

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities

National Aeronautics and Space Administration - FY 2025

To capture agencies' affirmative action plan for Individuals with disabilities (IWD) and Individuals with targeted disabilities (IWTB), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

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

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving IWD by grade level cluster in the permanent workforce?
If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (IWD)

Answer: No

b. Cluster GS-11 to SES (IWD)

Answer: No

There are no triggers. In FY 2025, IWD accounted for 25 percent for permanent employees GS-1 to GS-10 and 13 percent of permanent employees GS-11 to SES.

* For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving IWTB by grade level cluster in the permanent workforce?
If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (IWTB)

Answer: No

b. Cluster GS-11 to SES (IWTB)

Answer: No

There are no triggers. In FY 2025, IWTB accounted for 5 percent of permanent employees GS-1 to GS-10 and 3 percent of permanent employees GS-11 to SES.

Grade Level Cluster (GS or Alternate Pay Planb)	Total	Reportable Disability Total	Reportable Disability Percentage (Numerical Goal 12 Percent)	Targeted Disability Total	Targeted Disability Percentage (Numerical Goal 2 Percent)
Grades GS-11 to SES	15391	1951	12.68	391	2.54
Grades GS-1 to GS-10	145	36	24.83	7	4.83

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

NASA facilitates routine meetings to assess and advise NASA Centers of roles and responsibilities for outreach and support of individuals with disabilities.

The Office of Equal Opportunity (OEO) hosts regular meetings with Disability Program Managers to share information and best practices across the Agency regarding employees with disabilities, veterans, disability etiquette, and Reasonable Accommodations. OEO regularly communicates significant developments in case law, webinar and training opportunities, and other developments in the field. On the Agency-level OEO webpage, there is a repository of current information, such as information on IWD programs, and NASA disability policy and procedures.

Section II: Model Disability Program

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

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the agency's plan to improve the staffing for the upcoming year.

Answer: Yes

Throughout the majority of FY25, there was a designated DPM at each NASA Center. Following the conclusion of the Deferred Retirement Program (DRP), OEO transitioned to an Agency Regional support structure. Within this structure, assigned DPMs are responsible for managing the tactical actions associated with the Center's affirmative employment efforts for individual with disabilities throughout the year - tracking, monitoring, and evaluating workforce data associated with the program.

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

Disability Program Task	Total Full Time	Total Part Time	Total Collateral Duty	Responsible Official (Name, Title, Office Email)
Processing reasonable accommodation requests from applicants and employees	10	0	0	Throughout the majority of FY25, there was a designated DPM at each NASA Center. Following the conclusion of the Deferred Retirement Program (DRP), OEO transitioned to an Agency Regional support structure. Within this structure, assigned DPMs are responsible for processing RA requests.
Answering questions from the public about hiring authorities that take disability into account	1	0	0	NASA has a designated Selective Placement Coordinator Team in OCHCO that is responsible for responding to questions related to the Agency's hiring practices related to disability. NASA Staffing Services receives and responds to questions from the public about hiring authorities, which includes disability. OEO and the Office of the Chief Information Officer (OCIO) developed a public-facing webpage containing resources for NASA applicants regarding numerous disability resources, including technology access
Processing applications from IWD and IWTD	1	0	0	NASA's Shared Services Center (NSSC) is responsible for processing applications, including those from IWD and IWTD. Number of staff processing applications fluctuates depending on need.
Special Emphasis Program for IWD and IWTD	10	0	0	Throughout the majority of FY25, there was a designated DPM at each NASA Center. Following the conclusion of the Deferred Retirement Program (DRP), OEO transitioned to an Agency Regional support structure. Within this structure, assigned DPMs are responsible for managing SEP activities.
Section 508 Compliance	1	0	0	The NASA HQ Section 508 Compliance Officer manages the Agency's Section 508 policy and practices. NASA OCIO has a designated Agency-level Section 508 Compliance who is responsible for ensuring compliance across NASA. NASA DPMs work closely with the Section 508 compliance end-user interest group on issues that arise, and the Agency DPM regularly communicates with OCIO on issues requiring technological solutions.
Architectural Barriers Act Compliance	11	0	0	NASA has a designated Program Manager in the Facilities Engineering Division who manages the Agency's strategic plan to ensure compliance in this arena. Additionally, all ten NASA Centers have designated facilities engineers, who are responsible for ensuring compliance at the operational level, and who work closely with OEO's DPMs to ensure Architectural Barriers Act (ABA) compliance. The Office of Strategic Infrastructure works with their Facilities leads to create an ABA

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If "yes", describe the training that disability program staff have received. If "no", describe the training planned for the upcoming year.

Answer: Yes

In FY25, NASA Disability Program staff, completed the National Employment Law Institute American's with Disability Act Workshop Training (6.5 hours) in September 2025, which provided updates on the latest court cases and practical considerations on the meaning of "disability and qualified", and discussed the latest Court of Appeals cases on practical reasonable accommodation issues. NASA Disability

Program staff also completed several webinars, including EEOC's Memphis Lunch and Learn Series: What You Need to Know About the PUMP Act & PWFA (1 hour-August 2025), and EEOC's Outreach Extravaganza 2025 (August – October 2025) Religious Discrimination Webinar (1-hour), Reasonable Accommodation Process Webinar (1-hour), PWFA Model of Proof Webinar (1-hour), and Telework as an RA Webinar (1-hour).

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If "no", describe the agency's plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer: Yes

Adequate resources are provided for Agency-wide implementation of the Disability Program.

Section III: Program Deficiencies In The Disability Program

Program name 1	C.2.b.5
Description of Program Deficiency	Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.
Objective	Improve the timely processing of reasonable accommodation requests in accordance with agency policy and applicable legal requirements and evaluate procedures, staffing, and workflow processes to improve program efficiency and responsiveness.
Fiscal Year	2025
Responsible Official Name	Paul Sullivan
Responsible Official Title	Director, Office of Equal Opportunity

Section IV: Plan to Recruit and Hire Individuals with Disabilities

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

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

NASA's external efforts to identify job applicants with disabilities and targeted disabilities include: using graphic posts or hiring manager videos to promote specific vacancies on LinkedIn and other Agency social media channels; targeting outreach to veteran candidate pools using hiring campaigns on LinkedIn to reach passive quality talent; developing campaigns and talent networks for talent communities to join to receive ongoing newsletters and communications about careers at NASA; hosting "question and answer" sessions on LinkedIn.

NASA also partners with Federal, state, and local employment organizations, such as the Department of Labor (DOL) Veterans' Employment and Training Services and local colleges/universities. NASA also partners with American Job Centers, Centers for Independent Living, Departments of Labor and Defense's Workforce Recruitment Program, and Employment Network Service to recruit and hire individuals with disabilities (IWD) and individuals with targeted disabilities (IWTD), including disabled veterans.

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

NASA continues to use innovative recruiting and employment methods for disabled veterans, particularly those who are 30 Percent-or-more disabled, to meet NASA's workforce needs. These methods are primarily carried out at the Agency-level by the Selective Placement Coordinator (SPC), Agency Disability Program Manager (DPM), Center-level DPMs, Recruitment Managers, and Hiring Managers. Methods include:

- Using special hiring authorities like Schedule A, 30 Percent-or-More Disabled Veteran Appointment Authority, and Veterans Recruitment Appointment. OCHCO has trained Centers on Schedule A, veterans preference in hiring, and conversion to permanent appointment.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

OCHCO Human Resource Business Partners (HRBP) and NSSC Staffing Specialists provide information about the hiring authority to inquiring applicants, and confirm the individuals eligibility. This enables HRBPs and Staffing Specialists to identify and refer eligible individuals to hiring officials. Additionally, the HRBP and Staffing Specialist provide information and guidance to hiring officials on using the authority. If selected under the Schedule A authority, the individual is asked to provide proof of eligibility before appointment.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer: Yes

NASA Centers provide regular training sessions for hiring officials, particularly for new managers and supervisors. In FY 2025, OEOs provided training to well over 1,300 supervisors, managers, and employees. OEO participates in OCHCO's "HR101 and HR201" training for new supervisors and managers, which includes training on the full spectrum of hiring flexibilities, Reasonable Accommodations, Anti-harassment, and EEO Complaints Management. Hiring managers are regularly reminded of the Schedule A hiring authority via consultation with their OEO representatives and at various leadership meetings and recruitment discussions. Centers also conduct training for hiring officials on disability hiring authorities. OCHCO trains Centers on Schedule A, veterans' preference in hiring, and conversion to permanent appointment. OCHCO provides a variety of mandatory and nonmandatory courses via the System for Administration, Training, and Educational Resources for NASA (SATERN) training platform concerning veteran hiring authorities and the importance of and value in hiring veterans.

Additionally, OCHCO has developed a training course for new supervisors and managers that was recently redesigned to provide enhanced content on veteran hiring authorities. New comprehensive content on veterans' preference and other veteran hiring authorities has been provided by the OCHCO Veterans Employment Program Manager. All courses are available digitally and available to all NASA employees. In addition, OCHCO continues to facilitate meetings with designated Center points-of-contact across the Agency to provide guidance and share information and best practices regarding veterans--including disabled veterans--as appropriate. OCHCO also continues to provide disability-related training to managers and employees, and Schedule A training to Equal Employment Opportunity (EEO) and Human Resources (HR) personnel, with input from the Office of Equal Opportunity.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

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

NASA participates in employment fairs and outreach activities for veterans and disabled veterans and works with programs supporting employment of IWD and IWTD, including the Blinded Veterans Association National Conference, various state and local vocational rehabilitation offices, and the Veterans Administration. NASA partners with Federal, state, and local employment organizations, local colleges, and disability-related organizations to recruit and hire IWD and IWTD; these partners include groups such as American Job Centers, the Veterans' Vocational Rehabilitation and Employment Program, Centers for Independent Living, DOL, and Employment Network Service providers.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for IWD and 2% for IWTD as the benchmarks, do triggers exist for IWD and/or IWTD among the new hires in the permanent workforce? If "yes", describe the trigger(s) below.

- a. New Hires for Permanent Workforce (IWD) Answer: Yes
b. New Hires for Permanent Workforce (IWTD) Answer: Yes

In FY 2025, 11 percent of all NASA employee permanent workforce gains were IWDs, of which 1.5 percent were IWTD.

New Hires	Total (Number)	Reportable Disability Permanent Workforce (Percentage)	Reportable Disability Temporary Workforce (Percentage)	Targeted Disability Permanent Workforce (Percentage)	Targeted Disability Temporary Workforce (Percentage)
% of Total Applicants					
% of Qualified Applicants					
% of New Hires					

2. Using the qualified applicant pool as the benchmark, do triggers exist for IWD and/or IWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (IWD) Answer: N/A
b. New Hires for MCO (IWTD) Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

New Hires to Mission-Critical Occupations	Total (Number)	Reportable Disability New Hires (Percentage)	Targetable Disability New Hires (Percentage)
Numerical Goal	--	12%	2%

3. Using the relevant applicant pool as the benchmark, do triggers exist for IWD and/or IWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (IWD) Answer: N/A
b. Qualified Applicants for MCO (IWTD) Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

4. Using the qualified applicant pool as the benchmark, do triggers exist for IWD and/or IWTD among employees promoted to any of the mission- critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Promotions for MCO (IWD)

Answer: N/A

b. Promotions for MCO (IWTD)

Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

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

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

A. ADVANCEMENT PROGRAM PLAN

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

NASA is committed to providing and improving advancement opportunities for IWD and IWTD by promoting continuing education and awareness of leadership opportunities, offering access to Employee Assistance Programs (EAP) to all employees—with this benefit designed to support employees and their families in managing daily work and life challenges—and enhancing and improving clear, consistent RA procedures and practices across NASA.

B. CAREER DEVELOPMENT OPPORTUNITIES

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

NASA's policy on employee and organizational development is to support the full utilization of the workforce in achieving the Agency's strategic outcomes and managing its human capital. To do so, NASA makes training and developmental opportunities widely available to employees to enhance individual and organizational capabilities and competencies in accordance with Merit System Principles.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants Applicants (Percentage)	Total Participants Selectees (Percentage)	IWD Applicants (Percentage)	IWD Selectees (Percentage)	IWTD Applicants (Percentage)	IWTD Selectees (Percentage)
Fellowship Programs	NA	NA	NA	NA	NA	NA
Coaching Programs	NA	NA	NA	NA	NA	NA
Training Programs	395	89	10.1	13.5	2.5	2.2
Internship Programs	114513	1794	5.8	7.0	NA	NA
Other Career Development Programs	NA	NA	NA	NA	NA	NA
Detail Programs	2837	292	11.5	9.3	2.8	0.0
Mentoring Programs	NA	NA	NA	NA	NA	NA

3. Do triggers exist for IWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (IWD)

Answer: Yes

b. Selections (IWD)

Answer: Yes

For the relevant applicant pool, NASA uses the total representation for IWD in GS-11 and above as a proxy (13 percent). For interns, IWD are 5.8 percent of applicants and 7 percent of selectees. For two training cohort programs – NEXT and ASPIRE – IWD are 10.1 percent of applicants and 13.5 percent of selectees. For details, IWD are 11.5 percent of applicants and 9.3 percent of selectees

Sources: Internship Programs - NASA Office of STEM Engagement (the number of interns with disabilities is the number of Individuals who requested a reasonable accommodation; OSTEM does not require interns to disclose the nature of their disabilities, thus data on IWTD are not collected). Detail Programs – OCHCO, Talent Marketplace data. Training Programs include NEXT and ASPIRE.

4. Do triggers exist for IWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks

are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (IWTD)

Answer: No

b. Selections (IWTD)

Answer: Yes

The IWTD account for 3 percent of the relevant applicant pool. For details, IWTD are 2.8 percent of applicants but are 0 percent of selectees.

C. AWARDS

- Using the inclusion rate as the benchmark, does your agency have a trigger involving IWD and/or IWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (IWD)

Answer: Yes

b. Awards, Bonuses, & Incentives (IWTD)

Answer: Yes

In FY 2025, the benchmarks were 12 percent for IWD and 2 percent for IWTD. There were triggers for IWD for time-off awards of 11-40 hours, and cash awards of \$3000-\$5000 or more. There were triggers for IWTD for time-off awards of 31-40 hours, and cash awards of \$5000 or more. NASA will continue to monitor the IWD and IWTD inclusion rates for awards.

Time-Off Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Time-Off Awards 1 - 10 hours: Awards Given	3222.00	12.79	87.21	2.36	97.64
Time-Off Awards 1 - 10 Hours: Total Hours	28389.00	12.70	87.30	2.47	97.53
Time-Off Awards 1 - 10 Hours: Average Hours	8.81	8.75	8.82	9.24	8.80
Time-Off Awards 11 - 20 hours: Awards Given	2977.00	11.52	88.48	2.32	97.68
Time-Off Awards 11 - 20 Hours: Total Hours	51453.00	11.23	88.77	2.27	97.73
Time-Off Awards 11 - 20 Hours: Average Hours	17.28	16.85	17.34	16.90	17.29
Time-Off Awards 21 - 30 hours: Awards Given	1308.00	11.77	88.23	2.14	97.86
Time-Off Awards 21 - 30 Hours: Total Hours	33211.00	11.83	88.17	2.06	97.94
Time-Off Awards 21 - 30 Hours: Average Hours	25.39	25.51	25.37	24.46	25.41
Time-Off Awards 31 - 40 hours: Awards Given	1847.00	11.64	88.36	1.57	98.43
Time-Off Awards 31 - 40 Hours: Total Hours	70270.00	11.73	88.27	1.63	98.37
Time-Off Awards 31 - 40 Hours: Average Hours	38.05	38.35	38.01	39.41	38.02
Time-Off Awards 41 or more Hours: Awards Given	1239.00	12.51	87.49	2.34	97.66
Time-Off Awards 41 or more Hours: Total Hours	73836.00	12.33	87.67	2.34	97.66
Time-Off Awards 41 or more Hours: Average Hours	59.59	58.73	59.72	59.62	59.59

Cash Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Cash Awards \$500 and Under: Awards Given	5886.00	14.05	85.95	2.38	97.62
Cash Awards \$500 and Under: Total Amount	2294649.00	14.08	85.92	2.40	97.60
Cash Awards \$500 and Under: Average Amount	389.85	390.66	389.72	393.60	389.76
Cash Awards: \$501 - \$999: Awards Given	2544.00	12.93	87.07	2.24	97.76
Cash Awards: \$501 - \$999: Total Amount	1860178.00	13.09	86.91	2.25	97.75
Cash Awards: \$501 - \$999: Average Amount	731.20	740.24	729.86	735.40	731.11
Cash Awards: \$1000 - \$1999: Awards Given	5173.00	14.27	85.73	2.44	97.56
Cash Awards: \$1000 - \$1999: Total Amount	6788873.00	14.21	85.79	2.49	97.51
Cash Awards: \$1000 - \$1999: Average Amount	1312.37	1307.58	1313.16	1340.18	1311.67
Cash Awards: \$2000 - \$2999: Awards Given	3533.00	13.42	86.58	2.26	97.74
Cash Awards: \$2000 - \$2999: Total Amount	8379067.00	13.62	86.38	2.24	97.76
Cash Awards: \$2000 - \$2999: Average Amount	2371.66	2407.14	2366.16	2342.30	2372.34
Cash Awards: \$3000 - \$3999: Awards Given	3114.00	11.46	88.54	2.38	97.62
Cash Awards: \$3000 - \$3999: Total Amount	10683009.00	11.39	88.61	2.32	97.68
Cash Awards: \$3000 - \$3999: Average Amount	3430.64	3407.82	3433.59	3348.30	3432.64
Cash Awards: \$4000 - \$4999: Awards Given	2807.00	10.58	89.42	2.24	97.76
Cash Awards: \$4000 - \$4999: Total Amount	12346762.00	10.56	89.44	2.24	97.76
Cash Awards: \$4000 - \$4999: Average Amount	4398.56	4388.75	4399.72	4383.67	4398.90
Cash Awards: \$5000 or more: Awards Given	4071.00	9.36	90.64	1.45	98.55
Cash Awards: \$5000 or more: Total Amount	32993645.00	9.64	90.36	1.40	98.60
Cash Awards: \$5000 or more: Average Amount	8104.56	8349.64	8079.25	7853.29	8108.25

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving IWD and/or IWTD for quality step increases or performance- based pay increases? If "yes", describe the trigger(s) below.

a. Awards, Bonuses, & Incentives (IWTD)

Answer: Yes

b. Pay Increases (IWTD)

Answer: Yes

IWD accounted for 10.6 percent and IWTD are 1.8 percent of those receiving quality step increases. There is no data available for other performance-based pay increases.

Other Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
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3. If the agency has other types of employee recognition programs, are IWD and/or IWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (IWD) Answer: N/A
b. Other Types of Recognition (IWTD) Answer: N/A

There is no data available for other types of non-monetary employee recognition such as certificates/letters of appreciation, etc.

D. PROMOTIONS

1. Does your agency have a trigger involving IWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
i. Qualified Internal Applicants (IWTD) Answer: N/A
ii. Internal Selections (IWTD) Answer: N/A
- b. Grade GS-15
i. Qualified Internal Applicants (IWTD) Answer: N/A
ii. Internal Selections (IWTD) Answer: N/A
- c. Grade GS-14
i. Qualified Internal Applicants (IWTD) Answer: N/A
ii. Internal Selections (IWTD) Answer: N/A
- d. Grade GS-13
i. Qualified Internal Applicants (IWTD) Answer: N/A
ii. Internal Selections (IWTD) Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

2. Does your agency have a trigger involving IWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
i. Qualified Internal Applicants (IWTD) Answer: N/A
ii. Internal Selections (IWTD) Answer: N/A

- b. Grade GS-15

i. Qualified Internal Applicants (IWTD) Answer: N/A

ii. Internal Selections (IWTD) Answer: N/A

c. Grade GS-14

i. Qualified Internal Applicants (IWTD) Answer: N/A

ii. Internal Selections (IWTD) Answer: N/A

d. Grade GS-13

i. Qualified Internal Applicants (IWTD) Answer: N/A

ii. Internal Selections (IWTD) Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving IWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (IWD) Answer: N/A

b. New Hires to GS-15 (IWD) Answer: N/A

c. New Hires to GS-14 (IWD) Answer: N/A

d. New Hires to GS-13 (IWD) Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving IWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (IWTD) Answer: N/A

b. New Hires to GS-15 (IWTD) Answer: N/A

c. New Hires to GS-14 (IWTD) Answer: N/A

d. New Hires to GS-13 (IWTD) Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

5. Does your agency have a trigger involving IWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (IWD) Answer: N/A

ii. Internal Selections (IWD) Answer: N/A

b. Managers

i. Qualified Internal Applicants (IWD) Answer: N/A

ii. Internal Selections (IWD) Answer: N/A

c. Supervisors

i. Qualified Internal Applicants (IWD)

Answer: N/A

ii. Internal Selections (IWD)

Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

(Note that NASA does not track applicants for managerial positions – this information appears only in the text of the job announcement and is not included in the applicant flow data.)

6. Does your agency have a trigger involving IWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (IWTD)

Answer: N/A

ii. Internal Selections (IWTD)

Answer: N/A

b. Managers

i. Qualified Internal Applicants (IWTD)

Answer: N/A

ii. Internal Selections (IWTD)

Answer: N/A

c. Supervisors

i. Qualified Internal Applicants (IWTD)

Answer: N/A

ii. Internal Selections (IWTD)

Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

(Note that NASA does not track applicants for managerial positions – this information appears only in the text of the job announcement and is not included in the applicant flow data.)

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving IWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (IWD)

Answer: N/A

b. New Hires for Managers (IWD)

Answer: N/A

c. New Hires for Supervisors (IWD)

Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

(Note that NASA does not track applicants for managerial positions – this information appears only in the text of the job announcement and is not included in the applicant flow data.)

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving IWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (IWTD)

Answer: N/A

b. New Hires for Managers (IWTD)

Answer: N/A

c. New Hires for Supervisors (IWTD)

Answer: N/A

Data is not available. OPM implemented a new reporting platform as part of their staffing solution in FY 2025/2026; applicant flow data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

(Note that NASA does not track applicants for managerial positions – this information appears only in the text of the job announcement and is not included in the applicant flow data.)

Section VI: Plan to Improve Retention of Individuals with Disabilities

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

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer: No

Of the 53 Schedule A hires with disabilities eligible for conversion (Permanent Schedule A hires with two years of satisfactory service), 15 were converted. OCHCO utilizes a report to track these employees and is working to convert the remaining Schedule A employees.

2. Using the inclusion rate as the benchmark, did the percentage of IWD among voluntary and involuntary separations exceed that of Individuals without disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (IWD)

Answer: No

b. Involuntary Separations (IWD)

Answer: No

IWD accounted for 14.5 percent of total separations (185), inclusive of both voluntary and involuntary separations, which is above the inclusion rate for IWD. However, the small number of separations renders trigger analysis less meaningful. NASA will continue to monitor the IWD inclusion rate for separations.

The Deferred Resignation Program (DRP) was introduced in 2025 as a new separation option for NASA employees. Through the DRP, individuals agreed to separate from federal service by September 30, 2025 (or up to December 31, 2025 if retirement eligible) while receiving full pay and benefits during a period of paid administrative leave.

Additional DRP actions are expected to be processed over time as agency-specific DRPs are fully processed.

Separations	Total (Number)	Reportable Disabilities (Percentage)	Without Reportable Disabilities (Percentage)
Permanent Workforce: Reduction in Force	13	0.05	0.08
Permanent Workforce: Removal	13	0.18	0.06
Permanent Workforce: Resignation	348	2.30	1.95
Permanent Workforce: Retirement	783	5.16	4.40
Permanent Workforce: Other Separations	115	0.83	0.64
Permanent Workforce: Total Separations	1272	8.52	7.13

3. Using the inclusion rate as the benchmark, did the percentage of IWTD among voluntary and involuntary separations exceed that of Individuals without targeted disabilities? If "yes", describe the trigger(s) in the text box.

a. Voluntary Separations (IWTD)

Answer: No

b. Involuntary Separations (IWTD)

Answer: No

Separations represent a small percentage of the total NASA workforce; thus, trigger identification is not meaningful.

Separations	Total (Number)	Targeted Disabilities (Percentage)	Without Targeted Disabilities (Percentage)
Permanent Workforce: Reduction in Force	13	0.00	0.08
Permanent Workforce: Removal	13	0.47	0.06
Permanent Workforce: Resignation	348	2.36	1.99
Permanent Workforce: Retirement	783	4.73	4.49
Permanent Workforce: Other Separations	115	1.42	0.64
Permanent Workforce: Total Separations	1272	8.98	7.26

4. If a trigger exists involving the separation rate of IWD and/or IWTB, please explain why they left the agency using exit interview results and other data sources.

Separations represent a small percentage of the total NASA workforce; thus, trigger identification is not meaningful.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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

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

<https://www.nasa.gov/section-508-accessibility-at-nasa/>

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

<https://www.nasa.gov/reasonable-accommodations/>

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

NASA maintains an Agency-wide multi-year implementation plan that identifies the facility accessibility needs of each NASA Center. Agency leadership routinely reviews this plan and assesses status. The facilities team creates an annual ABA report on all Center facility accessibility deficits and progress. The Agency-level DPM held several information sessions with the Facilities Engineering Division to discuss ABA requirements and related legal authorities.

NASA OCIO maintains a webpage of all accessibility technology options across NASA. This page is available to employees and managers, as well as to applicants and the public. Currently, OCIO is developing a Self-Service Project to assist end-users with their accessibility technology needs. The Agency is also developing a list of accessibility technologies that are being used by NASA end-users as part of a catalog of available accessibility technologies and to document mission gaps in this area, as well as an OCIO-led accessibility technology help desk and 508 compliance complaints process.

At the Center-level, DPMs manage all RA requests, including technology accessibility issues, acting as liaisons between employees requiring accessibility technology and OCIO.

C. REASONABLE ACCOMMODATION PROGRAM

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

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

Data is not available. NASA implemented a Agency RA Tracking system in FY 2025; processing time data reports are not yet available from the system. NASA continues to work to develop new reports and will evaluate the data when available.

In response to the Return to Onsite Work Executive Order, NASA actively processed 1,285 RA Requests in FY25. This was a 400 Percent net increase from the 243 total RA requests in FY24; in comparison, NASA had a total of 281 RA requests in FY23, and 267 RA requests in FY22.

Disability Program Managers informed requesting employees and supervisors that additional processing time would be necessary. To remedy any processing delays, OEO partnered with the Office of General Counsel (OGC), the Office of the Chief Human Capital Officer (OCHCO), and the Office of the Chief Health and Medical Officer (OCHMO), and suggested appropriate and effective interim accommodations to decision makers. DPM worked diligently, ensuring that all relevant parties were informed, and that the Agency's RA Procedures were followed during the extenuating circumstances.

Additionally, to support the Return to Onsite Work Executive Order, NASA established a new RA reporting tool. The tracker generated real-time case data by request type and status. Unfortunately, the FY25 version was unable to properly calculate the processing time.

To support FY26 efforts, we have since updated our reporting tool to capture the necessary information to be able to provide processing times FY26-forward.

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

FY 2025, NASA trained more than 3500 employees on their roles and responsibilities regarding RA, including at least 1500 managers and supervisors.

Examples of training include:

- Supervisor Series: Reasonable Accommodation and Disability Etiquette on November 20, 2024 over 400 attendees
- Supervisor Rapid Readiness Series: Reasonable Accommodation and Return to In Person Work on March 5, 2025 over 800 attendees
- Office of Chief Financial Officer Supervisor Brown Bag: Reasonable Accommodations on April 1, 2025 over 100 attendees
- Human Resources 101 for Supervisors on May 21, 2025 over 250 attendees

Training NASA Supervisors and employees in these areas brings numerous benefits that can significantly enhance workplace culture and productivity:

1. Enhanced Employee Engagement and Retention Employees who receive necessary accommodations are more likely to be engaged, productive, and satisfied with their jobs. This leads to higher employee retention rates, as employees feel supported and are more likely to stay with the company.
2. Legal Compliance Knowledge of the reasonable accommodations process ensures that the organization complies with laws, reducing the risk of legal issues and potential complaints related to discrimination or failure to accommodate employees with disabilities.
3. Improved Communication and Relationships Training on disability etiquette enhances communication between supervisors and employees with disabilities, fostering better understanding and collaboration, and reducing misunderstandings and conflicts that may arise from a lack of awareness.
4. Increased Productivity When employees receive the accommodations they need, they can perform their tasks more efficiently and effectively, leading to increased productivity and overall better performance for the team and organization.

Timely and successful completion of the Disabled Veterans Affirmative Action Program (DVAAP) achievement and plan report. OEO in partnership with Center DPMs and OCHCO Schedule A Coordinator, and Veteran Specialist, developed NASA's FY26 DVAAP plan and submitted FY25 accomplishment reports to OPM each year. The reports describe the agency's efforts to help disabled veterans, get jobs and advance in their careers.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

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

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

The Agency-level DPM monitors requests for trends. NASA includes policy and procedures on PAS in its extensive NPR 3713.1C, Reasonable Accommodations Procedures for Individuals with Disabilities.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of IWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer: Yes

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

Answer: No

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

There were no findings.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer: No

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

Answer: No

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

There were no findings.

Section VIII: Identification and Removal of Barriers

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

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

Answer: No

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

Answer: N/A

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

Source of the Trigger 1 (Workforce Data Table, Complaints data, FEVS, or other sources)	
Source	Workforce Data (if so identify the table)
Specific Workforce Data Table	Workforce Data Table - B1
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?	The preceding analyses revealed the following triggers: Performance Awards: There were triggers for quality step increases, time-off awards, and cash awards of \$3,000 or more (see Part J, section IV, C). Separations: Although the number of separations is small, there may be triggers for separations of IWD (see Part J, section V, A). Schedule A Conversions: Not all Schedule A hires were converted to permanent positions within two years (see Part J, section V, A). Due to the implementation of a new staffing solution, applicant flow data were not available for FY 2025. NASA will continue to monitor triggers and initiate appropriate action and activities if trends develop. As a result of the administration's workforce reshaping initiatives, including a hiring freeze, early retirement incentives, reductions in force, and the Deferred Resignation Program, the federal workforce shrunk considerably in 2025.
Barrier Analysis Process Completed?	N
Barrier(s) Identified?	N
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.	
Barrier Name 1	Barrier analysis not yet completed
Description of Policy, Procedure, or Practice	Pending completion of barrier analysis
Objective(s) and Dates for EEO Plan	
Date Initiated	06/01/2018
Target Date	09/30/2026
Sufficient Funding / Staffing?	Yes
Date Modified	
Date Completed	
Objective Description	Improve the monitoring of IWD and IWTD employment at NASA through the following: (1) obtain additional data and conduct further analyses to determine causes of differences observed in the data categories described above and the causes for such differences; and (2) develop improved systems for collecting demographic data pertaining to career development programs.

Responsible Official(s)

Title	Director, Office of Equal Opportunity
Name	Paul Sullivan
Standards Address The Plan?	Yes

Planned Activities Toward Completion of Objective

Target Date	09/30/2026
Planned Activities	Develop on-going training regarding the NASA Disability Employment Program and reasonable accommodations.
Sufficient Staffing & Funding?	Yes

Modified Date**Completion Date**

Target Date	09/30/2026
Planned Activities	Collaborate with OCIO's Accessibility Customer Service Program to enhance accessibility technology customer support for end users.
Sufficient Staffing & Funding?	Yes

Modified Date**Completion Date**

Target Date	09/30/2026
Planned Activities	Investigate reasons for differences between the IWD inclusion rates and awards/separation rates of IWD and conversions of Schedule A hires.
Sufficient Staffing & Funding?	Yes

Modified Date**Completion Date**

Target Date	09/30/2026
Planned Activities	Issue memo on 508 Compliance to the Workforce.
Sufficient Staffing & Funding?	Yes

Modified Date**Completion Date****Report of Accomplishments**

Fiscal Year	2025
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Accomplishment

In January 2025, in support of the RA Transformation process OEO RA working groups successfully completed:

- Updated Draft NPR 3713.1C, which captures final update recommendations from working group SMEs, OEO Leadership and Office of General Counsel (OGC) inputs.
- Revised RA Standard Operating Procedure (SOP), details best practices to ensure effective reasonable accommodation processes and programming.
- DPM Facilitated RA training for NASA Staff, designed for Disability Program Managers (DPMs) to provide the NASA staff with an overview of NASA's Reasonable Accommodations process. The training is organized into modules to cover key concepts and includes scenarios to promote discussion and practical application.
- DPM Refresher Workshop, a training deck is designed for the OEO Agency Disability Program Manager (DPM) to provide Center DPMs with an opportunity to review standards and data, convey updates, identify training improvement needs, and share experiences and best practices used over the preceding year of facilitating NASA's Interactive RA Process.
- DPM Onboarding Training, a self-serviced onboarding of NASA's Disability Program Managers (DPMs) by providing an overview of NASA's Reasonable Accommodations Program and its components.

In partnership with the Office of Procurement, NASA established a new Blanket Purchase Agreement for Communication Access Realtime Translation (CART) services. CART services effectively support NASA's Deaf and Hard of Hearing civil servants in performing their official duties at HQ, MSFC, and KSC. The five year agreement will provide users a roughly edited (remove any mistranslates, misspellings, or untranslated items) transcript consistent with CART industry standards, within 48 hours from the meeting end time. This effort resulted in a scalable, standardized service approach for real-time speech-to-text communication across the agency.

On September 18, 2025, implemented the OEO RA Live Tracker designed to resolve the following concerns:

- Agency Level data for reporting to Agency Leaders, and external stakeholders
- Center Level data for OEO employees assigned to support Center Leaders and initiatives
- DPM/Processor level data for OEO RA Director and OEO RA Program Manager to gauge any changes to the assignment order, and to provide program oversight.
- RAMS level data for OEO RA Director, OEO RA Program Manager, and RA Admin to complete compliance audit trackers. To ensure that we are adhering to our policies and procedures.

Developed and implemented the Agency Regional model to support the Centralized RA Model. The model which rolled out in August 2025 intends to resolve the following concerns:

- No single point failures with cases. If the assigned DPM is out of the office, someone within that regional team would be able to step in and provide support
- Consistency with CRAT Teams.
- Offers cross training opportunities with the more seasoned DPM with onboarding DPMs.
- Offers the ability to understand any trends related to IWD at those Centers because they would be more aware of the various dynamics.

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities. Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

All planned activities are being conducted according to the anticipated completion dates.

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

OCIO's hire of an Accessibility Technology and 508 Compliance customer service lead is a significant step in OCIO's support of NASA's employees with disabilities/targeted disabilities. This individual is also working toward the creation of an OCIO-owned technology accessibility and 508 compliance help desk and complaints system.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

N/A