

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 PART H
EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2009 JMC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.: Element A, No. 1 Sub C. (A.1.C) Uncertainty of EEO policy letter execution to new employees.
OBJECTIVE:	To ensure that new employees receive a copy of JMC EEO policy statement during orientation.
RESPONSIBLE OFFICIAL:	JMC EEO Office
DATE OBJECTIVE INITIATED:	1/1/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2/5/2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Contact each installation EEO officer to define their orientation process via monthly JMC EEO teleconference.	1/29/2010
Insert a consistent approach to ensure that a hard copy EEO policy is provided to all new employees and communicated throughout each installation.	1/29/2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity: Element A, No. 3, Sub K (A.3.K.) Have a procedures for reasonable accommodation for individuals with disabilities been made readily available
OBJECTIVE:	Have reasonable accommodations process and procedures in place and communicated throughout JMC. Procedure on the Reasonable Accommodations Program process at HQ JMC. Distribute to installation EEO POCs
RESPONSIBLE OFFICIAL:	HQ JMC EEO Office
DATE OBJECTIVE INITIATED:	1/1/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Installation will post their respective RA policy and procedure to their websites	9/30/2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
Closed due to implementation of Standardized DA SOP.	

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OBJECTIVE:	To ensure that newly promoted supervisors receive a copy of JMC EEO policy statement.
RESPONSIBLE OFFICIAL:	JMC EEO Office
DATE OBJECTIVE INITIATED:	1/1/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2/5/2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Contact each installation EEO Office to ensure new supervisors received a copy of EEO policy statements.	1/29/2010
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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: Element E.5.f.
OBJECTIVE:	Does the Agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD 715 standards?
RESPONSIBLE OFFICIAL:	JMC EEO Office
DATE OBJECTIVE INITIATED:	1/1/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Follow up with G1 System Change Request to R2B process.	3/31/2011
Ensure this is applied to both internal and external hires at the HQ.	9/30/2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	