted; corrective actions, if deficiencies were found; and initiate an action plan(s) to resolve deficiencies, barriers, and obstacles for the following year.

The MD-715 is comprised of six elements to assist ARS for being a model EEO employer:

1. **Demonstrated Commitment from Agency Leadership**

This element requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees. As mandated by the EEOC, this commitment to equal opportunity must be embraced by Agency leadership and communicated through the ranks from the top down. Therefore, it is the responsibility of the Agency Head to take such measure as necessary to incorporate the principles of EEO into the Agency's organizational structure.

2. **Integration of EEO into the Agency's Strategic Mission**

According to EEOC, agencies must ensure EEO professionals are involved with, and consulted on, the management and deployment of human resources by attracting, developing and retaining the most qualified workforce to support the agency's achievement of its strategic mission. The ODEO Director should be a regular participant in senior staff meetings; have regular access to the Administrator; and be consulted on HR issues. Sufficient resources to create and/or maintain Title VII of the Civil Rights Act of 1964 (EEO) and Rehabilitation Act programs that identify and eliminate barriers in the workplace, and attract, develop and retain EEO staff with the strategic competencies necessary to accomplish the Agency's EEO mission. To accomplish the goal of eliminating barriers, effective reasonable accommodation procedures may need to be implemented that comply with applicable executive orders regarding architectural and transportation barriers, as well as electronic and information technology accessibility standards.

3. Management and Program Accountability

A model Title VII and Rehabilitation Act program will hold managers, supervisors, and EEO officials and personnel officers accountable for the effective implementation and management of the Agency's program. Establish procedures to prevent all forms of discrimination, including harassment, retaliation and failure to provide reasonable accommodation to qualified individuals with disabilities.

4. Proactive Prevention of Unlawful Discrimination

According to EEOC, agencies have an ongoing obligation to prevent discrimination on the bases of race, color, national origin, religion, sex, age, reprisal and disability, and eliminate barriers that impede free and open competition in the workplace. If findings of discrimination are made, ODEO is obligated to assess and make recommendations regarding taking appropriate disciplinary against Agency officials involved in the matter. As part of its ongoing obligation, Agencies must conduct a self-assessment on at least an annual basis to monitor progress, identify areas where barriers may operate to exclude certain groups, and develop strategic plans to eliminate identified barriers.

5. Efficiency

According to the EEOC, the Agencies must have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of their EEO programs. The Agency should identify, monitor and report significant trends reflected in the complaint processing activity. Also, the Agency should ensure timely and complete compliance with EEOC orders and the provisions of the settlement/resolution agreements. The Agency should identify and disseminate best workplace practices.

6. Responsiveness and Legal Compliance

The head of the Agency or Agency Head designee shall certify to the EEOC that the agency is in full compliance with the EEO laws and EEOC regulations, policy guidance, and other written instructions; ensure that management fully and timely complies with final EEOC orders for corrective action and relief in EEO matters.