



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2007

Prepared by FAA Civil Rights
2007

EEOC Forms and Documents Included in this Report

- EEOC (Form 715-01 Part A-D) Tab1
- FAA Executive Summary (Form 715-01 Part E) Tab 2
- FAA Statement of Establishment of Continuing EEO Programs (Form 715-01 Part F) Tab 3
- FAA Policy Statements Tab 4
- FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G) Tab 5
- FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H) Tab 6
- FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I) Tab 7
- FAA Special Program Plan for Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for Agencies with 1000 or more Employees (Form 715-01 Part J) Tab 8
- FAA Workforce Data Tables (“A” Tables) Tab 9
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- FAA Organization Chart Tab 13

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2006, to September 30, 2007.				
PART A Department or Agency Identifying Information	1. Agency		1. Federal Aviation Administration (FAA)	
	1.a. 2 nd level reporting component		NONE	
	1.b. 3 rd level reporting component		NONE	
	1.c. 4 th level reporting component		NONE	
	2. Address		2. 800 Independence Avenue SW	
	3. City, State, Zip Code		3. Washington, DC 20591	
	4. CPDF Code	5. FIPS code(s)	4. TD-03	5. 110010001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 44,428
	2. Enter total number of temporary employees			2. 986
	3. Enter total number employees paid from non-appropriated funds			3. -0-
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 45,414
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Robert A. Sturgell Acting Administrator	
	2. Agency Head Designee		2. Fanny Rivera	
	3. Principal EEO Director/Official Official Title/series/grade		3. Fanny Rivera Assistant Administrator, Office of Civil Rights, FV/301/SES	
	4. Title VII Affirmative EEO Program Official		4. Fanny Rivera	
	5. Section 501 Affirmative Action Program Official		5. John Benison	
	6. Complaint Processing Program Manager		6. Harnetta Williams	
	7. Other Responsible EEO Staff		7a.	
7b.				

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)			CPDF and FIPS codes	
	Not Applicable				
EEOC FORMS and Documents Included With This Report					
*Executive Summary [FORM 715-01 PART E], that includes:	TAB B	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	TAB E	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 715-01PART H] for each programmatic essential element requiring improvement	TAB F	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	TAB G	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 for agencies with 1,000 or more employees [FORM 715-01 PARTJ]	TAB H	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	TABS I & J	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	TAB K	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	TAB C	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	TAB L	X
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	TAB D	X	*Organizational Chart	TAB M	X

Federal Aviation Administration (FAA)	For period covering October 1, 2006 to September 30, 2007.
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EXECUTIVE SUMMARY

Mission and Mission Related Functions

The Federal Aviation Administration's (FAA's) mission is to provide the safest, most efficient aviation system in the world. To ensure the success of this mission, the FAA is committed to achieving organizational excellence in managing its human resources.

Results of Agency's Annual Self-Assessment

- Under Essential Element A, Demonstrated Leadership Commitment, the EEO policy statements are communicated to all employees and vigorously enforced. Policy statements are also provided to all new employees in the employee orientation package. The FAA also will continue to make written materials available to employees and applicants on the variety of EEO programs. Supervisors and managers performance standards will be revised so that they are evaluated on their commitment to EEO principles and policies. In addition, all supervisors and managers are briefed on proper ethics, which includes a reminder of the Conduct and Discipline penalties related to EEO matters.
- For Essential Element B, Integration of EEO into the Agency's Strategic Mission, FAA's reporting structure provides its Principal EEO Official with the authority to be effective and to inform the Administrator and senior managers regularly on EEO matters. FAA also established a process by which to review personnel policies, procedures and practices at regular intervals to assess if there are any barriers to equal employment opportunity. FAA will focus on improving collaboration between its EEO and Human Resource functions, especially in the areas of data collection. FAA will continue to monitor its compliance with the Uniform Federal Accessibility Standards (UFAS) at its facilities. In addition, FAA will develop a schedule to bring noncompliant facilities into compliance with UFAS.
- Under Essential Element C, Management and Program Accountability, FAA will develop timetables to review its Merit Promotion Program Policy and Procedures, Employee Recognition Awards Program and Procedures, and Employee Development/Training Programs for any systemic barriers.
- Under Essential Element D, Proactive Prevention of Unlawful Discrimination, FAA continues to evaluate whether there are barriers that may be impeding the realization of EEO. A process in accordance with the requirements of MD 715 will be developed to conduct trend analysis of the workforce's major occupations by race, national origin, sex and disability.
- Essential Element E, Efficiency, the FAA has conducted twelve facility audits in an effort to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act. FAA has identified full-time dedicated EEO counselors. Since the implementation of the dedicated EEO counselors, FAA has accomplished 100% of counseling cases within the established 30 days timeframe, except for those cases where the employee engaged in Alternative Dispute Resolution or agreed to an extension. FAA will establish a process to help ensure timely compliance with reasonable accommodation requests. In addition, FAA will track recruitment efforts and analyze the efforts for any potential barriers.
- Lastly, FAA was compliant with regard to Responsiveness and Legal Compliance, Essential Element F. FAA will establish a process to ensure compliance with all EEOC orders, completing actions and reporting requirements.

Workforce Profiles

In the beginning of FY-2007, the FAA employed 44,886 workers compared with 45,414 workers at the end of FY-2007. In FY-2007 the agency separated 2,684 employees to attrition. For the same timeframe, FAA hired a total of 3,789 employees in permanent and temporary positions. The agency experienced an increase of 528 employees or a net rate of change of 1.18%.

Among the FAA workforce, the following ethnic/gender groups are above the Civilian Labor Force (CLF) participation rates: White males, Black males, Asian males, Native Hawaiian or Other Pacific Islander males, and American Indian or Alaska Native males and females. The following ethnic/gender groups are lower than the expected CLF participation rates: Hispanic males and females, White females, Black females, Asian females, and Native Hawaiian or Other Pacific Islander females.

During FY-2007, the number of FAA employees reporting targeted disabilities increased by 14 or a net rate of change of 7.5%. During, FY-2008, FAA will host a National People with Targeted Disabilities Conference sponsored by the FAA Office of Civil Rights. In addition, FAA will partner with disability employment associations to create a network for announcing FAA job opportunities to the disability community.

EEO Plan Activities to Eliminate Identified Barriers or Correct Program Deficiencies

FAA identified fifteen program deficiencies in its Self-Assessment. Objectives have been developed (Part H) to address these deficiencies. Managers/Supervisors Performance Standards will be revised so that their evaluation includes commitment to agency EEO policies and principles. FAA will focus on improving collaboration between its EEO and Human Resource functions, especially in the area of data collection. A schedule will be developed for completing renovation projects at facilities that have been found not to be in compliance with UFAS. In addition, a process will be put in place to help ensure timely processing of reasonable accommodation requests.

Several Barrier Statements were identified in Part I focusing on recruitment and selection of Aviation Safety Inspectors (1825s) and Air Traffic Controllers (2152s) to determine if existing policies, procedures, and practices may be a barrier. In addition, goals have been set using Part J regarding People with Targeted Disabilities in an effort to meet or exceed the 3% hiring goal.

EEO Plan Action Items Implemented or Accomplishments

During the past fiscal year, FAA has implemented a number of initiatives at the corporate level to move the agency forward in achieving a Model EEO program, as required by MD 715.

With regard to the EEO Complaint Program, FAA established a cadre of six full-time, dedicated EEO Counselors to conduct all counseling nationwide. This cadre replaced the collateral duty counselors who had been volunteered from the different FAA organizations. Since the full-time cadre was established, FAA has not had any EEO counseling sessions extend beyond the 30 days, without an agreed upon extension. The FAA Administrator signed a letter to all managers encouraging the use of Alternative Dispute Resolution, as a mechanism for resolving EEO complaints. FAA also established department wide EEO object codes to monitor financial costs incurred as a result of EEO complaints. On August 20, 2007, the Administrator expanded the availability of the Center for Early Dispute Resolution Pilot Program to the Aeronautical Center and the geographic area covered by the Air Traffic Organization's Eastern Service Area, which is comprised of the U.S. east coast, to ensure early resolution of work place issues.

FAA is hiring approximately 1,000 air traffic controllers each year for the next ten years. As such, FAA has stepped up its efforts with regard to outreach. FAA attended over **70** career fairs and other outreach events to cultivate relationships and form partnerships with colleges and universities, as well as organizations that assist the public in seeking employment. Air Traffic, Civil Rights and Human Resources have established additional positions to lead the recruitment effort and are tracking the applicant pool. For example, the FAA Assistant Administrator for Civil Rights chairs the DOT Hispanic Leadership Council, which, in part, led to FAA partnering with the Veterans Administration and the League of United Latin American Citizens on their Community Partnership Program to recruit veterans.

During FY 2007 the FAA Office of Civil Rights Selected John Benison to serve as the Manager of its Equal Employment Opportunity Consulting Group (ACR-6). The FAA National People with Disabilities Program is part of ACR-6. Mr. Benison is recognized as a National expert on the employment, retention, and accommodation of individuals with disabilities. Prior to joining FAA, Mr. Benison served as a Senior Advisor on disability matters in the Office of the Secretary at the Department of Transportation (DOT).

The FAA continues to conduct UFAS/Section 504 Facility Accessibility Surveys throughout its facilities. The Facilities Accessibility Program Office conducted 94 surveys in FY 2007.

The FAA conducted twelve nationwide facility audits to ensure EEO requirements are being met. The audits involved the major Lines of Business and Staff Offices.

Executive Summary

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

I, Fanny Rivera, Assistant Administrator for Civil Rights,
FV/301/SES

am the

Principal EEO Director/Official for Federal Aviation Administration

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

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

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

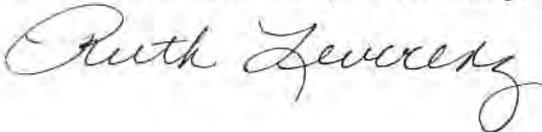
Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO
MD-715.



Date

3/18/08

Signature of Agency Head or Agency Head Designee



Date

3/27/08



Federal Aviation Administration

Memorandum

Date: APR 23 2007
To: Management Board
From: Marion C. Blakey, Administrator *Marion C. Blakey*
Subject: Annual Reminder on Non-Discrimination and Prevention of Sexual Harassment

FAA has zero tolerance for discrimination, harassment or any inappropriate behavior against the law. We are committed to non-discrimination and the prevention of sexual harassment. Prevention of inappropriate behaviors at the work place starts by you managing your own behavior.

The Equal Employment Opportunity Commission, under Management Directive 715, requires federal agencies to annually comply with the issuance of these policies. Management officials have a responsibility to enforce and ensure that all employees are fully aware of these policy statements. We ask that you redistribute, throughout your respective organizations, the policy statements originally signed and issued in May 2004. The policy statements, which are attached, are available on the Office of Civil Rights website and can be viewed at <http://www.faa.gov/acr/ocr/EEO.htm>.

If you have any questions, please contact the Office of Civil Rights at 202-385-8130. Thank you for your continued support.

Attachments (2)

ADMINISTRATOR'S
POLICY STATEMENT ON...

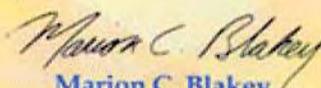
PREVENTION OF
SEXUAL HARASSMENT

Sexual harassment is against the law, and the FAA has put a zero tolerance policy in place to eliminate it from the workplace.

We're all accountable for our actions on the job. We must make sure our workplace is free from inappropriate conduct. The law prohibits sexual harassment, which includes "conduct that interferes with an individual's work or creates an intimidating, hostile, or offensive environment." Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature are unacceptable. Using workplace computers to view sexually explicit or pornographic materials on websites is prohibited as well.

Executives, managers, and supervisors are accountable for ensuring that the workplace is free from sexual harassment or other inappropriate conduct of a sexual nature and for taking action to stop such behavior. Employees also are personally accountable for ensuring that they do not engage in such behavior. Any employee who engages in sexual harassment or other inappropriate conduct of a sexual nature or who tolerates or condones such conduct is subject to disciplinary action under FAA's conduct and discipline policy.

As our Flight Plan clearly states, "The people of the FAA are the key to achieving our mission." We strongly believe that fairness and diversity at the agency directly relate to the strength of our organization. Let us work together to maintain a professional workplace at all times.


Marion C. Blakey
Administrator

May 2004



*ADMINISTRATOR'S
POLICY STATEMENT ON...*

NON-DISCRIMINATION

Discrimination is against the law, and the FAA has put a zero tolerance policy in place to eliminate it from the workplace. In order to achieve organizational excellence, we must have a workplace free of discrimination and harassment based on race, color, religion, sex, national origin, age, disability, or sexual orientation.

Our non-discrimination policy requires us to comply with all equal opportunity laws, rules, and regulations for internal employment, federally assisted programs, and other external activities. I expect all FAA employees to monitor their own behaviors in the workplace and conform to applicable law and agency policy.

Our Flight Plan emphasizes strong leadership. Accordingly, executives, managers, and supervisors are accountable and responsible for ensuring that all programs, practices, and activities are administered in accordance with applicable law and agency policy. Together, we must vigorously eliminate behavior that is harassing, inhospitable, offensive, intolerant, or otherwise inappropriate to the workplace. Any employee who engages in such behavior or who encourages or condones such unlawful conduct or who retaliates against another employee for filing an EEO complaint is subject to disciplinary action under FAA's conduct and discipline policy.

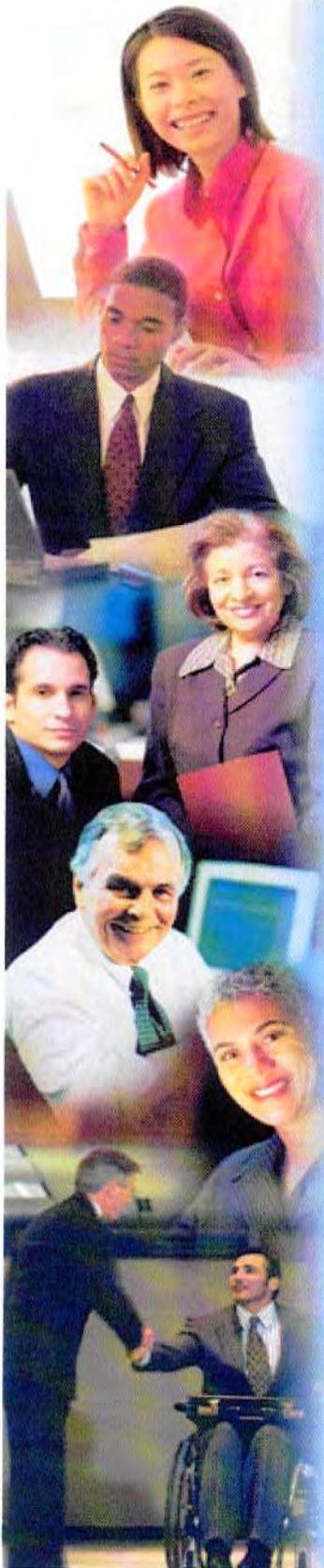
We are committed to finding and eliminating barriers to equity and opportunity at the FAA, for we believe that fairness and diversity at the agency directly relate to the strength of our organization. Let us work together to maintain a professional workplace at all times.

Marion C. Blakey
Marion C. Blakey
Administrator

May 2004



FEDERAL AVIATION ADMINISTRATION



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.

		Measure has been met		
Compliance Indicator	EEO policy statements are up-to-date.	Yes	No	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				
	The Agency Head issued a memorandum on April 23, 2007 reiterating the policies issued May 2004 .	X		
	During the current Agency Head's tenure, has the EEO policy statement been re-issued annually? If no, provide an explanation.	X		
	Are new employees provided a copy of the EEO policy statement during orientation?	X		See page 20.
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
Compliance Indicator	EEO policy statements have been communicated to all employees.	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	
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	N/A		
	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		See page 22.
	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)(4)]	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	

Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X	See page 24. Supervisory and Managerial Performance Standards will be revised to include precise language in this self-assessment. – Not completed.
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X	Same as above
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X	Same as above
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	Same as above
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X	Same as above
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X	Same as above
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	Same as above
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X	Same as above
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X	Same as above
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		
Describe what means were utilized by the agency to inform its workforce about the penalties for unacceptable behavior. - During new employee orientation, employees are provided information on Conduct and Discipline, which includes penalties for unacceptable behavior. - Mandatory supervisory training includes information on penalties for unacceptable behavior. - Annually, all supervisors and managers are briefed on proper ethics which includes a reminder of the Conduct and Discipline penalties to include unacceptable behaviors.			
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		
Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X		

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	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
 Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		Field Staff report directly to agency EEO director
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		N/A	N/A	
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		N/A	N/A	
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 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
 Measures		Yes	No	
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		
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		
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	See page 25.
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	See page 27.

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	See page 27.
Is the EEO Director 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		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	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	
Does the EEO Director 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		See page 29.
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
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 I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
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		See page 31.
 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	
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	See page 32.
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		

Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		See page 36 and See Tab 12 for UFAS Report.	
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X	See page 39.	
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			
Is there sufficient funding to ensure that all employees have access to this training and information?		X	See page 39.	
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		X	See page 39.	
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X	See page 39.	
to provide religious accommodations?		X	See page 39.	
to provide disability accommodations in accordance with the agency's written procedures?		X	See page 39.	
in the EEO discrimination complaint process?		X	See page 39.	
to participate in ADR?		X	See page 39.	
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
 Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
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
		Yes	No	
 Measures			X	See page 40.
			X	See page 40.
			X	See page 40.
 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
		Yes	No	
 Measures		X		
		X		
		X		
<p>If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.</p> <p>During Fiscal Year 2007, there were a total of 9 findings of discrimination. Thus far, no disciplinary actions have been issued as a result of these findings.</p>				
	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	See page 42. FAA has been fully compliant with regard to the terms of the orders, however, due to administrative procedures, meeting the exact due dates has been difficult. The delay in timeliness pertains to findings of discrimination only.
	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	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
 Measures		Yes	No	
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
	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		
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X	See page 32.
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X	See page 32.
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X	See page 32.
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X	See page 32.
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X	See page 32.
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior 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	
	Are all employees encouraged to use ADR?	X		
	Is the participation of supervisors and managers in the ADR process required?		X	FAA meets requirements of ADR Program. Participation is encouraged but not required.

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	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?			X	See page 32.
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		Twelve facility audits have been conducted in FY 07.
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		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?			X	See page 43. Notification was sent to all supervisors and managers that upon receiving a request for a reasonable accommodation they are to notify the FAA PWD Manager, who will monitor and track the time frame to ensure compliance. Activity completed: However, timeliness standard not met.
 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	
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		
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		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		N/A	N/A	FAA performs counseling through full-time dedicated counselors employed by the FAA.
If yes, briefly describe how:				

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		FAA only performs the counseling function.
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		FAA only performs the counseling function.
 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	
Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
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	See page 44. Since the implementation of the pilot program of full time dedicated counselors in April 2007, FAA has accomplished 100% of counseling cases within the 30 days, except where the employee engaged in ADR or agreed to an extension.
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		
Does the agency complete the investigations within the applicable prescribed time frame?		N/A	N/A	Departmental OCR performs investigations.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A	N/A	Departmental OCR performs this function.
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?		N/A	N/A	Departmental OCR performs this function.
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
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	
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		

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		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X	FAA Order 1400.10 encourages participation, but does not require it.
Does the responsible management official directly involved in the dispute have settlement authority?	X		

 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
		Yes	No	
 Measures				
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		
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		
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		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
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		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?			X	See page 46. ACR is working with AHR to devise method to track recruitments and potential barriers. Not completed.
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 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	
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?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

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	
	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	
	Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		
	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
	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	
	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.	Assistant Administrator and Deputy Assistant Administrator for Office of Civil Rights: 4 Headquarters EEO Manager and 5 Field Civil Rights Managers. Performance is measured annually through Performance Appraisals.		

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.			
Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
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		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
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		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
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		
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).	N/A	N/A	Departmental OCR performs this function.
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
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.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR) and Office of Chief Counsel (AGC)	FY 2007 - Completed	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: A	New Employees Provided EEO Policy New employees are not consistently provided EEO policy statements during orientation	
OBJECTIVES:	Review and update, as needed, written materials and policy statements on the various EEO programs for inclusion into the Human Resource New Employee Orientation Package.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Human Resource Management, and the Chief Counsel	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 30, 2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Request from the Office of Human Resources (AHR) current materials being used in the new employee orientation for review and update by the FAA Civil Rights Office (ACR).	June 20, 2006 (Completed)	
2. The ACR Complaints Team will update all information on the variety of EEO Programs and administrative and judicial procedures.	July 20, 2006 (Completed)	
3. The ACR EEO Consulting Group will update all information and policy statements regarding people with disabilities, accommodation procedures and Special Emphasis Programs.	August 31, 2006 (Completed)	
4. Initial coordination of final product within ACR, AHR and AGC.	February 18, 2006 (Completed on Original Draft)	
5. Coordinate any changes to the original package with DOT DOCR, as required.	October 2006 (Completed)	
6. Submit final package to AHR for inclusion into all new employee orientation packages.	March 31, 2007 (Completed) Objective met: Policy Statements are provided to all new employees through the employee orientation package.	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Objective met: Policy Statements are provided to all new employees through the employee orientation package.

Modification to Objective:

In October 2006, the Office of Civil Rights responded to the original new employee package sent by DOCR with comments, and coordinated changes as well.

On October 6, 2005, the Department of Transportation (DOT), Office of Civil Rights (OCR), distributed "An Employee Guide to Civil Rights/Equal Employment Opportunity at DOT", requesting that all operating administrations implement the document into new employee orientations through the Operating Administrations Human Resource Office. The document was submitted to the Office of Chief Counsel for legal review. Comments were received from AGC and ACR will begin the coordination process with DOCR and AHR.

Activity 1: This activity was pre-empted by the release of the DOT new employee orientation package and activities 2, 3, and 6 were modified to include the implementation of the package.

In the FY-2004 submission this objective was combined with another deficiency statement and has now been separated to reflect the modifications.

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR) and Office of Chief Counsel (AGC)	FY 2007 - Completed	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: A	Written Materials on EEO Programs to Employees and Applicants The agency has made written materials and policy statements available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures. However, the Agency will review current content and delivery of these materials.	
OBJECTIVES:	<ol style="list-style-type: none"> 1. Include language in vacancy announcements for applicants on how to access information on EEO Programs posted on the web. 2. Develop brochure for all Employees on EEO Programs to provide continuous awareness. 	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Human Resource Management and the Chief Counsel	
DATE OBJECTIVE INITIATED:	January 31, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 2, 2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<u>Objective 1.</u> 1. Request standard vacancy announcement EEO template from AHR.	June 30, 2006 (Completed)	
2. Review EEO language used on vacancy announcements, coordinate with AGC and AHR, and provide any recommended changes to AHR for inclusion.	June 30, 2006 (Completed)	
3. AHR will include language into vacancy announcements.	August 31, 2006 (Completed) Objective met: Language in all vacancy announcements.	
<u>Objective 2.</u> 1. Incorporate information on the variety of EEO programs and administrative and judicial remedial procedures into a brochure for all agency employees.	March 31, 2006 (Completed)	

2. Obtain funding for printing and distribution of employee brochure.	April 28, 2006 (Completed)
3. Coordinate draft employee brochure with ACR Management Team and AGC.	August 31, 2006 (Completed)
4. Finalize employee brochure and print.	March 2, 2007 (Completed)
5. Coordinate distribution of employee brochure to all employees.	March 2, 2007 (Completed) Objective met: Brochure distributed to all FAA employees.

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Objectives met:

1. Include language in vacancy announcements for applicants on how to access information on EEO Programs posted on the web. This information was included in the vacancy announcement, including the link for the EEO website. See further explanation below.
2. Develop brochure for all Employees on EEO Programs to provide continuous awareness. A hard copy EEO Reference Guide, outlining the variety of EEO programs and administrative and judicial remedial procedures was issued to all FAA employees. See further explanation below.

The FAA has a standard Equal Opportunity Employer statement on all vacancies. This statement was reviewed and the statement was modified, by the Office of Civil Rights. The modified statement provides applicants information on where to obtain additional information on administrative and judicial remedial procedures. This was submitted and implemented by the Office of Human Resources all future vacancy announcements.

The statement is as follows:

FAA is an Equal Opportunity Employer

All qualified applicants will be considered regardless of political affiliation, race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or other non-merit factors. DOT provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify us. Decisions on granting reasonable accommodation will be made on a case-by-case basis. Additional information on reasonable accommodations procedures or on EEO Programs is available on www.faa.gov/acr or by contacting the local FAA Civil Rights Office.

NEW – FY 2008

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR) and Office of Chief Counsel (AGC)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: A	Managers and Supervisors Commitment to EEO policies and principles Managers and supervisors are not evaluated on their commitment to agency EEO policies and principles.	
OBJECTIVES:	Revise the Supervisory and Managerial Performance Standards to include precise language from the MD 715 self-assessment.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Human Resource Management, and the Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. ACR and AHR will collaborate to draft the Supervisory and Managerial Performance Standards to include precise language from the MD 715 self-assessment.	May 31, 2008	
2. Implement the new revised language into the Supervisory and Managerial Performance Standards.	September 30, 2008	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR) and Office of Chief Counsel (AGC)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	Planning Recruitment and Other Workforce Changes EEO program officials are not consistently present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, and succession planning for career development opportunities, and other workforce changes.	
OBJECTIVE:	The EEO Director or senior staff will attend agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, and succession planning for career development opportunities, and other workforce changes.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 2, 2007 September 30, 2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. ACR will draft a memorandum to the FAA Management Board requiring the Lines of Business and Staff Offices to coordinate changes to the workforce, including reorganizations and realignments.	May 12, 2006 (Completed)	
2. AGC will provide comments.	May 19, 2006 (Completed)	
3. ACR will issue the memorandum to the FAA Management Board.	March 2, 2007 Objective not met	
1. The Assistant Administrator for Civil Rights will participate in all FAA human capital planning meetings.	June 30, 2008	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

Objective not met: Delays in coordination prevented this objective from being completed.

Objective 1:

As a result of additional discussions on this objective, a decision was made that the Assistant Administrator for Civil Rights will participate in the FAA human capital planning meetings beginning immediately.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR) and Office of Chief Counsel (AGC)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B DEFICIENCY: B	Management Personnel Policies, Practices and Procedures /Accountability 1. EEO Director is not consistently consulted about whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and realignments. 2. Management/personnel policies, procedures and practices are not 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.	
OBJECTIVES:	1. Establish a process by which the EEO Director will be consulted about whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations or realignments. 2. Establish a process by which personnel policies, practices and procedures are regularly examined to assess any hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants and to determine conformity with EEO management directives.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Human Resource Management and the Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007 September 30, 2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Objective 1 1. ACR will initiate a meeting with AHR, and AGC, representatives to discuss and determine ways to establish a process by which the Office of Civil Rights will be consulted on reorganizations and realignments prior to final human resource decisions.	December 2005 (Completed)	

2. Implement the identified process and notify Management Board members of the process for ensuring consultation of reorganizations / realignments to include ACR.	March 31, 2006 (Completed)
3. Organizations will consult on an as- needed basis with ACR to ensure that employees or applicants are not adversely impacted when reorganizations / realignments occur in the agency. Any adverse findings will be reported to the organization implementing the change in consultation with AGC.	(On-going) Consultations will be provided as reorganizations and realignments are identified by lines of business.
4. Evaluate the process one year after implementation to determine its effectiveness.	May 2007 New process is needed for more complete coordination.
Objective 2. 1. ACR will initiate a meeting with AHR, and AGC representatives to discuss and determine ways to establish a process by which to review management/ personnel policies, procedures and practices to assess hidden impediments to the realization of EEO for employees and applicants.	December 2005 (Completed)
2. Implement process to conduct reviews of management personnel policies as determined by ACR, AHR and AGC representatives.	March 2006 (Completed)
3. Correct any identified hidden impediments found as part of the review process.	September 30, 2006 (Completed)
4. Institutionalize a review process beyond September 2007.	September 30, 2007
4. ACR will convene a meeting of the parties and develop a more complete process for coordination.	September 30, 2008
5. Institutionalize a review process.	September 30, 2009
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Objective 1 and 2 Accomplishment:</p> <p>The FAA established a review team consisting of ACR, AHR and AGC staff, which meets weekly. The review team has begun a comprehensive review of FAA's programs, policies and practices for hiring, selecting and promoting employees to ensure we meet the requirements of MD-715 and applicable case law. As such, modifications to the original submission were made.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR)	FY 2007 - Completed	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	Resources for EEO Counseling Funding may not be available to improve EEO program efficiency.	
OBJECTIVE:	Identify the most efficient means for providing timely and adequate counseling during the EEO pre-complaint process and secure funding to implement.	
RESPONSIBLE OFFICIAL:	Assistant Administrator for Civil Rights	
DATE OBJECTIVE INITIATED:	December 30, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Conduct analysis of the average number of days to assign a counselor to a pre-complaint and identify the organization's location with the greatest need for support.	August 30, 2005 (Completed)	
2. Conduct benchmarking of other federal agencies to identify the most efficient means for providing counseling including pros and cons of the various options. Decide which approach works best for FAA. Make a decision and develop an implementation plan.	September 15, 2006 (Completed)	
3. Analyze options identified in the benchmarking study and decide which to implement	January 30, 2007 (Completed)	
4. Prepare a detailed budget projection including the results of the analysis from above.	March 1, 2007 (Completed)	
5. Identify plan for securing funds and implementation.	June 1, 2007 (Completed) Objective met: See below.	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Objective Met: In April 2007, the FAA Office of Civil Rights identified full-time dedicated counselors from its staff. Under the pilot, FAA has accomplished 100% of counseling cases within the 30 days, except for those where the employee engaged in Alternative Dispute Resolution or agreed to an extension.</p>		

FY 2006

Objective 1 Activity 1 Accomplishment:

Standardized the Basic EEO counselor training. Developed a training manual for Basic EEO mediator training. Standardized Basic EEO mediation training. Resources were made available for the training of new EEO counselors and new EEO mediators. Conducted national training for new counselors and mediators. Conducted two EEO counselor classes and 2 EEO mediator classes during FY '06. Forty-six new mediators trained. Fifty new EEO counselors trained.

Established a workgroup of ACR managers looking at revamping the EEO pre-complaint process for more efficiency.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and Office of the Chief Counsel (AGC)	FY 2007 - Completed	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	Other External Special Emphasis Program Other agency special emphasis programs not consistently monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as Veterans Employment Programs and Special Emphasis programs.	
OBJECTIVE:	Ensure that all AHR special emphasis programs are monitored by the Office of Civil Rights for coordination and compliance with EEO guidelines and principles.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Human Resource Management and the Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	May 2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. ACR will schedule the initial meeting with AHR and AGC to discuss the strategy for monitoring other special emphasis programs.	December 31, 2005 (Completed)	
2. The reporting and/or the monitoring process will be implemented and communicated to ACR and AHR staff involved in managing these programs.	September 30, 2006 (Modified)	
3. ACR and AHR will evaluate the process to ensure compliance and effectiveness.	May 2007 Objective met: See below.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Objective Met: The FAA Office of Civil Rights (ACR) recently evaluated its Special Emphasis Programs and reorganized them. Rather than engaging collateral duty special emphasis program managers, ACR identified three full-time dedicated field SEP staff.		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and Office of the Chief Counsel (AGC)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: D,E	Data Collection, Monitoring and Tracking Systems The agency has not implemented adequate data collection and analysis systems that permit tracking of all the information required by MD-715 and to conduct trend analysis.	
OBJECTIVE:	<ol style="list-style-type: none"> 1. To identify adequate, legal data collection, monitoring and tracking systems through a collaborative, inclusive process involving AHR, ACR in accordance with EEOC, OPM, DOT and DOI instructions and secure resources to implement data collection, monitoring and tracking systems in accordance to MD-715. 2. Re-survey the Asian/Pacific Islander (A/PI) workforce for new RNO data collection. (canceled) 	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights, Human Resource Management and the Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 31, 2006 September 30, 2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>Objective 1: 1. On a monthly basis, AHR, ACR and AGC will meet to discuss:</p> <ul style="list-style-type: none"> • The status of EEOC, OPM, DOT and DOI instructions in tracking systems/RNO. • The migration to the DOI Federal Personnel and Payroll System targeted for October 2005 that will include MD-715 workforce data tables. • Develop strategy for meeting data requirements under MD-715. <p>All vacancy announcements should include the OMB approved RNO collection form.</p>	January 31, 2006 (On-going) Monthly meetings will not continue in Fiscal Year 2008.	
2. DOT and FAA will have the Federal Personnel and Payroll System (FPPS) up and operational.	October 2, 2005 (Completed)	

3. AHR will work with the FPPS program as the main resource for data collection, monitoring and tracking systems.	December 31, 2006 (Completed) Applicant pool data is available for major occupational series.
4. Applicant Flow Data System will be expanded to capture all remaining job series.	September 30, 2007 September 30, 2008 Activity not met: Due to technical difficulties.
5. ACR will collaborate with AHR to devise system to track recruitment activity results.	September 30, 2009 Activity partially met: Due to technical difficulties.
<u>Objective 2:</u> 1. ACR and AHR will develop an action plan to resurvey the Asian workforce for new RNO data collection.	October 1, 2006 (Canceled)
2. The plan will be coordinated with AGC	November 1, 2006 (Canceled)
3. Send Notification to employees of option to self-identify.	February 1, 2007 (Canceled)
4. Conduct the resurvey of the Asian workforce.	March 1, 2007 (Canceled)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Objective Not Met: During FY 2007, FAA hired approximately 1,000 Air Traffic Controllers and 500 Aviation Safety Inspectors. The overwhelming effort required to conduct recruitment and outreach overshadowed this objective. FAA will accomplish this objective by September 2008.

AHR has implemented several integrated systems under the Selection Within Faster Times (SWIFT) that will provide effective automated staffing and selection tools for the screening of potential applicants. One of the more recent staffing tools under REVAMP is called Automated Staffing and Application Process (ASAP). ASAP only allows potential applicants to apply through the use of the internet.

Objective 1 Activity 1:

The FPPS Datamart was not setup to do the MD 715 Data Reports. A DOT/DOI Tiger Team was established to look into alternatives for developing this capability. A software solution has been identified (with the participation of the Departmental Office of Civil Rights). Parallel to this effort, FAA had consulted with TechSolutions on the Visual Power Files for EEO (VPEEO) software and procured the system in August of 2005 for implementation in FY-2006.

The VPEEO software, by TechSolutions, will be loaded with the DOT historical data to produce MD-715 data reports. In the future, transaction data from FPPS will be interfaced to the software directly. Historical data will allow the FAA to conducted trend analysis for all the various workforce profiles that are identified in Essential Element D.

The data collected by FPPS to be downloaded to the software application includes basic employee demographic data, i.e., RNO data, targeted disabilities, and employment status. Not all data required by the report is available from FPPS transactions and will have to be manually collected/developed.

FAA has discussed customizations with TechSolutions to ensure compliance with the required MD-715 data reports.

Objective 1 Activity 1 Continued:

The Office of Human Resource Management (AHR) developed an "Applicant Pool Information" process to track and monitor the collection of applicant pool information from certain occupational series. The applicant pool information process will assist the agency in evaluating and improving recruitment and outreach efforts to publicize job opportunities and encourage employment applications from a broader pool of applicants.

The servicing Human Resource Management Division (HRMD) will add a "boilerplate statement" to all vacancy announcements requesting all applicants voluntarily complete the requested forms (e.g., Veterans' Preference, SF-256 Self-Identification of Handicap, Race and National Origin (RNO) form, and sources for how applicants learn about FAA vacancies). The HRMD will ensure that the RNO form is consistent with the revised OPM RNO form (dated August 2005).

Objective 1 Activity 2:

The FAA FPPS became operational on October 23, 2005. Ongoing discussions are underway with DOT and DOI to finalize the Datamart reporting requirements in FPPS.

Objective 1 Activity 3:

AHR has implemented several integrated systems under SWIFT - Selections Within Faster Time. VPPEO has become operational on October 31, 2006, and is now being used by the FAA to generate reports for the agency.

Objective 2 Activity 1-3:

DOT has established a new form, "U.S. Department of Transportation Applicant Background Questionnaire." This form will be used to collect RNO data, which includes "Asian" as a category.

This form was implemented in ASAP by October 31, 2006. Therefore, the action plan has been modified to address the resurvey of the Asian workforce utilizing the new RNO form. Employees will have access to the RNO form and will have the option to self-identify themselves in the system.

The Asian resurvey has been reevaluated by DOT and FAA, and the resources to undertake the resurvey are currently unavailable. Therefore, this objective has been canceled.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	Fund UFAS Renovation Projects ATO does not have a formal coordination process in place to monitor whether sufficient training has been provided and whether major renovation projects are consistently funded in compliance with Uniform Federal Accessibility Standards (UFAS).	
OBJECTIVE:	Develop formal coordination process to monitor training on UFAS standards, and funding of major renovation projects in compliance with UFAS.	
RESPONSIBLE OFFICIAL:	Director, Technical Operations ATC Facilities	
DATE OBJECTIVE INITIATED:	November 30, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Facility Accessibility Program Office (FAPO) will coordinate additional training on UFAS for: Architects, Engineers, Maintenance Personnel Real Estate Contracting Officers, Product Teams, Facility Management, and other interested individuals.	January 30, 2006 (ongoing) Activity completed: Three training sessions were conducted during Fiscal Year 2007.	
FAPO will develop a video for managers and supervisors on facility accessibility requirements.	January 30, 2006 (ongoing) Activity not completed: A training module will be included in supervisory training which will be more accessible for managers than a stand-alone video.	
FAPO and Regional Accessibility focal points will coordinate UFAS/Section 504 Facility Surveys at all staff facilities to include budget estimates and cost of renovation projects. Survey results will be distributed locally and maintained in a national database.	January 30, 2006 (ongoing)	
Review facility surveys to evaluate the impact of the training on conformance to UFAS and ability to secure funding for renovation.	January 30, 2006 (ongoing)	
Develop a schedule for completing renovation projects at facilities that have been surveyed and found not to be in compliance with UFAS.	September 30, 2009	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

Objective partially met: FAA will continue to move forward with UFAS requirements. See further information below and Tab 12.

October 2007

Modifications:

Activity #1. The target date has been updated to September 30, 2009 from January 30, 2009. This is congruent with the 2009 fiscal year. Three classes were conducted for the FAA by the Access Board during FY2007. The remaining six classes will be conducted by January 30, 2009. The changes to AMS for the lease clauses and guidance were issued during the October, 2006 AMS updates.

Activity #2. The target date has been updated to September 30, 2008 from January 30, 2008. This is congruent with the 2008 fiscal year. The target date change will provide time to develop web-based training using the FAA Electronic Learning Management System (eLMS).

Activity #3. The target date has been updated to September 30, 2012 from January 30, 2009. Facilities with highest population will be surveyed first.

Activity #4. The target date has been updated to September 30, 2013 from January 30, 2010. Will support date change for Activity #3.

Accomplishments During FY 2007:

UFAS / Section 504 Facility Accessibility Surveys continue to be conducted by FAPO.

The Access Board conducted three ABAAS training classes for the FAA.

To date the Facility Accessibility Program Office and the Regional Accessibility Focal Points have conducted 94 facility surveys with a total staffing of 18,632. In addition, the Terminal Facilities Group has included UFAS compliance in 82 Government Transition Evaluations and 129 Conditional Assessments. A total of 305 FAA staffed facilities have been surveyed for UFAS compliance.

Accomplishments During FY 2006:

UFAS / Section 504 Facility Accessibility Surveys continue to be conducted by FAPO.

Developed lease clauses and guidance for AMS.

The Access Board has conducted three ABAAS training classes for the FAA.

To date, the Facility Accessibility Program Office has conducted 48 facility surveys; the Regional Accessibility Focal Points have conducted 8 facility surveys; and the Terminal Facilities Sector has included UFAS compliance in 82 Government Transition Evaluations.

Accomplishments During FY 2005:

UFAS / Section 504 Facility Accessibility Surveys are currently being conducted by FAPO and Regional Accessibility Focal Points (RAFP). As part of the in-brief for the *UFAS / Section 504 Facility Accessibility Surveys*, the FAPO is distributing copies of DOT Order 1011.1 - "U.S. Department of Transportation Procedures for Processing Reasonable Accommodation Requests by Employees and Applicants with Disabilities" and FAA Order 1400.12 - "Processing Accommodation Requests for People With Disabilities" is to be used in implementing DOT order 1011.1.

Developed guidance for RAFP's to use in conducting UFAS / Section 504 Facility Accessibility Surveys. Remediations will be in accordance with ABAAS or UFAS pursuant to the GSA implementation language.

UFAS training classes have been conducted informally at several facilities during the UFAS / Section 504 Facility Accessibility Surveys.

To date, the Facility Accessibility Program Office has conducted 39 facility surveys; the Regional Accessibility Focal Points have conducted 8 facility surveys; and the Terminal Facilities Sector has included UFAS compliance in 82 Government Transition Evaluations.

NEW – FY 2008

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	Allocation of sufficient resources to train employees and managers on EEO programs Employees and managers/supervisors are not provided with sufficient training on all EEO programs and EEO responsibilities.	
OBJECTIVES:	Ensure that all employees and managers/supervisors are provided with sufficient training on all EEO programs and EEO responsibilities.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights	
DATE OBJECTIVE INITIATED:	February 29, 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Develop an e-learning course providing information on all EEO programs and EEO responsibilities.	September 30, 2009	
2. Implement the new e-learning course into the catalog of available courses to employees and include the course into the Front Line Managers Course (FMC-1).	September 30, 2009	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and the Chief Counsel (AGC)	FY 2007
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: C	<p align="center">Human Resource Program Conformity with EEO Management Directives</p> <ol style="list-style-type: none"> 1. To develop time-tables or schedules for the agency Human Resources Director and the EEO Director and the Office of the Chief Counsel to meet to review the agency Merit Promotion Program Policy and Procedures programs for systematic barriers that may be impeding full participation in promotion opportunities by all groups, and to determine conformity with EEO management directives. 2. To develop time-tables or schedules for the agency Human Resources Director and the EEO Director and the Office of the Chief Counsel to meet to review the agency Employee Recognition Awards Program to determine conformity with EEO management directives. 3. To develop time-tables or schedules for the agency Human Resources Director and the EEO Director and the Office of Chief Counsel to meet to review agency Employee Development Training Programs to determine conformity with EEO management directives.
OBJECTIVE:	Identify a process, with time tables that will result in the Office of Civil Rights and Human Resources, in consultation with the Office of the Chief Counsel, to review the agencies Merit Promotion Program, Employees Recognition Awards program, and Employee Development Training programs to determine conformity with EEO management directives.
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights, Human Resource Management and the Chief Counsel
DATE OBJECTIVE INITIATED:	November 30, 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 30, 2006 September 30, 2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. ACR will initiate a meeting with AHR and AGC representatives to discuss and determine ways to	December 30, 2005 (Completed)

establish a process by which to access the identified programs for compliance with EEO directives on a short term basis.	
2. Implement the process and timetables to conduct reviews of the identified programs to analyze for any possible barriers (e.g. grade disparities, recognition, training, etc.) as determined by ACR, AHR and AGC representatives.	March 2006 (Completed)
3. Take corrective actions to correct any program areas found not to be in compliance with EEO directives as part of the review process.	(On-going)
4. Institutionalize a review process beyond September 2007.	September 30, 2007 2009 (Modified)
5. Conduct reviews for: Employee Recognition Awards Program Employee Development Training Programs Merit Promotion Program Policy and Procedures Work on reviewing the employee recognition awards program will begin during FY 2008.	September 30, 2009 September 30, 2009 September 30, 2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>Objectives not met.</p> <p>On October 26, 2004, the Chief Counsel and the Assistant Administrators for Civil Rights and Human Resource Management issued a memorandum to all agency supervisors and managers providing guidance on the steps the FAA is taking to ensure compliance with MD 715 and a personnel case settlement, which challenged the agencies Affirmative Employment Programs.</p> <p>Since the issuance of this memorandum, the FAA established a review team consisting of ACR, AHR and AGC staff, which meets weekly. The review team has begun a comprehensive review of FAA's programs, practices and policies with respect to he hiring, promotion and selection of career FAA employees. Appropriate corrective action is taken if any program, practice or policy is contrary to law. This two-year process is scheduled to end on September 30, 2006. As such, the planned activities for this objective have been modified to institutionalize this process beyond September 30, 2006.</p>	

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: C	Compliance with EEOC Orders In some cases, the agency does not timely (within the established time frame) comply with EEOC Orders. (When it involves an EEO matter).	
OBJECTIVE:	Establish a process to ensure that the agency timely (within the established time frame) complies with EEOC Orders. (When it involves an EEO matter).	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Have a meeting with the major parties to discuss timely compliance and develop a strategy for accomplishing this objective.	April 30, 2008	
2. Implement strategy to ensure that the agency timely (within the established time frame) complies with EEOC Orders. (When it involves an EEO matter).	September 30, 2008	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

NEW – FY 2008

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: E	<p style="text-align: center;">Processing of Accommodation Requests within the Time Frame set forth in the Agency Procedures for Reasonable Accommodation</p> <p>The agency does not process 90% of accommodation requests within the time frame set forth in the agency procedures for reasonable accommodation.</p>	
OBJECTIVE:	Establish a process to ensure that accommodation requests are processed within the time frame set forth in DOT Order 1011.1 and FAA Order 1400.12.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Update and enhance FAA's on-line reasonable accommodation tracking system to include enabling decision-makers to update information throughout the entire process, and automatic alerts to ACR when an accommodation request is initiated.	September 30, 2009	
2. Enhance Publicizing of FAA REACT Team, which is comprised of civil rights, legal, and HR reasonable accommodation experts who can advise decision-makers on complex requests.	September 30, 2008	
3. The Office of Civil Rights will notify employees that employees must copy ACR when they submit requests for reasonable accommodation.	September 30, 2008	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR)	FY 2007 - Completed	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: E	Timely EEO Counseling The agency does not always provide timely EEO counseling within 30 days of the initial request	
OBJECTIVE:	To improve EEO counseling timeframes.	
RESPONSIBLE OFFICIAL:	Assistant Administrator for Civil Rights and Diversity Advocate	
DATE OBJECTIVE INITIATED:	March 1, 2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	February 2, 2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Review iComplaint data to determine which regions/center/headquarters offices are experiencing delays in counseling, and where the delays are occurring.	March 3, 2006 (Completed)	
2. Create a weekly requirement to run information from iComplaints to determine the assignment of an EEO counselor. Follow up with each region/center/headquarters office when a delay is identified to ascertain why.	March 3, 2006 (Completed)	
3. Obtain from each region/center/headquarters office, a description of the steps taken in assigning an EEO counselor.	March 24, 2006 (Completed)	
4. Using the iComplaints system monitor EEO complaint activity for completion of EEO counseling within 30 days.	May 26, 2006 (Ongoing)	
5. If the same region/center/headquarters office has not shown progress after two quarters, meet with the Civil Rights Officer to develop additional strategies to resolve the issue.	October 31, 2006 (Completed)	
6. Identify and share best practices	February 2, 2007 (Completed)	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p>Objective Met: In April, 2007, the FAA Office of Civil Rights identified full-time dedicated counselors from its staff. Under the pilot, FAA has accomplished 100% of counseling cases within the 30 days, except for those where the employee engaged in Alternative Dispute Resolution or agreed to an extension.</p>		

Utilizing the iComplaint data, a review was conducted for each region/center office, to determine where the delays were occurring. Additionally, to continue with quality assurance measures, to ensure and improve timeliness of EEO Counseling, a report is provided to the Office of Civil Rights EEO Complaints Manager on a weekly basis. The report is reviewed to identify the assignments of EEO Counselors and follow-up is done accordingly.

All Civil Rights Officers have received information on their processing time for complaints. Each CRO provided feedback based on that information, and developed strategies to avoid a reoccurrence. This action plan has been completed and will be closed out.

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR) and Office of Human Resource (AHR)	FY 2007	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: E	Tracking of Recruitment Efforts and Barrier Analysis The agency does not track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards.	
OBJECTIVE:	Establish a process to track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Human Resource	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Convene the parties necessary to implement a process to track recruitment efforts and analyze barriers in accordance with MD 715.	June 30, 2008	
2. Identify an action plan to track recruitment efforts and analyze barriers in accordance with MD 715.	September 30, 2008	
3. Implement FY'09 activities in the action plan to track recruitment efforts and analyze barriers in accordance with MD 715.	September 30, 2009	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA	FY 2007	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate for Hispanic Male and Female Aviation Safety Inspectors</p> <p>The FAA Hispanic male and female participation for job series 1825, Aviation Safety Inspector, is 5.43% (5.18% male, 0.25% female), which is lower than the expected Hispanic RCLF rate of 8.97% (7.32% male, 1.65% female).</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1) In FY '07, the FAA Hispanic workforce participation rate for 1825 is 5.43%, which is lower than the expected Hispanic RCLF rate of 8.97%. 2) In FY '07, there were 2,665 Hispanic applicants or 7.5% (total applicants, 35,557), which is lower than the expected Hispanic RCLF rate of 8.97%. 3) In FY '07, there were 20 Hispanics selected or 5.71% (total selectees: 350), which is lower than the expected Hispanic RCLF rate of 8.97%. 	
<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>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Hispanics in the 1825 job series.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Improve the number and quality of Hispanic male and female applicants. 2. Review and analyze current selection procedures to determine if there are specific impediments to the realization of equal employment opportunity for Hispanic applicants. 	
<p>RESPONSIBLE OFFICIAL:</p>	Associate Administrator for Aviation Safety	
<p>DATE OBJECTIVE INITIATED:</p>	November 1, 2006	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	September 30, 2008	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<u>OBJECTIVE 1</u> 1. Confer with AHR to determine sources of 1825 applications.	March 30, 2007 (Completed)	
2. Analyze sources of applications to determine whether additional resources should be utilized in order to achieve a greater number of applications for the job series 1825.	May 1, 2007 (Completed)	
3. Investigate best practices as exemplified by other agencies and interest groups, including the Hispanic Leadership Council, NASA, and others.	September 30, 2007 (Completed)	
4. Formulate strategy for ensuring equal opportunity in recruitment for Hispanics in the 1825 job series.	September 30, 2008 Objective not met.	
<u>OBJECTIVE 2</u> 1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, and the Office of Civil Rights to assess organizational barriers and devise strategies.	March 15, 2007 (Completed)	
2. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with regional managers to discuss ways to eliminate barriers that are impeding the hiring of women and minorities as Aviation Safety Inspectors. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with appropriate personnel to discuss ways to eliminate those barriers.	February – March 2007 September 30, 2008	
3. Identify representatives from LOB/AHR/ACR.	March 2007 (Completed)	
4. Identify and assess barriers for hiring.	April 2007 (Completed)	
5. Brief Management Team	May 1, 2007 (Completed)	
6. Establish briefing item as an AVS requirement for use by all organizational hiring officials.	May 2007 (Completed)	
7. AQS-500 and ACR will begin discussion on assessing the benefits of utilizing online training modules to address educational awareness needs for management staff.	June 2007 (Completed)	
8. Evaluate current recruitment materials, literature, and recruitment techniques and recommend improvements where necessary.	Ongoing	

<p>9. AQS-500, in collaboration with AHR, will produce data analysis reports on hiring trends in AFS for submission to AVS-1 on a quarterly basis. The reports will be used to assess if there was any impact as a result of the barrier elimination.</p>	<p>Quarterly (Completed).</p>
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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Objective partially met: A Flight Standards' Human Capital Council reviewed the selection system for Aviation Safety Inspectors and it was determined that some of the requirements are unduly restrictive. The Office of Personnel Management has approved the new qualifications standards for Aviation Safety Inspectors, which FAA will begin using by April 2008 when the electronic application system will be revised to meet the new qualifications. The changes in the qualifications standards have decreased the number of flying hours, addressed unduly restrictive medical standards. Additional analysis will be done to determine if the modification of the qualification standards had any impact on the lower than expected participation rates.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2007	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate for Black Aviation Safety Inspectors</p> <p>The FAA Black male and female participation for job series 1825, Aviation Safety Inspector, is 4.56% (4.34% male, 0.22% female), which is lower than the expected Black male and female RCLF rate of 10.41% (7.69% male, 2.72% female).</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1) In FY '07, the FAA Black workforce participation rate for 1825 is 4.56%, which is lower than the expected Black RCLF rate of 10.41%. 2) In FY '07, there were 2,438 Black applicants or 6.86% (total applicants, 35,557), which is lower than the expected Black RCLF rate of 10.41%. 3) In FY '07, there were 9 Blacks selected or 2.57% (total selectees: 350), which is lower than the expected Black RCLF rate of 10.41%. 	
<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>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Blacks in the 1825 job series.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Improve the number and quality of Black male and female applicants. 2. Review and analyze current selection procedures to determine if there are specific impediments to the realization of equal employment opportunity for Black applicants. 	
<p>RESPONSIBLE OFFICIAL:</p>	Associate Administrator for Aviation Safety	
<p>DATE OBJECTIVE INITIATED:</p>	November 1, 2006	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	September 30, 2008	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA	PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<u>OBJECTIVE 1</u>		
1. Confer with AHR to determine sources of 1825 applications.		March 30, 2007 (Completed)
2. Analyze sources of applications to determine whether additional resources should be utilized in order to achieve a greater number of applications for the job series 1825.		May 1, 2007 (Completed)
3. Investigate best practices as exemplified by other agencies and interest groups, including the Hispanic Leadership Council, NASA, and others.		September 30, 2007 (Completed)
4. Formulate strategy for ensuring equal opportunity in recruitment for Hispanics in the 1825 job series.		September 30, 2008 Objective not met.
<u>OBJECTIVE 2</u>		
1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, and the Office of Civil Rights to assess organizational barriers and devise strategies.		March 15, 2007 (Completed)
2. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with regional managers to discuss ways to eliminate barriers that are impeding the hiring of women and minorities as Aviation Safety Inspectors. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with appropriate personnel to discuss ways to eliminate those barriers.		February – March 2007 September 30, 2008
3. Identify representatives from LOB/AHR/ACR.		March 2007 (Completed)
4. Identify and assess barriers for hiring.		April 2007 (Completed)
5. Brief Management Team		May 1, 2007 (Completed)
6. Establish briefing item as an AVS requirement for use by all organizational hiring officials.		May 2007 (Completed)
7. AQS-500 and ACR will begin discussion on assessing the benefits of utilizing online training modules to address educational awareness needs for management staff.		June 2007 (Completed)
8. Evaluate current recruitment materials, literature, and recruitment techniques and recommend improvements where necessary.		Ongoing

<p>9. AQS-500, in collaboration with AHR, will produce data analysis reports on hiring trends in AFS for submission to AVS-1 on a quarterly basis. The reports will be used to assess if there was any impact as a result of the barrier elimination.</p>	<p>Quarterly (Completed)</p>
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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Objective partially met: A Flight Standards' Human Capital Council reviewed the selection system for Aviation Safety Inspectors and it was determined that some of the requirements are unduly restrictive. The Office of Personnel Management has approved the new qualifications standards for Aviation Safety Inspectors, which FAA will begin using by April 2008 when the electronic application system will be revised to meet the new qualifications. The changes in the qualifications standards have decreased the number of flying hours, addressed unduly restrictive medical standards. Additional analysis will be done to determine if the modification of the qualification standards had any impact on the lower than expected participation rates.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2007	
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?	Lower Than Expected Participation Rate for Female Aviation Safety Inspectors The FAA Female participation for job series 1825, Aviation Safety Inspector, is 7.64%, which is lower than the expected Female RCLF rate of 16.16%.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ol style="list-style-type: none"> 1) In FY '07, the FAA Female workforce participation rate for 1825 is 7.64%, which is lower than the expected Female RCLF rate of 16.16%. 2) In FY '07, there were 1,818 Female applicants or 5.11% (total applicants, 35,557), which is lower than the expected Female RCLF rate of 16.16%. 3) In FY '07, there were 32 Females selected or 9.14% (total selectees: 350), which is lower than the expected Female RCLF rate of 16.16%. 	
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.	Current recruitment and selection procedures may be a barrier to equal employment opportunity for Females in the 1825 job series.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<ol style="list-style-type: none"> 1. Improve the number and quality of Female applicants for the 1825 job series. 2. Review and analyze current selection procedures to determine if there are specific impediments to the realization of equal employment opportunity for Female applicants. 	
RESPONSIBLE OFFICIAL:	Associate Administrator for Aviation Safety	
DATE OBJECTIVE INITIATED:	November 1, 2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA	PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<u>OBJECTIVE 1</u>		
1. Confer with AHR to determine sources of 1825 applications.		March 30, 2007 (Completed)
2. Analyze sources of applications to determine whether additional resources should be utilized in order to achieve a greater number of applications for the job series 1825.		May 1, 2007 (Completed)
3. Investigate best practices as exemplified by other agencies and interest groups, including the Hispanic Leadership Council, NASA, and others.		September 30, 2007 (Completed)
4. Formulate strategy for ensuring equal opportunity in recruitment for Hispanics in the 1825 job series.		September 30, 2008 Objective not met.
<u>OBJECTIVE 2</u>		
1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, and the Office of Civil Rights to assess organizational barriers and devise strategies.		March 15, 2007 (Completed)
2. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with regional managers to discuss ways to eliminate barriers that are impeding the hiring of women and minorities as Aviation Safety Inspectors. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with appropriate personnel to discuss ways to eliminate those barriers.		February – March 2007 September 30, 2008
3. Identify representatives from LOB/AHR/ACR.		March 2007 (Completed)
4. Identify and assess barriers for hiring.		April 2007 (Completed)
5. Brief Management Team		May 1, 2007 (Completed)
6. Establish briefing item as an AVS requirement for use by all organizational hiring officials.		May 2007 (Completed)
7. AQS-500 and ACR will begin discussion on assessing the benefits of utilizing online training modules to address educational awareness needs for management staff.		June 2007 (Completed)
8. Evaluate current recruitment materials, literature, and recruitment techniques and recommend improvements where necessary.		Ongoing

9. AQS-500, in collaboration with AHR, will produce data analysis reports on hiring trends in AFS for submission to AVS-1 on a quarterly basis. The reports will be used to assess if there was any impact as a result of the barrier elimination.

Quarterly (Completed)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Objective partially met: A Flight Standards' Human Capital Council reviewed the selection system for Aviation Safety Inspectors and it was determined that some of the requirements are unduly restrictive. The Office of Personnel Management has approved the new qualifications standards for Aviation Safety Inspectors, which FAA will begin using by April 2008 when the electronic application system will be revised to meet the new qualifications. The changes in the qualifications standards have decreased the number of flying hours, addressed unduly restrictive medical standards. Additional analysis will be done to determine if the modification of the qualification standards had any impact on the lower than expected participation rates.

Note: This page has been replaced by pages 61-68.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Human Resource Management (AHR), Office of Civil Rights (ACR), and Air Traffic Organization (ATO)	FY 2007 - Closed	
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?	Low Participation for Job Series 2152 Job series 2152, Air Traffic Controller, has a lower than expected participation rate for several ethnic and gender categories.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ol style="list-style-type: none"> 1. Analyzing the MD-715 Workforce Table A6, there is a lower than expected participation rate in the White Female, Hispanic Female, Black Male and Female, and Asian Male and Female categories. 2. Analyzing the 2152 New Hires for FY 06 Q1-Q3, the participation rate for the ethnic groups has increased. 3. While final applicant pool data is available, because the 2152 application process is complex there is a need for greater analysis at the different stages of the application process. 	
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.	FAA has not been collecting data to determine where applicants for the Air Traffic Controller occupation are failing in the recruitment and hiring process (e.g. recruiting, testing, medical exams, applications, security, etc.).*	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Establish a process for the systematic collection of applicant pool data by race, national origin and disability for job series 2152 in the various stages of the pre-employment process, and to use the data to analyze 2152 data for FY 2007 MD-715.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Human Resource Management and Civil Rights and ATO Director, Workforce Services	
DATE OBJECTIVE INITIATED:	September 1, 2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 30, 2007	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, AHR, ACR, and ATO		TARGET DATE (Must be specific)
1. AHR and ACR will collaborate to determine what fields should be collected for the various stages of the application process in consultation with ATO Workforce Services.		September 1, 2006 (Not completed)
2. Finalize collection method and data to be analyzed.		January 31, 2007 (Not completed)
3. Implement the collection process in the 2152 application process.		March 30, 2007 (Not completed)
4. Receive quarterly update on data collection and data gathered.		June 15, 2007 (Not completed)
5. Compile data into an annual report for use in FY 2007 MD-715.		October 30, 2007 See below.
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>FY 2007</p> <p>During FY 2007, ACR expanded its staff to include an Outreach Specialist and AHR expanded its outreach effort to a team. The major focus during FY 2007 was conducting outreach to diverse candidate pools for Air Traffic Controller (2152) positions. The major recruiting effort diverted focus from the objective to establish the tracking system.</p> <p>FY 2006</p> <p>November 2006</p> <p>Activity #1: ACR has collaborated with AHR, in consultation with ATO, in determining that at several specific stages (Job Fairs, AT-SAT tests, Academy Entrance and Graduation, New Hires), RNO, Gender, and Disability data should be collected. A tentative data collection spreadsheet was produced.</p> <p>Activity #2: The collection spreadsheet was finalized and the data collection process was initialized.</p>		

* FAA has data for certain 2152 applicant sources but not all; therefore it is not possible to state definitively that the applicant there is lower than expected participation in all of the applicant pools.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2007	
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?	Low Participation for Asian Females Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Asian females.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ol style="list-style-type: none"> 1. In FY '07, the FAA Asian female workforce participation rate for 2152s is .28%, which is lower than the expected Asian female RCLF rate of 0.43%. 2. In FY '07, there were 628 Asian female 2152 applicants or 0.60% (total applicants, 105,242), which is higher than the expected Asian female RCLF rate of 0.43%. 3. In FY '07 there were 5 Asian females selected or 0.63% (total selectees: 793), which is higher than the expected Asian female RCLF rate of 0.43%. 	
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.	Current recruitment and selection procedures may be a barrier to equal employment for Asian females.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	If any barriers are identified in the 2152 job series for Asian females, every appropriate effort will be made to eliminate such barriers.	
RESPONSIBLE OFFICIAL:	ATO Director, Workforce Development	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
1. AHR and ACR will collaborate determine what fields should be collected for the various stages of the application process in consultation with ATO Workforce Services.		September 30, 2008
2. Develop an action plan to implement collection process in the 2152 application process.		September 30, 2008
3. Implement FY'08 activities in the action plan.		September 30, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2007	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low Participation for Black Males and Females Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Black females and males.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '07, the FAA Black workforce participation rate for 2152s is 5.06% (3.96% male, 1.10% female), which is lower than the expected Black RCLF rate of 7.31% (5.37% male, 1.94% female). 2. In FY '07, there were 30,637 Black 2152 applicants or 29.11% (total applicants, 105,242), which is higher than the expected Black female RCLF rate of 7.3%. 3. In FY '07 there were 54 Blacks selected or 6.81% (total selectees: 793), which is lower than the expected Black RCLF rate of 7.31%. 	
<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>Current recruitment and selection procedures may be a barrier to equal employment for Blacks.</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>If any barriers are identified in the 2152 job series for Blacks, every appropriate effort will be made to eliminate such barriers.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO Director, Workforce Development</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 30, 2007</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2008</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
1. AHR and ACR will collaborate determine what fields should be collected for the various stages of the application process in consultation with ATO Workforce Services.		September 30, 2008
2. Develop an action plan to implement collection process in the 2152 application process.		September 30, 2008
3. Implement FY'08 activities in the action plan.		September 30, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2007	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low Participation for White Females Job series 2152, Air Traffic Controller, has a lower than expected participation rate for White females.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '07, the FAA White female workforce participation rate for 2152s is 13.44%, which is lower than the expected White female RCLF rate of 14.45%. 2. In FY '07, there were 37,132 White female 2152 applicants or 35.28% (total applicants, 105,242), which is higher than the expected White female RCLF rate of 14.45%. 3. In FY '07 there were 120 White females selected or 15.13% (total selectees: 793), which is higher than the expected White female RCLF rate of 14.45%. 	
<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>Current recruitment and selection procedures may be a barrier to equal employment for White females.</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>If any barriers are identified in the 2152 job series for White females, every appropriate effort will be made to eliminate such barriers.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO Director, Workforce Development</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 30, 2007</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2008</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
1. AHR and ACR will collaborate determine what fields should be collected for the various stages of the application process in consultation with ATO Workforce Services.		September 30, 2008
2. Develop an action plan to implement collection process in the 2152 application process.		September 30, 2008
3. Implement FY'08 activities in the action plan.		September 30, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2007	
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?	Low Participation for Hispanic Females Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Hispanic females.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ol style="list-style-type: none"> 1. In FY '07, the FAA Hispanic female workforce participation rate for 2152s is 0.81%, which is lower than the expected Hispanic female RCLF rate of 0.98%. 2. In FY '07, there were 1094 qualified Hispanic female 2152 applicants or 1.04% (total qualified applicants, 105,242), which is higher than the expected Hispanic female RCLF rate of 0.98%. 3. In FY '07 there were 10 Hispanic females selected or 1.26% (total selectees: 793), which is higher than the expected Hispanic female RCLF rate of 0.98%. 	
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.	Current recruitment and selection procedures may be a barrier to equal employment for Hispanic females.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	If any barriers are identified in the 2152 job series for Hispanic females, every appropriate effort will be made to eliminate such barriers.	
RESPONSIBLE OFFICIAL:	ATO Director, Workforce Development	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
1. AHR and ACR will collaborate determine what fields should be collected for the various stages of the application process in consultation with ATO Workforce Services.		September 30, 2008
2. Develop an action plan to implement collection process in the 2152 application process.		September 30, 2008
3. Implement FY'08 activities in the action plan.		September 30, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
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PART I Department or Agency Information	1. Agency	1. Federal Aviation Administration (FAA)
	1.a. 2 nd Level Component	1.a.
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	44,887	100.00%	45,416	100.00%	529	1.18%
	Reportable Disability	2,129	4.74%	2,228	4.91%	99	4.65%
	Targeted Disability*	187	0.42%	201	0.44%	14	7.49%
	* If the rate of change for persons 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 Persons With Targeted Disabilities during the reporting period.					563	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					9		

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	Barrier	N/A		N/A		N/A		N/A	
4. Non-Competitive Promotions	Barrier	N/A		N/A		N/A		N/A	
5. Employee Career Development Programs	Barrier	N/A		N/A		N/A		N/A	
5.a. Grades 5 - 12	16,590	990	5.97%	108	0.65%	627	3.77%	14,973	90.25%
5.b. Grades 13 - 14	23,421	983	4.20%	65	0.28%	412	1.76%	22,026	94.04%
5.c. Grade 15/SES	4,131	173	4.19%	10	0.24%	61	1.48%	3,897	94.34%
6. Employee Recognition and Awards	Barrier	N/A		N/A		N/A		N/A	
Overall	6,900	346	5.01%	43	0.62%	135	1.96%	6,419	93.03%

awarded)									
6.b. Cash Awards (total \$\$\$ awarded)	54,861	2,120	3.86%	169	0.31%	924	1.68%	51,817	94.45%
6.c. Quality-Step Increase	74	4	5.41%	0	0.00%	5	6.76%	65	87.84%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	DOCR has instructed us to use the format of the Part I form to include the goals for eliminating Barriers for People with Targeted Disabilities. The statements are labeled as Part J.
Part V Goals for Targeted Disabilities	The FAA follows the DOT-mandated goal of 3%. Please also see the following Barrier Statements and Goals identified.

****This is a statistical snapshot of the workforce demographics. Conclusions concerning the existence of workplace barriers must not be drawn from gross numerical assessments. The use of this data in any employment decision is PROHIBITED without the express written authorization of the Deputy Chief Counsel for Operations, AGC-3.**

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and the Chief Counsel (AGC)	FY 2007 - Completed	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p style="text-align: center;">Lack of People with Targeted Disabilities in the Workforce</p> <p>There are few persons with targeted disabilities in FAA's workforce.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of the current process suggests that there may not be a readily available and apparent means for employees to update their disability status. Additionally, data on disabilities is not collected on applicants to determine the participation rate in the applicant pools.</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>The agency may not effectively be making its workforce aware of the need to update its disability status or adequately collecting applicant flow data regarding persons with targeted disabilities.</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>Develop a process to provide all employees with the opportunity to update their disability status and for all applicants to self-identify.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	Assistant Administrators for Civil Rights, Human Resource Management and the Chief Counsel	
<p>DATE OBJECTIVE INITIATED:</p>	April 1, 2005	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	December 30, 2006	

EEOC FORM 715-01 PART J	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and the Chief Counsel (AGC)		TARGET DATE (Must be specific)
1. Ensure that AHR has a process for separating and tracking data for People with Disabilities.	October 31, 2006 (Completed)	
2. Determine whether the SF-256 can be included in all vacancy announcements as another voluntary form that an applicant may submit. Also evaluate whether the automated application systems can be modified to include such information	October 31, 2006 (Completed)	
3. Notify the workforce, of the option to update disability data using Employee Express by issuing a memo to all employees.	January 30, 2007 (Completed) See Below.	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Objective Met: FAA is collecting applicant pool data via hard copy form from applicants. Employees were notified of the updates to Employee Express and that they could change their RNO data in the system.</p> <p>The FAA FPPS system became operational on October 23, 2005. The Office of Human Resource Management has developed an "Applicant Information System" in compliance with the President's Management Agenda, Strategic Management of Human Capital Initiative. This system is designed to allow job applicants to voluntarily print and complete the requested forms needed to assist the agency in evaluating and improving recruitment and outreach efforts. In addition, this system is designed to publicize job opportunities and encourage employment applications from a broad-based applicant pool.</p> <p>Information will be collected on applicants, which includes race, ethnicity, gender, national origin, disability status, veterans' preference status, and how they learned about the vacancy. The forms used to collect this information include: Standard Form 256 - Self Identification of Handicap, SF-181 Race and National Origin form, and Standard Form 15 - Application for 10-Point Veterans' Preference. Prior to review of the application materials, these demographic forms will be separated from the applicant's package along with any personal identifiers. The new R/NO/G/D form was only recently approved by OMB, and will be implemented as an action item in the FY 2006 MD-715.</p> <p>The nature of the information received will be used to understand the applicant pool for FAA jobs and the information gathered is strictly confidential. Only summary data will be reported and no applicant's data is provided to selecting officials. This information becomes a part of a Privacy Act System of Records as identified in 5 CFR.</p>		

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Human Resource Management (AHR)	FY 2007 - Completed	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Use of the Special Hiring Authority by Selecting Officials</p> <p>Many Managers may not be aware or familiar with the Special Hiring Authority that is available to them when considering hiring persons with targeted disabilities.</p> <p>This condition was recognized as a result of the low utilization of such authority across the agency.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>In evaluating the possible causes of the apparent low usage of the Special Hiring Authority for persons with disabilities, we reviewed the training that managers and supervisors received. We also reviewed the recency of such training in light of the turnover in the managerial and supervisory ranks. While it appears that hiring flexibility was generally discussed during the 1996 roll- out of the personnel management system, there does not appear to have been training that provided any detailed guidance about when and how to use the Special Hiring Authority.</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>All supervisors and managers may not be aware of the Special Hiring Authority and how to use it.</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>Develop and implement training and/or guidance for managers and supervisors about the Special Hiring Authority.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Administrator for Human Resource Management</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>August 26, 2004</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2008</p>	

EEOC FORM 715-01 PART J	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Office of Human Resource Management (AHR)		TARGET DATE (Must be specific)
1. Obtain corporate-level approval for the AHR training and/or policy guidance for the use of the Special Hiring Authority (On-the-Spot), which may be used with respect to any applicant for employment, including persons with disabilities.	September 30, 2005 (Completed)	
2. Human Resources to provide periodic briefing sessions for the selecting officials on FAA's hiring process and hiring flexibilities to consider when hiring individuals through the use of the special appointment authority (on the spot).	September 30, 2005 (Completed)	
3. Incorporate the use of the Special Hiring Authority into succession plans.	December 31, 2005 (Completed)	
4. Evaluate whether the training and guidance has any effect on the frequency with which managers and supervisors utilize the Special Hiring Authority.	December 31, 2006 (Completed)	
5. Create an explanatory handout for hiring officials regarding the use of the Special Hiring Authority.	September 30, 2007 (Completed)	
6. Distribute the explanatory handout regarding the use of the Special Hiring Authority to hiring officials.	September 30, 2008 (Completed) See below.	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Objective Met: During FY 2007, 129 briefings were provided and a Reasonable Accommodation Module was incorporated into the mandatory supervisory training for new managers. In addition, the FAA Office of Civil Rights conducted an ATN Broadcast for all managers. In addition, the FAA Office of Civil Rights conducted an ATN Broadcast for all employees in which Dexter Brooks, Equal Employment Opportunity Commission, participated.</p> <p>In FY 2005, AHR provided Supervisory Skills Training (SST), which touched on FAA's hiring process and hiring flexibilities to consider when hiring through the use of the Special Hiring Authority (On-the-Spot).</p>		

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR)	FY 2007 - Completed	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Reasonable Accommodations Training on People with Targeted Disabilities for Managers</p> <p>Many Managers may not be aware or familiar with the legal obligations for providing reasonable accommodation requests for persons with targeted disabilities.</p> <p>This condition was recognized as a result of numerous questions presented to the office of civil rights involving the basis for granting or denying such requests from managers throughout the agency.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>To better determine the cause of this condition, we began to direct all questions related to providing reasonable accommodation requests for persons with targeted disabilities from managers, to a central representative in the office of civil rights. We collected and processed the data.</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>FAA's Human Resources and Civil Rights offices may not have been monitoring or publicizing efforts to their fullest extent to make managers and supervisors aware of legal obligations for providing reasonable accommodations.</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>Ensure that all managers and supervisors receive training and are made aware of the legal obligations for providing reasonable accommodation requests to people with targeted disabilities.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Administrators for Civil Rights and Human Resource Management</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 19, 2004</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2006</p>	

EEOC FORM 715-01 PART J	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR)		TARGET DATE (Must be specific)
1. Prepare training module that provides information on legal obligations for providing reasonable accommodations.	December 30, 2005 (Completed)	
2. Present the training to managers and supervisors agency-wide.	December 30, 2006 (On-going)	
3. Revise the FAA web pages that refer to disability information. Encourage employees with disabilities and managers and supervisors to contact ACR and/or AHR with questions and concerns.	September 30, 2006 (Completed)	
4. Evaluate whether the training and guidance has any effect on the frequency of questions from managers and supervisors when presented with reasonable accommodation requests from persons with targeted disabilities.	September 30, 2006 (Completed) See below.	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Objective met.</p> <p>ACR created a Reasonable Accommodation E-Learning module, which has been submitted to the FAA Academy for inclusion in the Front Line Manager Course (FLMC). The module includes a presentation, which is narrated and a set of questions and answers to be answered at the end of the course. Beginning in FY-2006, the Reasonable Accommodation E-Learning course will be required by all newly selected supervisors and managers.</p> <p>Additionally, the corporate course was distributed to all FAA regional and center Offices of Civil Rights to be used as stand alone training modules to further educate the workforce in matters of reasonable accommodation.</p> <p>In FY-2005, fifty-four briefing sessions were provided to supervisors and managers on reasonable accommodations.</p> <p>In FY-2006, eleven briefing sessions were provided to supervisors and managers on reasonable accommodations.</p> <p>This action plan has been completed and will be closed out.</p>		

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR)	FY 2007	
<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 style="text-align: center;">3% Hiring Goal for People with Targeted Disabilities</p> <p>The percentage of employees with targeted disabilities at FAA is significantly lower than the federal agency with the highest percentage of persons with targeted disabilities. The benchmark for Fiscal Year (FY) 2007 is 2.37%.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of the data of the FAA workforce during Fiscal Year (FY) 2007 reveals the following information:</p> <ul style="list-style-type: none"> • The total number of permanent employees at FAA as of the end of FY 2007 was 44,429. The total number of permanent employees with targeted disabilities at FAA at the end of FY 2007 was 193 or .43% of the total permanent FAA workforce. This is 18% of the 2.37% benchmark. • During FY 2007, there were a total of 2083 permanent employees hired at FAA. The total number of permanent employees with targeted disabilities hired during FY 2007 was 5 or .24%. This is 8% of the 3% benchmark. • Applicant pool data for persons with targeted disabilities has not been made available for the entire workforce. An analysis was not done to determine whether sufficient numbers of persons with targeted disabilities are applying to vacant positions at FAA. 	
<p>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.</p>	<p>FAA has not implemented a specific numerical goal for the employment of persons with targeted disabilities as required by MD-715.</p> <p>Current recruitment and selection procedures for persons with targeted disabilities may be a barrier to equal employment.</p>	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>FAA will make every effort to meet or exceed the 3% of the total employees hired during the FY will include persons with targeted disabilities.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	Assistant Administrators for Human Resource Management and Civil Rights	
<p>DATE OBJECTIVE INITIATED:</p>	November 16, 2006	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	September 30, 2007 September 30, 2008	

EEOC FORM 715-01 PART J	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Offices of Civil Rights (ACR) and Human Resource (AHR)	TARGET DATE (Must be specific)
1. The FAA Administrator will distribute a memorandum to FAA management notifying hiring officials of the 3% hiring goal. ACR and AHR will reiterate the hiring goal to management and hiring officials during training sessions conducted by each organization. Reiteration of the hiring goal will be an on-going initiative.	December 31, 2006 (Completed)
2. Perform an analysis of the medical requirements for FAA's seven major occupations to determine whether there are any limitations that prohibit persons with targeted disabilities to perform in those occupations. FAA's seven major occupations include, air traffic controllers (2152), transportation specialists (2101), aviation safety (1825), computer specialists (0334), electronics engineering (0855), general engineering (0801), and aerospace engineering (0861).	April 30, 2007 (Completed)
3. Meet with the lines of businesses to discuss strategies for increasing their participation rates for persons with targeted disabilities.	July 31, 2007 (Completed)
4. Monitor hiring trends, application rates, separation rates, and reasons for separations throughout the agency quarterly and give continual feedback to the lines of business. This will be an on-going initiative.	September 30, 2007 (Completed)
5. Develop a National People with Disabilities Conference sponsored by the FAA Office of Civil Rights.	September 30, 2008
6. ACR will partner with at least two disability employment associations to create a network for announcing FAA job opportunities to the disability community.	September 30, 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Objective Partially Met: Activity 1&2 were met. See below. A new objective will be developed. During FY 2007 the FAA Office of Civil Rights Selected John Benison to serve as the Manger of its Equal Employment Opportunity Consulting Group (ACR-6). The FAA National People with Disabilities Program is part of ACR-6. Mr. Benison is recognized as a National expert on the employment, retention, and accommodation of individuals with disabilities. Prior to joining FAA, Mr. Benison served as a Senior Advisor on disability matters in the Office of the Secretary at the Department of Transportation (DOT).	

Mr. Benison developed DOT's Reasonable Accommodation Order, served as the Liaison to the White House on the President's New Freedom Initiative for People with Disabilities, and represented the Secretary of Transportation on the President's Committee for People with Intellectual Disabilities. Mr. Benison received the Secretary of Transportation's Team Award for his work on planning for the needs of people with disabilities in emergency preparedness. Prior to joining DOT, Mr. Benison served as the National People with Disabilities Program Manager at the U.S. Environmental Protection Agency (EPA). At the EPA, Mr. Benison received a National Honor Award for his successful efforts to substantially increase the participation rate of People with Targeted Disabilities in EPA's workforce.

Activity #1: On December 8, 2006, FAA Administrator Blakey issued a 3% hiring goal memorandum to FAA management initiating the 3% hiring goal at FAA for hiring persons with targeted disabilities. The memorandum included resources for managers to use in finding qualified persons with targeted disabilities. The 3% hiring goal was reaffirmed for Fiscal Year 2007 in an email from Fanny Rivera, Assistant Administrator for Civil Rights, to all managers and supervisors within FAA.

Activity #2: The National People with Disabilities Program Manager at FAA with the assistance of a flight surgeon from the Office of Aerospace Medicine analyzed the medical requirements for Air Traffic Controllers (2152) and Aviation Safety Inspectors (1825) to determine whether there were specific limitations preventing persons with targeted disabilities from holding positions in those job series. The conclusion of the analysis was that a particular disability would have to be looked at on a case-by-case basis due the variations in extent of each targeted disability.

List of Workforce Data Tables

A Tables	Description	Comments
Table A1	Total Workforce – Distribution by Race/Ethnicity and Sex	Data Provided
Table A2	Permanent Workforce by Component - Distribution by Race/Ethnicity and Sex	Data Provided
Table A3-1	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table A3-2	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table A4-1	Participation Rates for General Schedule Grades – Distribution by Race/Ethnicity and Sex	Data Provided
Table A4-2	Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5NS-1	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5NS-2	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5S-1	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5S-2	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A6	Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex	Data Provided
Table A7	Hires for Major Occupations - Distribution by Race/Ethnicity and Sex	Data Provided
Table A8	New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex	Data Provided
Table A9	Selections for Internal Competitive Promotions for Major Occupations - Distribution by Race/Ethnicity and Sex	Not Available
Table A10	Non-Competitive Promotions – Time in Grade - Distribution by Race/Ethnicity and Sex	Not Available
Table A11	Internal Selections for Senior Level Positions (GS 13, 14, 15 and SES) - Distribution by Race/Ethnicity and Sex	Not Available
Table A12	Participation in Career Development - Distribution by Race/Ethnicity and Sex	Not Available
Table A13	Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex	Data Provided
Table A14	Separations by Type of Separation - Distribution by Race/Ethnicity and Sex	Data Provided

****The information in the data tables is a statistical snapshot of the workforce demographics. Conclusions concerning the existence of workplace barriers must not be drawn from gross numerical assessments. The use of this data in any employment decision is PROHIBITED without the express written authorization of the Deputy Chief Counsel for Operations, AGC-3.**

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Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	RACE/ETHNICITY																	
	TOTAL WORKFORCE			Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Islander		or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL WORKFORCE - Permanent and Temporary																		
	#	44886	33953	10933	1923	667	27996	7797	2304	1881	1138	377	54	10	519	192	19	9
Prior FY	%	100.00%	75.64%	24.36%	4.28%	1.49%	62.37%	17.37%	5.13%	4.19%	2.54%	0.84%	0.12%	0.02%	1.16%	0.43%	0.04%	0.02%
	#	45414	34228	11186	2012	691	28042	7916	2365	1936	1156	385	65	20	507	196	81	42
Current FY	%	100.00%	75.37%	24.63%	4.43%	1.52%	61.75%	17.43%	5.21%	4.26%	2.55%	0.85%	0.14%	0.04%	1.12%	0.43%	0.18%	0.09%
Nat CLF	%	100.00%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
Org CLF	%	100.00%	73.29%	26.71%	3.27%	1.50%	58.37%	19.97%	3.56%	2.72%	6.66%	1.97%	0.06%	0.02%	0.23%	0.12%	1.14%	0.41%
Difference	#	528	275	253	89	24	46	119	61	55	18	8	11	10	-12	4	62	33
Ratio Change	%	0.00%	-0.27%	0.27%	0.15%	0.04%	-0.62%	0.06%	0.07%	0.07%	0.01%	0.01%	0.02%	0.02%	-0.04%	0.00%	0.14%	0.07%
Net Change	%	1.18%	0.81%	2.31%	4.63%	3.60%	0.16%	1.53%	2.65%	2.92%	1.58%	2.12%	20.37%	100.00%	-2.31%	2.08%	326.32%	366.67%
PERMANENT WORKFORCE																		
	#	43920	33295	10625	1865	643	27490	7586	2246	1824	1118	370	53	9	508	186	15	7
Prior FY	%	100.00%	75.81%	24.19%	4.25%	1.46%	62.59%	17.27%	5.11%	4.15%	2.55%	0.84%	0.12%	0.02%	1.16%	0.42%	0.03%	0.02%
	#	44428	33570	10858	1979	662	27513	7708	2298	1865	1133	379	64	19	504	188	79	37
Current FY	%	100.00%	75.56%	24.44%	4.45%	1.49%	61.93%	17.35%	5.17%	4.20%	2.55%	0.85%	0.14%	0.04%	1.13%	0.42%	0.18%	0.08%
Difference	#	508	275	233	114	19	23	122	52	41	15	9	11	10	-4	2	64	30
Ratio Change	%	0.00%	-0.25%	0.25%	0.21%	0.03%	-0.66%	0.08%	0.06%	0.04%	0.00%	0.01%	0.02%	0.02%	-0.02%	0.00%	0.14%	0.07%
Net Change	%	1.16%	0.83%	2.19%	6.11%	2.95%	0.08%	1.61%	2.32%	2.25%	1.34%	2.43%	20.75%	111.11%	-0.79%	1.08%	426.67%	428.57%
TEMPORARY WORKFORCE																		
	#	966	658	308	58	24	506	211	58	57	20	7	1	1	11	6	4	2
Prior FY	%	100.00%	68.12%	31.88%	6.00%	2.48%	52.38%	21.84%	6.00%	5.90%	2.07%	0.72%	0.10%	0.10%	1.14%	0.62%	0.41%	0.21%
	#	986	658	328	33	29	529	208	67	71	23	6	1	1	3	8	2	5
Current FY	%	100.00%	66.73%	33.27%	3.35%	2.94%	53.65%	21.10%	6.80%	7.20%	2.33%	0.61%	0.10%	0.10%	0.30%	0.81%	0.20%	0.51%
Difference	#	20	0	20	-25	5	23	-3	9	14	3	-1	0	0	-8	2	-2	3
Ratio Change	%	0.00%	-1.38%	1.38%	-2.66%	0.46%	1.27%	-0.75%	0.79%	1.30%	0.26%	-0.12%	0.00%	0.00%	-0.83%	0.19%	-0.21%	0.30%
Net Change	%	2.07%	0.00%	6.49%	-43.10%	20.83%	4.55%	-1.42%	15.52%	24.56%	15.00%	-14.29%	0.00%	0.00%	###	33.33%	-50.00%	150.00%

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Table A2 - Permanent Workforce By Component - Distribution by Race/Ethnicity and Sex

Organizational Component	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total	#	44428	33570	10858	1979	662	27513	7708	2298	1865	1133	379	64	19	504	188	79	37
	%	100.00%	75.56%	24.44%	4.45%	1.49%	61.93%	17.35%	5.17%	4.20%	2.55%	0.85%	0.14%	0.04%	1.13%	0.42%	0.18%	0.08%
All Occupations CLF	%	100.00%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
Organizational CLF	%	100.00%	73.29%	26.71%	3.27%	1.50%	58.37%	19.97%	3.56%	2.72%	6.66%	1.97%	0.06%	0.02%	0.23%	0.12%	1.14%	0.41%
AERONAUTICAL CENTER	#	3224	1987	1237	75	44	1603	918	165	144	56	43	4	1	79	82	5	5
	%	100.00%	61.63%	38.37%	2.33%	1.36%	49.72%	28.47%	5.12%	4.47%	1.74%	1.33%	0.12%	0.03%	2.45%	2.54%	0.16%	0.16%
ALASKAN REGION	#	1145	913	232	33	7	784	192	27	11	17	8	0	1	47	12	5	1
	%	100.00%	79.74%	20.26%	2.88%	0.61%	68.47%	16.77%	2.36%	0.96%	1.48%	0.70%	0.00%	0.09%	4.10%	1.05%	0.44%	0.09%
CENTRAL REGION	#	2162	1678	484	53	14	1489	378	80	80	21	4	1	0	31	8	3	0
	%	100.00%	77.61%	22.39%	2.45%	0.65%	68.87%	17.48%	3.70%	3.70%	0.97%	0.19%	0.05%	0.00%	1.43%	0.37%	0.14%	0.00%
TECHNICAL CENTER	#	1047	713	334	35	12	596	229	41	74	34	15	0	0	7	4	0	0
	%	100.00%	68.10%	31.90%	3.34%	1.15%	56.92%	21.87%	3.92%	7.07%	3.25%	1.43%	0.00%	0.00%	0.67%	0.38%	0.00%	0.00%
EASTERN REGION	#	4612	3773	839	157	46	3227	655	270	112	88	21	0	0	22	3	9	2
	%	100.00%	81.81%	18.19%	3.40%	1.00%	69.97%	14.20%	5.85%	2.43%	1.91%	0.46%	0.00%	0.00%	0.48%	0.07%	0.20%	0.04%
GREAT LAKES REGION	#	5569	4483	1086	144	47	4037	921	177	95	74	11	1	0	40	6	10	6
	%	100.00%	80.50%	19.50%	2.59%	0.84%	72.49%	16.54%	3.18%	1.71%	1.33%	0.20%	0.02%	0.00%	0.72%	0.11%	0.18%	0.11%
NEW ENGLAND REGION	#	1455	1149	306	23	9	1065	278	25	9	26	6	0	0	5	2	5	2
	%	100.00%	78.97%	21.03%	1.58%	0.62%	73.20%	19.11%	1.72%	0.62%	1.79%	0.41%	0.00%	0.00%	0.34%	0.14%	0.34%	0.14%
NORTHWEST MOUNTAIN REG	#	3915	2966	949	113	52	2587	769	80	52	134	58	5	3	41	14	6	1
	%	100.00%	75.76%	24.24%	2.89%	1.33%	66.08%	19.64%	2.04%	1.33%	3.42%	1.48%	0.13%	0.08%	1.05%	0.36%	0.15%	0.03%
SOUTHERN REGION	#	6600	5276	1324	479	111	4157	896	528	292	58	7	0	3	47	12	7	3
	%	100.00%	79.94%	20.06%	7.26%	1.68%	62.98%	13.58%	8.00%	4.42%	0.88%	0.11%	0.00%	0.05%	0.71%	0.18%	0.11%	0.05%
SOUTHWEST REGION	#	4757	3759	998	397	148	2901	697	288	111	80	20	1	0	84	20	8	2
	%	100.00%	79.02%	20.98%	8.35%	3.11%	60.98%	14.65%	6.05%	2.33%	1.68%	0.42%	0.02%	0.00%	1.77%	0.42%	0.17%	0.04%
HEADQUARTERS	#	5363	3219	2144	154	99	2470	1220	387	732	163	71	3	2	36	14	6	6
	%	100.00%	60.02%	39.98%	2.87%	1.85%	46.06%	22.75%	7.22%	13.65%	3.04%	1.32%	0.06%	0.04%	0.67%	0.26%	0.11%	0.11%
WESTERN PACIFIC REGION	#	4579	3654	925	316	73	2597	555	230	153	382	115	49	9	65	11	15	9
	%	100.00%	79.80%	20.20%	6.90%	1.59%	56.72%	12.12%	5.02%	3.34%	8.34%	2.51%	1.07%	0.20%	1.42%	0.24%	0.33%	0.20%

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Table A3-1 - Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Non- Hispanic or Latino														
	All	male	female	Hispanic or Latino		White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female			
1. Officials and Managers	#	3221	2578	643	134	39	2135	475	208	108	46	13	3	0	47	6	5	2
Executive/Senior Level (Grades 15 and Above)	%	100.00%	80.04%	19.96%	4.16%	1.21%	66.28%	14.75%	6.46%	3.35%	1.43%	0.40%	0.09%	0.00%	1.46%	0.19%	0.16%	0.06%
Mid-Level (Grades 13-14)	#	1728	1427	301	101	19	1132	233	110	30	44	6	2	1	32	10	6	2
	%	100.00%	82.58%	17.42%	5.84%	1.10%	65.51%	13.48%	6.37%	1.74%	2.55%	0.35%	0.12%	0.06%	1.85%	0.58%	0.35%	0.12%
First-Level (Grades 12 and Below)	#	159	131	28	5	1	108	23	14	4	1	0	0	0	2	0	1	0
	%	100.00%	82.39%	17.61%	3.14%	0.63%	67.92%	14.47%	8.81%	2.52%	0.63%	0.00%	0.00%	0.00%	1.26%	0.00%	0.63%	0.00%
-Other	#	9787	6485	3302	514	196	4864	2125	687	757	252	124	14	7	130	74	24	19
	%	100.00%	66.26%	33.74%	5.25%	2.00%	49.70%	21.71%	7.02%	7.73%	2.57%	1.27%	0.14%	0.07%	1.33%	0.75%	0.25%	0.19%
Officials and Managers -TOTAL	#	14895	10621	4274	754	255	8239	2856	1019	899	343	143	19	8	211	90	36	23
	%	100.00%	71.31%	28.69%	5.06%	1.71%	55.31%	19.17%	6.84%	6.04%	2.30%	0.96%	0.13%	0.05%	1.42%	0.60%	0.24%	0.15%
2. Professionals	#	4308	3204	1104	187	75	2371	706	212	218	395	83	4	1	30	19	5	2
	%	100.00%	74.37%	25.63%	4.34%	1.74%	55.04%	16.39%	4.92%	5.06%	9.17%	1.93%	0.09%	0.02%	0.70%	0.44%	0.12%	0.05%
3. Technicians	#	17334	14577	2757	716	144	12711	2322	671	193	252	60	31	5	166	25	30	8
	%	100.00%	84.09%	15.91%	4.13%	0.83%	73.33%	13.40%	3.87%	1.11%	1.45%	0.35%	0.18%	0.03%	0.96%	0.14%	0.17%	0.05%
4. Sales Workers	#	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%
5. Administrative Support Workers	#	1914	200	1714	22	132	123	1075	38	415	8	51	0	4	8	36	1	1
	%	100.00%	10.45%	89.55%	1.15%	6.90%	6.43%	56.17%	1.99%	21.68%	0.42%	2.66%	0.00%	0.21%	0.42%	1.88%	0.05%	0.05%
6. Craft Workers	#	156	151	5	14	0	102	2	12	3	9	0	2	0	12	0	0	0
	%	100.00%	96.79%	3.21%	8.97%	0.00%	65.38%	1.28%	7.69%	1.92%	5.77%	0.00%	1.28%	0.00%	7.69%	0.00%	0.00%	0.00%
7. Operatives	#	3833	3487	346	201	18	2969	292	189	28	62	4	6	0	54	4	6	0
	%	100.00%	90.97%	9.03%	5.24%	0.47%	77.46%	7.62%	4.93%	0.73%	1.62%	0.10%	0.16%	0.00%	1.41%	0.10%	0.16%	0.00%
8. Laborers and Helpers	#	3	3	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	33.33%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	117	20	97	1	9	16	70	2	10	1	5	0	0	0	2	0	1
	%	100.00%	17.09%	82.91%	0.85%	7.69%	13.68%	59.83%	1.71%	8.55%	0.85%	4.27%	0.00%	0.00%	0.00%	1.71%	0.00%	0.85%

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Table A4-1 - Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES AND RELATED GRADES		RACE/ETHNICITY																	
		TOTAL EMPLOYEES			Non-Hispanic or Latino														
					Hispanic or Latino		White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
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%
GS-02	#	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-03	#	11	6	5	0	1	5	3	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	54.55%	45.45%	0.00%	9.09%	45.45%	27.27%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	9	3	6	0	0	1	4	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	11.11%	44.44%	22.22%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	367	64	303	11	27	41	208	9	59	3	6	0	0	0	3	0	0	0
	%	100.00%	17.44%	82.56%	3.00%	7.36%	11.17%	56.68%	2.45%	16.08%	0.82%	1.63%	0.00%	0.00%	0.00%	0.82%	0.00%	0.00%	
GS-06	#	262	28	234	2	21	22	151	4	52	0	7	0	0	0	3	0	0	0
	%	100.00%	10.69%	89.31%	0.76%	8.02%	8.40%	57.63%	1.53%	19.85%	0.00%	2.67%	0.00%	0.00%	0.00%	1.15%	0.00%	0.00%	
GS-07	#	979	91	888	8	76	56	559	17	197	6	31	0	3	3	20	1	2	
	%	100.00%	9.30%	90.70%	0.82%	7.76%	5.72%	57.10%	1.74%	20.12%	0.61%	3.17%	0.00%	0.31%	0.31%	2.04%	0.10%	0.20%	
GS-08	#	1425	1059	366	90	27	884	284	49	36	29	11	4	3	3	3	0	2	
	%	100.00%	74.32%	25.68%	6.32%	1.89%	62.04%	19.93%	3.44%	2.53%	2.04%	0.77%	0.28%	0.21%	0.21%	0.21%	0.00%	0.14%	
GS-09	#	1301	588	713	38	50	452	428	64	188	21	30	2	1	3	13	8	3	
	%	100.00%	45.20%	54.80%	2.92%	3.84%	34.74%	32.90%	4.92%	14.45%	1.61%	2.31%	0.15%	0.08%	0.23%	1.00%	0.61%	0.23%	
GS-10	#	1734	865	869	51	62	643	616	113	132	32	31	3	1	20	25	3	2	
	%	100.00%	49.88%	50.12%	2.94%	3.58%	37.08%	35.52%	6.52%	7.61%	1.85%	1.79%	0.17%	0.06%	1.15%	1.44%	0.17%	0.12%	
GS-11	#	1551	1147	404	67	28	957	312	86	54	17	5	2	0	14	3	4	2	
	%	100.00%	73.95%	26.05%	4.32%	1.81%	61.70%	20.12%	5.54%	3.48%	1.10%	0.32%	0.13%	0.00%	0.90%	0.19%	0.26%	0.13%	
GS-12	#	8970	7211	1759	478	101	5865	1230	514	310	202	63	12	5	119	43	21	7	
	%	100.00%	80.39%	19.61%	5.33%	1.13%	65.38%	13.71%	5.73%	3.46%	2.25%	0.70%	0.13%	0.06%	1.33%	0.48%	0.23%	0.08%	
GS-13	#	7640	5854	1786	405	82	4530	1209	425	363	372	91	12	4	97	29	13	8	
	%	100.00%	76.62%	23.38%	5.30%	1.07%	59.29%	15.82%	5.56%	4.75%	4.87%	1.19%	0.16%	0.05%	1.27%	0.38%	0.17%	0.10%	
GS-14	#	15781	13113	2668	635	129	11184	2089	713	324	366	81	23	2	168	35	23	8	
	%	100.00%	83.09%	16.91%	4.03%	0.82%	70.87%	13.24%	4.52%	2.05%	2.32%	0.51%	0.15%	0.01%	1.06%	0.22%	0.15%	0.05%	
GS-15	#	3954	3171	783	164	49	2611	573	256	132	71	18	4	0	59	8	6	3	
	%	100.00%	80.20%	19.80%	4.15%	1.24%	66.03%	14.49%	6.47%	3.34%	1.80%	0.46%	0.10%	0.00%	1.49%	0.20%	0.15%	0.08%	
All other (unspecified)	#	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	#	177	126	51	6	6	106	34	9	8	3	3	0	2	0	0	0	0	
	%	100.00%	71.19%	28.81%	3.39%	3.39%	59.89%	19.21%	5.08%	4.52%	1.69%	1.69%	0.00%	0.00%	1.13%	0.00%	0.00%	0.00%	

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Table A5NS-2 - Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or 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	
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%
Grade-02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.39%	0.43%	0.00%	0.00%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-04	#	3	3	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	1.16%	1.28%	0.00%	4.35%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.39%	0.43%	0.00%	0.00%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-06	#	28	21	7	3	2	14	3	3	2	0	0	0	0	1	0	0	0	0
	%	10.85%	8.94%	30.43%	13.04%	66.67%	9.33%	37.50%	8.82%	25.00%	0.00%	0.00%	0.00%	0%	6.25%	0.00%	0%	0%	0%
Grade-07	#	28	21	7	3	1	10	1	5	3	0	0	0	0	3	2	0	0	0
	%	10.85%	8.94%	30.43%	13.04%	33.33%	6.67%	12.50%	14.71%	37.50%	0.00%	0.00%	0.00%	0%	18.75%	66.67%	0%	0%	0%
Grade-08	#	31	27	4	3	0	16	2	5	1	1	0	0	0	2	1	0	0	0
	%	12.02%	11.49%	17.39%	13.04%	0.00%	10.67%	25.00%	14.71%	12.50%	10.00%	0.00%	0.00%	0%	12.50%	33.33%	0%	0%	0%
Grade-09	#	6	6	0	0	0	4	0	2	0	0	0	0	0	0	0	0	0	0
	%	2.33%	2.55%	0.00%	0.00%	0.00%	2.67%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-10	#	66	62	4	5	0	38	2	6	2	6	0	0	0	7	0	0	0	0
	%	25.58%	26.38%	17.39%	21.74%	0.00%	25.33%	25.00%	17.65%	25.00%	60.00%	0.00%	0.00%	0%	43.75%	0.00%	0%	0%	0%
Grade-11	#	86	85	1	7	0	59	0	11	0	3	1	2	0	3	0	0	0	0
	%	33.33%	36.17%	4.35%	30.43%	0.00%	39.33%	0.00%	32.35%	0.00%	30.00%	100.00%	100.00%	0%	18.75%	0.00%	0%	0%	0%
Grade-12	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.16%	1.28%	0.00%	4.35%	0.00%	1.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-14	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.94%	2.13%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
All Other Non-Supervisory Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	0%	0%
TOTAL	#	258	235	23	23	3	150	8	34	8	10	1	2	0	16	3	0	0	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0%	100.00%	100.00%	0%	0%	0%

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

Job Title/Series Agency Rate Occupational CLF		RACE/ETHNICITY																
		TOTAL EMPLOYEES			Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Misc. Administration and Programs (0301)	#	1008	429	579	23	36	337	374	45	137	11	14	1	0	11	15	1	3
	%	100.00%	42.56%	57.44%	2.28%	3.57%	33.43%	37.10%	4.46%	13.59%	1.09%	1.39%	0.10%	0.00%	1.09%	1.49%	0.10%	0.30%
Occupational CLF	#	100.00%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
	%	100.00%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
Management/Program Analyst (0343)	#	1772	467	1305	31	58	304	785	107	389	16	37	0	3	7	25	2	8
	%	100.00%	26.35%	73.65%	1.75%	3.27%	17.16%	44.30%	6.04%	21.95%	0.90%	2.09%	0.00%	0.17%	0.40%	1.41%	0.11%	0.45%
Occupational CLF	#	100.00%	61.38%	38.62%	1.97%	1.62%	52.49%	31.11%	2.52%	3.28%	3.40%	1.89%	0.03%	0.03%	0.15%	0.14%	0.82%	0.55%
	%	100.00%	61.38%	38.62%	1.97%	1.62%	52.49%	31.11%	2.52%	3.28%	3.40%	1.89%	0.03%	0.03%	0.15%	0.14%	0.82%	0.55%
General Engineer (0801)	#	723	623	100	45	13	450	55	49	22	75	9	0	0	4	1	0	0
	%	100.00%	86.17%	13.83%	6.22%	1.80%	62.24%	7.61%	6.78%	3.04%	10.37%	1.24%	0.00%	0.00%	0.55%	0.14%	0.00%	0.00%
Occupational CLF	#	100.00%	89.61%	10.39%	3.19%	0.60%	71.83%	7.15%	3.04%	0.77%	9.92%	1.63%	0.09%	0.01%	0.21%	0.05%	1.32%	0.18%
	%	100.00%	89.61%	10.39%	3.19%	0.60%	71.83%	7.15%	3.04%	0.77%	9.92%	1.63%	0.09%	0.01%	0.21%	0.05%	1.32%	0.18%
Civil/Highway Engineers (0810)	#	360	315	45	32	2	217	29	20	8	42	6	1	0	2	0	1	0
	%	100.00%	87.50%	12.50%	8.89%	0.56%	60.28%	8.06%	5.56%	2.22%	11.67%	1.67%	0.28%	0.00%	0.56%	0.00%	0.28%	0.00%
Occupational CLF	#	100.00%	89.86%	10.14%	3.71%	0.61%	74.05%	7.53%	2.91%	0.62%	7.44%	1.09%	0.03%	0.01%	0.33%	0.08%	1.37%	0.21%
	%	100.00%	89.86%	10.14%	3.71%	0.61%	74.05%	7.53%	2.91%	0.62%	7.44%	1.09%	0.03%	0.01%	0.33%	0.08%	1.37%	0.21%
Electronics Engineer (0855)	#	866	779	87	50	11	507	38	63	13	145	21	1	1	13	3	0	0
	%	100.00%	89.95%	10.05%	5.77%	1.27%	58.55%	4.39%	7.27%	1.50%	16.74%	2.42%	0.12%	0.12%	1.50%	0.35%	0.00%	0.00%
Occupational CLF	#	100.00%	91.31%	8.69%	3.63%	0.45%	72.08%	5.51%	3.55%	0.92%	10.47%	1.62%	0.05%	0.01%	0.23%	0.03%	1.31%	0.16%
	%	100.00%	91.31%	8.69%	3.63%	0.45%	72.08%	5.51%	3.55%	0.92%	10.47%	1.62%	0.05%	0.01%	0.23%	0.03%	1.31%	0.16%
Aerospace Engineer (0861)	#	706	608	98	25	7	466	72	36	6	74	12	1	0	4	1	2	0
	%	100.00%	86.12%	13.88%	3.54%	0.99%	66.01%	10.20%	5.10%	0.85%	10.48%	1.70%	0.14%	0.00%	0.57%	0.14%	0.28%	0.00%
Occupational CLF	#	100.00%	90.94%	9.06%	4.10%	0.54%	74.24%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%
	%	100.00%	90.94%	9.06%	4.10%	0.54%	74.24%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%
Aviation Safety (1825)	#	4033	3725	308	209	10	3207	277	175	9	57	6	6	0	63	6	8	0
	%	100.00%	92.36%	7.64%	5.18%	0.25%	79.52%	6.87%	4.34%	0.22%	1.41%	0.15%	0.15%	0.00%	1.56%	0.15%	0.20%	0.00%
Occupational CLF	#	100.00%	83.84%	16.16%	7.32%	1.65%	65.31%	10.99%	7.69%	2.72%	1.64%	0.31%	0.10%	0.00%	0.51%	0.18%	1.26%	0.31%
	%	100.00%	83.84%	16.16%	7.32%	1.65%	65.31%	10.99%	7.69%	2.72%	1.64%	0.31%	0.10%	0.00%	0.51%	0.18%	1.26%	0.31%
Transportation Specialist/Analyst (2101)	#	6116	5554	562	472	33	4217	395	489	82	225	31	13	2	115	13	23	6
	%	100.00%	90.81%	9.19%	7.72%	0.54%	68.95%	6.46%	8.00%	1.34%	3.68%	0.51%	0.21%	0.03%	1.88%	0.21%	0.38%	0.10%
Occupational CLF	#	100.00%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
	%	100.00%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
Air Traffic Controller (2152)	#	19062	16045	3017	804	155	13995	2562	754	210	251	53	30	5	180	22	31	10
	%	100.00%	84.17%	15.83%	4.22%	0.81%	73.42%	13.44%	3.96%	1.10%	1.32%	0.28%	0.16%	0.03%	0.94%	0.12%	0.16%	0.05%

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

Job Title/Series Agency Rate Occupational CLF		RACE/ETHNICITY																			
		TOTAL EMPLOYEES						Non-Hispanic or Latino													
								Hispanic or Latino		White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races	
								male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female					
Occupational CLF	#	100.00%	81.58%	18.42%	3.79%	0.98%	69.03%	14.45%	5.37%	1.94%	1.36%	0.43%	0.12%	0.01%	0.49%	0.11%	1.41%	0.51%			
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Information Technology (2210)	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
Occupational CLF	#	100.00%	66.77%	33.23%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%			

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Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF		RACE/ETHNICITY																	
		TOTAL EMPLOYEES						Non- Hispanic or Latino											
								Hispanic or Latino		White		Black or African American		Asian		or Islander		American Indian or Alaska Native	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Hires	#	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%	
Occupational C	#	100.00%	90.94%	9.06%	4.10%	0.54%	74.24%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%	
Aviation Safety (1825)																			
	#	349	317	32	19	1	286	29	9	0	2	0	0	0	1	2	0	0	
Accessions	%	100.00%	90.83%	9.17%	5.44%	0.29%	81.95%	8.31%	2.58%	0.00%	0.57%	0.00%	0.00%	0.00%	0.29%	0.57%	0.00%	0.00%	
From	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
Temporary	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
	#	350	318	32	19	1	286	29	9	0	2	0	0	2	2	0	0	0	
Total Hires	%	100.00%	90.86%	9.14%	5.43%	0.29%	81.71%	8.29%	2.57%	0.00%	0.57%	0.00%	0.00%	0.57%	0.57%	0.00%	0.00%		
Occupational C	#	100.00%	83.84%	16.16%	7.32%	1.65%	65.31%	10.99%	7.69%	2.72%	1.64%	0.31%	0.10%	0.00%	0.51%	0.18%	1.26%	0.31%	
Transportation Specialist/Analyst (2101)																			
	#	208	204	4	13	0	165	3	18	1	3	0	0	0	2	0	3	0	
Accessions	%	100.00%	98.08%	1.92%	6.25%	0.00%	79.33%	1.44%	8.65%	0.48%	1.44%	0.00%	0.00%	0.00%	0.96%	0.00%	1.44%	0.00%	
From	#	27	23	4	4	0	13	1	2	2	0	0	0	0	0	0	4	1	
Temporary	%	100.00%	85.19%	14.81%	14.81%	0.00%	48.15%	3.70%	7.41%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	14.81%	3.70%		
	#	235	227	8	17	0	178	4	20	3	3	0	0	0	2	0	7	1	
Total Hires	%	100.00%	96.60%	3.40%	7.23%	0.00%	75.74%	1.70%	8.51%	1.28%	1.28%	0.00%	0.00%	0.85%	0.00%	2.98%	0.43%		
Occupational C	#	100.00%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%	
Air Traffic Controller (2152)																			
	#	524	425	99	34	5	348	78	28	12	10	3	1	1	2	0	2	0	
Accessions	%	100.00%	81.11%	18.89%	6.49%	0.95%	66.41%	14.89%	5.34%	2.29%	1.91%	0.57%	0.19%	0.19%	0.38%	0.00%	0.38%	0.00%	
From	#	268	213	55	21	5	175	42	8	6	5	2	1	0	3	0	0	0	
Temporary	%	100.00%	79.48%	20.52%	7.84%	1.87%	65.30%	15.67%	2.99%	2.24%	1.87%	0.75%	0.37%	0.00%	1.12%	0.00%	0.00%	0.00%	
	#	792	638	154	55	10	523	120	36	18	15	5	2	1	5	0	2	0	
Total Hires	%	100.00%	80.56%	19.44%	6.94%	1.26%	66.04%	15.15%	4.55%	2.27%	1.89%	0.63%	0.25%	0.13%	0.63%	0.00%	0.25%	0.00%	
Occupational C	#	100.00%	81.58%	18.42%	3.79%	0.98%	69.03%	14.45%	5.37%	1.94%	1.36%	0.43%	0.12%	0.01%	0.49%	0.11%	1.41%	0.51%	
Information Technology (2210)																			
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Accessions	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
From	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Temporary	%	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	
Total Hires	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational C	#	100.00%	66.77%	33.23%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%	

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

Employment Tenure	TOTAL EMPLOYEES	RACE/ETHNICITY																
		All		Hispanic or Latino		White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races		
																		male
Permanent Workforce																		
Accessions	#	2085	1466	619	92	21	1192	426	118	136	42	26	2	1	11	5	9	4
	%	100.00%	70.31%	29.69%	4.41%	1.01%	57.17%	20.43%	5.66%	6.52%	2.01%	1.25%	0.10%	0.05%	0.53%	0.24%	0.43%	0.19%
From Temporary	#	5	4	1	1	0	3	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	20.00%	0.00%	60.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hires	#	2090	1470	620	93	21	1195	426	118	137	42	26	2	1	11	5	9	4
	%	100.00%	70.33%	29.67%	4.45%	1.00%	57.18%	20.38%	5.65%	6.56%	2.01%	1.24%	0.10%	0.05%	0.53%	0.24%	0.43%	0.19%
Temporary Workforce																		
Accessions	#	1699	1235	464	70	40	1034	320	74	82	45	13	1	2	6	5	5	2
	%	100.00%	72.69%	27.31%	4.12%	2.35%	60.86%	18.83%	4.36%	4.83%	2.65%	0.77%	0.06%	0.12%	0.35%	0.29%	0.29%	0.12%
All Occupations	%	100.00%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
Org CLF	%	100.00%	73.29%	26.71%	3.27%	1.50%	58.37%	19.97%	3.56%	2.72%	6.66%	1.97%	0.06%	0.02%	0.23%	0.12%	1.14%	0.41%

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Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races		
	All	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	#	4686	3311	1375	170	74	2796	1042	237	175	53	39	2	3	42	38	11	4
	%	100.00%	70.66%	29.34%	3.63%	1.58%	59.67%	22.24%	5.06%	3.73%	1.13%	0.83%	0.04%	0.06%	0.90%	0.81%	0.23%	0.09%
Total Hours		27398	19386	8012	1039	518	16251	5962	1431	1096	325	240	13	14	259	154	68	28
Average Hours		6	6	6	6	7	6	6	6	6	6	6	7	5	6	4	6	7
Time-Off Awards - 9+ hours																		
Total Time-Off Awards Given	#	2218	1464	754	87	42	1177	512	108	157	59	30	2	2	26	9	5	2
	%	100.00%	66.01%	33.99%	3.92%	1.89%	53.07%	23.08%	4.87%	7.08%	2.66%	1.35%	0.09%	0.09%	1.17%	0.41%	0.23%	0.09%
Total Hours		38355	24578	13777	1683	778	19601	9202	1769	2992	962	558	32	40	419	175	112	32
Average Hours		17	17	18	19	19	17	18	16	19	16	19	16	20	16	19	22	16
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	18073	13072	5001	849	354	10585	3591	879	742	452	171	34	9	221	119	52	15
	%	100.00%	72.33%	27.67%	4.70%	1.96%	58.57%	19.87%	4.86%	4.11%	2.50%	0.95%	0.19%	0.05%	1.22%	0.66%	0.29%	0.08%
Total Amount		\$6,238,031	\$4,505,709	\$1,732,322	\$288,234	\$123,673	\$3,640,084	\$1,233,938	\$303,596	\$284,714	\$166,012	\$57,501	\$12,050	\$3,650	\$77,879	\$42,936	\$17,854	\$5,910
Average Amount		\$345	\$345	\$346	\$339	\$349	\$344	\$344	\$345	\$357	\$367	\$336	\$354	\$406	\$352	\$361	\$343	\$394
Cash Awards - \$501+																		
Total Cash Awards Given	#	36807	29184	7623	1400	399	25411	5874	1334	1043	598	172	46	12	328	94	67	29
	%	100.00%	79.29%	20.71%	3.80%	1.08%	69.04%	15.96%	3.62%	2.83%	1.62%	0.47%	0.12%	0.03%	0.89%	0.26%	0.18%	0.08%
Total Amount		\$59,039,786	\$48,112,627	\$10,927,159	\$2,167,234	\$541,011	\$42,246,147	\$8,669,734	\$1,975,120	\$1,286,670	\$871,387	\$245,099	\$127,431	\$12,199	\$527,652	\$105,848	\$177,656	\$66,598
Average Amount		\$1,604	\$1,649	\$1,433	\$1,562	\$1,356	\$1,663	\$1,476	\$1,481	\$1,234	\$1,457	\$1,425	\$2,770	\$1,017	\$1,609	\$1,126	\$2,652	\$2,296
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	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%
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(QSI)																		
Total QSIs Awarded	#	74	50	24	1	1	48	19	0	4	1	0	0	0	0	0	0	0
	%	100.00%	67.57%	32.43%	1.35%	1.35%	64.86%	25.68%	0.00%	5.41%	1.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		\$200,134	\$148,049	\$52,085	\$2,909	\$1,538	\$142,013	\$41,976	\$0	\$6,571	\$3,127	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit		\$2,705	\$2,961	\$2,170	\$2,909	\$1,538	\$2,959	\$2,209	0	\$2,143	\$3,127	0	0	0	0	0	0	0

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Table A14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation		RACE/ETHNICITY																
		TOTAL EMPLOYEES			Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		or Islander		or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	2685	2068	617	86	24	1797	486	101	90	36	10	2	0	41	7	5	0
	%	100.00%	77.02%	22.98%	3.20%	0.89%	66.93%	18.10%	3.76%	3.35%	1.34%	0.37%	0.07%	0.00%	1.53%	0.26%	0.19%	0.00%
Involuntary	#	187	98	89	0	8	87	56	10	20	1	4	0	0	0	1	0	0
	%	100.00%	52.41%	47.59%	0.00%	4.28%	46.52%	29.95%	5.35%	10.70%	0.53%	2.14%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%
RIF	#	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%
Total separation	#	2872	2166	706	86	32	1884	542	111	110	37	14	2	0	41	8	5	0
	%	100.00%	75.42%	24.58%	2.99%	1.11%	65.60%	18.87%	3.86%	3.83%	1.29%	0.49%	0.07%	0.00%	1.43%	0.28%	0.17%	0.00%

List of Workforce Data Tables

B Tables	Description	Comments
Table B1	Total Workforce – Distribution by Race/Ethnicity and Sex	Data Provided
Table B2	Permanent Workforce by Component - Distribution by Race/Ethnicity and Sex	Data Provided
Table B3-1	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table B3-2	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table B4-1	Participation Rates for General Schedule Grades – Distribution by Race/Ethnicity and Sex	Data Provided
Table B4-2	Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table B5NS-1	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table B5NS-2	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table B5S-1	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table B5S-2	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table B6	Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex	Data Provided
Table B7	Hires for Major Occupations - Distribution by Race/Ethnicity and Sex	Data Provided
Table B8	New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex	Data Provided
Table B9	Selections for Internal Competitive Promotions for Major Occupations - Distribution by Race/Ethnicity and Sex	Not Available
Table B10	Non-Competitive Promotions – Time in Grade - Distribution by Race/Ethnicity and Sex	Not Available
Table B11	Internal Selections for Senior Level Positions (GS 13, 14, 15 and SES) - Distribution by Race/Ethnicity and Sex	Not Available
Table B12	Participation in Career Development - Distribution by Race/Ethnicity and Sex	Not Available
Table B13	Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex	Data Provided
Table B14	Separations by Type of Separation - Distribution by Race/Ethnicity and Sex	Data Provided

****The information in the data tables is a statistical snapshot of the workforce demographics. Conclusions concerning the existence of workplace barriers must not be drawn from gross numerical assessments. The use of this data in any employment decision is PROHIBITED without the express written authorization of the Deputy Chief Counsel for Operations, AGC-3.**

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Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28,32-38)	(64-68)	(71-78)	-82	-90	-91	-92	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion Limb/Spine	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	44887	41867	891	2129	187	20	15	15	38	18	31	2	44	4
	%	100.00%	93.27%	1.98%	4.74%	0.42%	0.04%	0.03%	0.03%	0.08%	0.04%	0.07%	0.00%	0.10%	0.01%
Current FY	#	45416	42029	1159	2228	201	21	15	13	43	18	32	2	53	4
	%	100.00%	92.54%	2.55%	4.91%	0.44%	0.05%	0.03%	0.03%	0.09%	0.04%	0.07%	0.00%	0.12%	0.01%
Difference	#	529	162	268	99	14	1	0	-2	5	0	1	0	9	0
Ratio Change	%	0.00%	-0.73%	0.57%	0.16%	0.03%	-0.04%	-0.02%	-0.02%	-0.08%	-0.03%	-0.06%	0.00%	-0.09%	0.00%
Net Change	%	1.18%	0.39%	30.08%	4.65%	7.49%	5.00%	0.00%	-13.33%	13.16%	0.00%	3.23%	0.00%	20.45%	0.00%
PERMANENT WORKFORCE															
Prior FY	#	43921	40982	853	2086	184	20	15	15	36	18	30	2	44	4
	%	100.00%	93.31%	1.94%	4.75%	0.42%	0.05%	0.03%	0.03%	0.08%	0.04%	0.07%	0.00%	0.10%	0.01%
Current FY	#	44429	41132	1113	2184	197	21	15	13	41	18	31	2	52	4
	%	100.00%	92.58%	2.51%	4.92%	0.44%	0.05%	0.03%	0.03%	0.09%	0.04%	0.07%	0.00%	0.12%	0.01%
Difference	#	508	150	260	98	13	1	0	-2	5	0	1	0	8	0
Ratio Change	%	0.00%	-0.73%	0.56%	0.17%	0.03%	-0.04%	-0.03%	-0.03%	-0.07%	-0.03%	-0.06%	0.00%	-0.09%	0.00%
Net Change	%	1.16%	0.37%	30.48%	4.70%	7.07%	5.00%	0.00%	-13.33%	13.89%	0.00%	3.33%	0.00%	18.18%	0.00%
TEMPORARY WORKFORCE															
Prior FY	#	966	885	38	43	3	0	0	0	2	0	1	0	0	0
	%	100.00%	91.61%	3.93%	4.45%	0.31%	0.00%	0.00%	0.00%	0.21%	0.00%	0.10%	0.00%	0.00%	0.00%
Current FY	#	987	897	46	44	4	0	0	0	2	0	1	0	1	0
	%	100.00%	90.88%	4.66%	4.46%	20.36%	0.00%	0.00%	0.00%	0.20%	0.00%	0.10%	0.00%	0.10%	0.00%
Difference	#	21	12	8	1	1	0	0	0	0	0	0	0	1	0
Ratio Change	%	0.00%	-0.73%	0.73%	0.01%	0.09%	0.00%	0.00%	0.00%	-0.21%	0.00%	-0.10%	0.00%	0.00%	0.00%
Net Change	%	2.17%	1.36%	21.05%	2.33%	33.33%	0%	0%	0%	0.00%	0%	0.00%	0%	0%	0%

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Table B2 - Permanent Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32- 38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsiv e Disorder	-90 Mental Retardatio n	-91 Mental Illness	-92 Distortion Limb/Spin e	
Total	#	44429	41132	1113	2184	193	21	15	13	39	18	30	2	51	4
	%	100.00%	92.58%	2.51%	4.92%	0.43%	0.05%	0.03%	0.03%	0.09%	0.04%	0.07%	0.00%	0.11%	0.01%
Federal High	%														
AERONAUTICAL CENTER	#	3224	2871	48	305	34	5	1	1	8	1	9	0	7	2
	%	100.00%	89.05%	1.49%	9.46%	1.05%	0.16%	0.03%	0.03%	0.25%	0.03%	0.28%	0.00%	0.22%	0.06%
ALASKAN REGION	#	1145	1028	27	90	3	0	0	1	0	1	1	0	0	0
	%	100.00%	89.78%	2.36%	7.86%	0.26%	0.00%	0.00%	0.09%	0.00%	0.09%	0.09%	0.00%	0.00%	0.00%
CENTRAL REGION	#	2162	2011	32	119	9	3	0	1	2	1	1	0	1	0
	%	100.00%	93.02%	1.48%	5.50%	0.42%	0.14%	0.00%	0.05%	0.09%	0.05%	0.05%	0.00%	0.05%	0.00%
TECHNICAL CENTER	#	1047	958	10	79	14	1	1	0	4	1	3	0	4	0
	%	100.00%	91.50%	0.96%	7.55%	1.34%	0.10%	0.10%	0.00%	0.38%	0.10%	0.29%	0.00%	0.38%	0.00%
EASTERN REGION	#	4612	4360	80	172	20	2	1	1	4	2	2	0	8	0
	%	100.00%	94.54%	1.73%	3.73%	0.43%	0.04%	0.02%	0.02%	0.09%	0.04%	0.04%	0.00%	0.17%	0.00%
GREAT LAKES REGION	#	5569	5182	176	211	18	5	0	2	3	2	0	0	6	0
	%	100.00%	93.05%	3.16%	3.79%	0.32%	0.09%	0.00%	0.04%	0.05%	0.04%	0.00%	0.00%	0.11%	0.00%
NEW ENGLAND REGION	#	1455	1385	12	58	7	0	0	0	1	0	3	0	3	0
	%	100.00%	95.19%	0.82%	3.99%	0.48%	0.00%	0.00%	0.00%	0.07%	0.00%	0.21%	0.00%	0.21%	0.00%
NORTHWEST MOUNTAIN REG	#	3915	3455	280	180	12	1	0	1	0	4	2	0	3	1
	%	100.00%	88.25%	7.15%	4.60%	0.31%	0.03%	0.00%	0.03%	0.00%	0.10%	0.05%	0.00%	0.08%	0.03%
SOUTHERN REGION	#	6600	6251	79	270	14	0	1	3	4	0	1	1	4	0
	%	100.00%	94.71%	1.20%	4.09%	0.21%	0.00%	0.02%	0.05%	0.06%	0.00%	0.02%	0.02%	0.06%	0.00%
SOUTHWEST REGION	#	4757	4451	96	210	18	2	3	1	2	3	2	1	3	1
	%	100.00%	93.57%	2.02%	4.41%	0.38%	0.04%	0.06%	0.02%	0.04%	0.06%	0.04%	0.02%	0.06%	0.02%
HEADQUARTERS	#	5363	4845	202	316	35	1	7	2	9	3	4	0	9	0
	%	100.00%	90.34%	3.77%	5.89%	0.65%	0.02%	0.13%	0.04%	0.17%	0.06%	0.07%	0.00%	0.17%	0.00%
WESTERN PACIFIC REGION	#	4580	4335	71	174	9	1	1	0	2	0	2	0	3	0
	%	100.00%	94.65%	1.55%	3.80%	0.20%	0.02%	0.02%	0.00%	0.04%	0.00%	0.04%	0.00%	0.07%	0.00%

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Table B3-1 - Occupational Categories - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28,32-38)	(64-68)	(71-78)	-82	-90	-91	-92	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion Limb/Spine	
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	3221	3064	36	121	8	0	2	0	1	2	1	0	2	0
	%	100.00%	95.13%	1.12%	3.76%	0.25%	0.00%	0.06%	0.00%	0.03%	0.06%	0.03%	0.00%	0.06%	0.00%
Mid-Level (Grades 13-14)	#	1728	1641	14	73	3	0	0	0	1	0	1	0	1	0
	%	100.00%	94.97%	0.81%	4.22%	0.17%	0.00%	0.00%	0.00%	0.06%	0.00%	0.06%	0.00%	0.06%	0.00%
First-Level (Grades 12 and Below)	#	159	153	3	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.23%	1.89%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
-Other	#	9787	8735	379	673	52	4	4	1	11	3	10	0	19	0
	%	100.00%	89.25%	3.87%	6.88%	0.53%	0.04%	0.04%	0.01%	0.11%	0.03%	0.10%	0.00%	0.19%	0.00%
Officials and Managers -TOTAL	#	9787	8735	379	673	52	4	4	1	11	3	10	0	19	0
	%	100.00%	89.25%	3.87%	6.88%	0.53%	0.04	0.04	0.01	0.11	0.03	0.1	0	0.19	0
2. Professionals	#	4308	3908	155	245	31	1	1	0	7	5	8	0	8	1
	%	100.00%	90.71%	3.60%	5.69%	0.72%	0.02	0.02	0	0.16	0.12	0.19	0	0.19	0.02
	#	17335	16671	216	448	27	3	1	9	3	1	2	0	8	0
3. Technicians	%	100.00%	96.17%	1.25%	2.58%	0.16%	0.02	0.01	0.05	0.02	0.01	0.01	0	0.05	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	%	0%	0%	0%	0%	0%	0	0	0	0	0	0	0	0	0
5. Administrative Support Workers	#	1914	1656	70	188	40	9	5	1	10	2	6	1	4	2
	%	100.00%	86.52%	3.66%	9.82%	2.09%	0.47	0.26	0.05	0.52	0.1	0.31	0.05	0.21	0.1
	#	156	128	9	19	4	1	0	0	0	0	1	1	1	0
6. Craft Workers	%	100.00%	82.05%	5.77%	12.18%	2.56%	0.64	0	0	0	0	0.64	0.64	0.64	0
	#	3833	3385	190	258	9	0	0	1	2	2	0	0	3	1
7. Operatives	%	100.00%	88.31%	4.96%	6.73%	0.23%	0	0	0.03	0.05	0.05	0	0	0.08	0.03
8. Laborers and Helpers	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	0.00%	0	0	0	0	0	0	0	0	0
	#	117	103	1	13	1	0	0	1	0	0	0	0	0	0
9. Service Workers	%	100.00%	88.03%	0.85%	11.11%	0.85%	0	0	0.85	0	0	0	0	0	0

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Table B5NS-2 - Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

WD, WG, WL, XD, XL, & XP	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28,32-38)	(64-68)	(71-78)	-82	-90	-91	-92	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion Limb/Spine	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01 %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
Grade-02 %	0.39%	0.00%	0.00%	3.23%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-03 %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-04 %	1.16%	1.40%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-05 %	0.39%	0.47%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	28	23	2	3	0	0	0	0	0	0	0	0	0	0	
Grade-06 %	10.85%	10.70%	16.67%	9.68%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	28	22	1	5	1	0	0	0	0	0	0	1	0	0	
Grade-07 %	10.85%	10.23%	8.33%	16.13%	16.67%	0.00%	0%	0%	0%	0%	0.00%	100.00%	0.00%	0%	
#	31	25	0	6	2	1	0	0	0	0	0	0	1	0	
Grade-08 %	12.02%	11.63%	0.00%	19.35%	33.33%	33.33%	0%	0%	0%	0%	0.00%	0.00%	100.00%	0%	
#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-09 %	2.33%	2.79%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	66	48	6	12	3	2	0	0	0	0	1	0	0	0	
Grade-10 %	25.58%	22.33%	50.00%	38.71%	50.00%	66.67%	0%	0%	0%	0%	100.00%	0.00%	0.00%	0%	
#	86	79	3	4	0	0	0	0	0	0	0	0	0	0	
Grade-11 %	33.33%	36.74%	25.00%	12.90%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-12 %	1.16%	1.40%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-13 %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-14 %	1.94%	2.33%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grade-15 %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
All Other Non- Supervisor y Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0%	
#	258	215	12	31	6	3	0	0	0	0	1	1	1	0	
TOTAL %	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0%	0%	0%	0%	100.00%	100.00%	100.00%	0%	

FAA For Period (10/01/2006 TO 09/29/2007)

Table 88: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05)	-1	(06-94)	Targeted	(16,17)	(23,25)	(28,32-38)	(64-68)	(71-78)	-82	-90	-91	-92	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion Limb/Spine	
Permanent Workforce															
Accessions	#	2085	1679	290	116	7	0	1	0	3	0	1	0	2	0
	%	100.00%	80.53%	13.91%	5.56%	0.34%	0.00%	0.05%	0.00%	0.14%	0.00%	0.05%	0.00%	0.10%	0.00%
From Temporary	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hires	#	2090	1683	291	116	7	0	1	0	3	0	1	0	2	0
	%	100.00%	80.53%	13.92%	5.55%	0.33%	0.00%	0.05%	0.00%	0.14%	0.00%	0.05%	0.00%	0.10%	0.00%
Temporary Workforce															
Accessions	#	1699	1610	54	35	2	0	0	0	0	0	0	0	2	0
	%	100.00%	94.76%	3.18%	2.06%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%

FAA For Period (10/01/2006 TO 09/29/2007)

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	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Voluntary	#	2685	2472	63	150	7	0	1	2	1	1	0	0	2	0
	%	100.00%	92.07%	2.35%	5.59%	0.26%	0.00%	0.04%	0.07%	0.04%	0.04%	0.00%	0.00%	0.07%	0.00%
Involuntary	#	187	157	11	19	2	0	0	0	0	0	0	0	2	0
	%	100.00%	83.96%	5.88%	10.16%	1.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.07%	0.00%
RIF	#	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%
Total Separations	#	2872	2629	74	169	9	0	1	2	1	1	0	0	4	0
	%	100.00%	91.54%	2.58%	5.88%	0.31%	0.00%	0.03%	0.07%	0.03%	0.03%	0.00%	0.00%	0.14%	0.00%

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

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)
Total Elapsed Time: 00:01:10

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part I – Pre-Complaint Counseling

EEO Counselor

	Counselings	Individuals
A. Total Counseled	710	653
1. Counseled Within 30 Days	365	347
2. Counseled Within 31 to 90 Days	338	327
a. Counseled Within Written Extension Period	196	192
b. Counseled Within 90 Days Where Individual Participated in ADR	129	126
c. Counseled Within 31-90 Days That Were Untimely	13	13
3. Counseled Beyond 90 Days	7	7
4. Counseled Due to Remands	0	0

ADR Intake Officer

	Counselings	Individuals
B. Total Counseled	0	0
1. Counseled Within 30 Days	0	0
2. Counseled Within 31 to 90 Days	0	0
a. Counseled Within Written Extension Period No Longer Than 60 Days	0	0
b. Counseled Within 90 Days Where Individual Participated in ADR	0	0
c. Counseled within 31-90 days that were untimely	0	0
3. Counseled beyond 90 days	0	0
4. Counseled Due to Remands	0	0

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Non-ADR Settlements with Monetary Benefits	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other (Other)	0	0	\$0.00

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total Non-ADR Settlements With Non-Monetary Benefits	11	11
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	1	1
a. Retroactive	0	0
b. Non-Retroactive	1	1
3. Expungements	0	0
4. Reassignments	1	1
5. Removals Rescinded	0	0
a. Reinstatements	0	0
b. Voluntary Resignations	0	0
6. Accommodations		

Combined Total

	Counselings	Individuals
C. Total Counseled	710	653
1. Counseled Within 30 Days	365	347
2. Counseled Within 31 to 90 Days	338	327
a. Counseled Within Written Extension Period	196	192
b. Counseled Within 90 Days Where Individual Participated in ADR	129	126
c. Counseled Within 31-90 Days That Were Untimely	13	13
3. Counseled Beyond 90 Days	7	7
4. Counseled Due to Remands	0	0

Counseling Activities

	Counselings	Individuals
D. Counseling Activities		
1. Counseling On Hand at the Beginning of the Reporting Period	107	104
2. Initiated during the Reporting Period	687	628
3. Completed Counseling	710	653
a. Settlements (Monetary and Non-Monetary)	36	35
b. Withdrawal/No Complaint Filed	263	257
c. Counseling Completed in Reporting Period that Resulted in Complaint Filing in Reporting Period	394	372
d. Decision to File Complaint Pending at the End of the Reporting Period	17	17
4. Counselings Pending at the End of the Reporting Period	84	80

	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	1	1
a. Rescinded	1	1
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	4	4
12. Other	4	4

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. ADR Settlements with Monetary Benefits	4	3	\$8,500.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum	3	2	\$3,500.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other (Other)	1	1	\$5,000.00

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
H. Total ADR Settlements With Non-Monetary Benefits	23	22
1. Hires	1	1
a. Retroactive	0	0
b. Non-Retroactive	1	1
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	2	2
4. Reassignments	2	2
5. Removals Rescinded	0	0
a. Reinstatements	0	0
b. Voluntary Resignations	0	0

6. Accommodations	0	0
7. Training	4	4
8. Apology	0	0
9. Disciplinary Actions	2	2
a. Rescinded	2	2
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	4	4
12. Other	15	14

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. NON-ADR SETTLEMENTS	11	11

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	544
B. Complaints Filed During the Reporting Period	414
C. Remands	36
C.1 Remands (Not Included in A or B)	25
C.2 Remands (Included in A or B)	11
D. Total Complaints (A + B + C)	983
E. Complaints in Line D that were NOT Consolidated	948
F. Complaints in Line E that were Closed During the Reporting Period	337
G. Complaints in Line D that WERE Consolidated	35
H. Complaints in Line G that were Closed During the Reporting Period	6
I. Complaints On Hand at the end of the Reporting Period (Line D - sum of Lines (F + H))	640
J. Individuals Filing Complaints During the Reporting Period	391
K. Number of Joint Processing Units from Consolidation of Complaints	11

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part III – Agency Resources, Training, Reporting

A. Agency Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	48526			
b. Permanent Employees	47329			
2. Counselor	100		3	
a. Full-Time	6	6	0	0
b. Part-Time	0	0	3	100
c. Collateral Duty	94	94	0	0
3. Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. New Staff – Total	13	0	0	0	0	0
a. Staff Receiving Required 32 or more hours	1	0	0	0	0	0
b. Staff Receiving 8 or more hours, usually given to experienced staff	10	0	0	0	0	0
c. Staff Receiving no training at all	2	0	0	0	0	0
2. Experienced Staff – Total	87	3	0	0	0	0
a. Staff Receiving Required 32 or more hours	14	3	0	0	0	0
b.						

Staff Receiving 8 or more hours, usually given to experienced staff	68	0	0	0	0	0
c. Staff Receiving no training at all	5	0	0	0	0	0

C. Reporting Line

1. Does the EEO Director Report to the Agency Head? (Yes/No)	YES
2. If no, who does the EEO Director Report to?	Person: Title:
3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	Person: Fanny Rivera Title: Assistant Administrator for Civil Rights
4. Who does that person report to?	Person: Bobby Sturgell Title: FAA Acting Administrator

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part IV – Bases and Issues Alleged in Complaints Filed

Issues of Alleged Discrimination	Bases of Alleged Discrimination																		Total bases by issue	Total complaints by issue	con b
	Race				Color	Religion	Reprisal	Sex		National Origin		Equal Pay Act		Age	Disability						
	Amer. Indian / Alaskan Native	Amer. Asian / Pacific Islander	Black	White				Male	Female	Hispanic	Other	Male	Female		Mental	Physical					
Appointment/Hire	0	0	4	0	1	1	3	0	5	2	0		1	12	0	0	28	16			
Assignment of Duties	1	1	9	3	7	0	14	3	9	1	2			11	1	5	67	33			
Awards	0	0	2	1	1	1	6	2	3	0	2			2	0	0	20	9			
Conversion to Full Time	0	0	0	0	1	0	0	0	0	0	0			0	0	1	2	1			
Demotion	0	0	1	0	1	0	2	0	1	0	0			1	0	0	6	2			
Reprimand	1	1	2	1	1	1	8	1	11	0	1			8	1	3	40	18			
Suspension	0	0	1	1	3	1	7	4	2	0	3			4	1	2	29	11			
Removal	0	0	2	0	1	1	2	0	3	0	0			5	2	1	17	6			
Duty Hours	0	0	0	7	3	0	5	6	4	0	4			8	1	1	39	13			
Evaluation/Appraisal	0	0	3	0	1	0	5	0	3	0	0			5	1	0	18	10			
Examination/Test	0	0	0	0	0	0	0	0	0	0	0			1	0	0	1	1			
Non-Sexual	0	3	12	6	7	5	24	6	17	1	4			23	3	10	121	66			
Sexual							2	1	4	1				1			7	6			
Medical Examination	0	1	1	0	1	0	2	1	1	0	1			2	1	1	12	3			
Pay Including Overtime	0	0	2	1	2	1	4	0	4	1	0	1	0	8	0	2	26	15			
Promotion/Non Selection	1	2	18	7	12	4	24	10	13	3	6			49	3	9	161	80			
Denied	1	1	1	1	2	0	1	1	1	0	1			4	0	0	14	6			
Directed	1	1	1	1	0	0	5	2	3	0	1			5	0	2	22	9			
Reasonable Accommodation			1			0	3	1	1		1			5	1	15	19	16			
Reinstatement	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1			
Retirement	0	0	2	1	2	0	3	0	2	0	0			6	0	3	19	10			
Termination	0	1	1	2	1	1	8	3	4	1	2			7	1	6	38	20			

Terms/Conditions of Employment	0	0	5	1	2	2	11	9	4	1	5	1		2	2	2	46	30
Time and Attendance	0	0	3	1	1	0	11	1	10	0	1			8	1	9	46	26
Training	0	3	8	2	5	0	10	5	10	1	4			10	0	0	58	28
Other	0	0	5	0	3	2	10	1	3	0	1			3	0	3	31	17
User Defined - Other 1	0	0	5	3	1	2	11	11	7	1	2	1		5	4	4	56	39
User Defined - Other 2	0	0	1	0	0	0	3	0	1	0	0			1	1	1	8	3
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0
User Defined - Other 5	0	0	1	0	1	0	1	0	0	0	0			1	0	1	5	2
Total Issues by Basis	5	14	90	39	60	22	186	67	125	12	40	1	0	191	24	81		
Total Complaints Filed by Basis	4	9	69	36	48	17	132	62	83	12	32	1	0	160	16	57		
Total Complainants by Basis	4	9	65	35	43	16	122	59	83	12	30	1	0	154	13	57		

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
284	1. Title VII
112	2. Age Discrimination in Employment Act (ADEA)
62	3. Rehabilitation Act
6	4. Equal Pay Act (EPA)
B. Total	
464	(Note: this number may be larger than the total number of complaints closed)

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part VI – Summary of Closures

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	343	106966	311.85
1. Withdrawals (a + b)	19	4680	246.32
a. Non-ADR Withdrawals	19	4680	246.32
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	63	25759	408.87
a. Non-ADR Settlements	60	25171	419.52
b. ADR Settlements	3	588	196.00
3. Final Agency Decisions (B + C)	261	76527	293.21
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	220	43472	
1. Finding Discrimination	2	948	474.00
2. Finding No Discrimination	68	25438	374.09
3. Dismissal of Complaints	150	17086	113.91
C. Final Agency Actions WITH an ADMINISTRATIVE JUDGE Decision (1 + 2)	41	33055	
1. AJ Decision Fully Implemented (A + B + C)	39	31887	
(A) Finding Discrimination	3	3450	1,150.00
(B) Finding No Discrimination	28	18887	674.54
(C) Dismissal of Complaints	8	9550	1,193.75
2. AJ Decision NOT Fully Implemented (A + B + C)	2	1168	584.00
(A) Finding Discrimination (i + ii + iii)	2	1168	584.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	1	752	752.00
iii. Agency Appealed Finding And Remedy	1	416	416.00
(B) Finding No Discrimination	0	0	0.00
(C) Dismissal of Complaints	0	0	0.00
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3)	70	6032	86.17
1. Complainant Requested Immediate FAD (1a + 1b)	26	2144	82.46
a. Agency Timely Issued FAD (within 60 days of receipt of FAD request)	10	431	43.10
b. Agency Untimely Issued FAD (more than 60 days after receipt of FAD request)	16	1713	107.06

2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	30	2659	88.63
a. Agency Timely Issued FAD (within 60 days of end of 30-day election period)	12	497	41.42
b. Agency Untimely Issued FAD (more than 60 days after end of 30-day election period)	18	2162	120.11
3. Hearing requested, Administrative Judge (AJ) Remanded for FAD Without AJ Decision (3a + 3b)	14	1229	87.79
a. Agency Timely Issued FAD (within 60 days of receipt of AJ order for FAD issuance)	4	162	40.50
b. Agency Untimely Issued FAD (more than 60 days after receipt of AJ order for FAD issuance)	10	1067	106.70

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part VII – Summary of Complaints Closed with Corrective Action

	Number	Amount
A. Total number of complaints closed with corrective action	68	
B. Closures with monetary benefits	34	\$568,530.81
1. Back Pay/Front Pay	4	\$4,001.00
2. Lump Sum Payment	23	\$438,787.31
3. Compensatory Damages	7	\$125,742.50
C. Attorney's fees and costs awarded	18	\$328,646.48
D. Subtotal of all Monetary Benefits (B + C)	52	\$897,177.29
E. Closures with non-monetary benefits	25	

	Number with monetary awards	Number without monetary awards
F. Types of corrective action		
1. Hire	1	0
a. Retroactive	1	0
b. Non-Retroactive	0	0
2. Promotion	0	2
a. Retroactive	0	0
b. Non-Retroactive	0	2
3. Expungements	2	4
4. Reassignment	0	11
5. Removal Rescinded	0	2
a. Reinstatement	0	2
b. Voluntary Resignations	0	0
6. Accommodation	2	1
7. Training	3	3
8. Apology	0	2
9. Disciplinary Action	5	5
a. Rescinded	3	5
b. Modified	2	0

10. Performance evaluation modified	0	0
11. Leave Restored	6	13
12. Lump Sum	23	0
13. Other (Other)	10	20

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part VIII – Summary of Pending Complaints By Category

	Cases	Number of Days	Average Days	Number of Days Pending for Oldest Case
Totals:	652	341529		
1. Complaints Pending Written Notification (receipt/acceptance/dismissal)	13	1613	124.00	583
2. Complaints Pending Investigation	269	40196	149.00	1772
3. Complaints In Hearing	288	265197	920.00	4531
4. Complaints Pending Final Agency Decision	82	34523	421.00	2460

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

Part IX – Summary Investigations Completed

	Cases	Total Days	Average Days
A. Investigations Completed During Reporting Period	267		
1. Investigations Completed by Agency Personnel	224	40547	181.01
a. Investigations Completed in 180 Days or Less	153	23410	153.00
b. Investigations Completed in 181 to 360 Days	64	14029	219.20
1. Timely Completed Investigations	41	9178	223.00
2. Untimely Completed Investigations	23	4851	210.00
c. Investigations Completed in 361 or More Days	7	3108	444.00
2. Cost of Agency Investigations	\$1,211,795.20		
3. Investigations Completed by Contractors	43	10049	233.70
a. Investigations Completed in 180 Days or Less	14	1685	120.00
b. Investigations Completed in 181 to 360 Days	22	5103	231.95
1. Timely Completed Investigations	7	1700	242.00
2. Untimely Completed Investigations	15	3403	226.00
c. Investigations Completed in 361 or More Days	7	3261	465.00
4. Cost of Contractor Investigations	\$215,242.52		

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

**Part X – Summary of ADR Program Activities
Informal Phase (Pre-Complaint)**

	Counselings	Individuals	Days	Average Days
A. ADR Pending From Previous Reporting Period	11	10		
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered	704	649		
2. Rejected By Complainant	344	328		
3. Rejected By Agency	219	214		
4. Total Accepted Into ADR	141	137		
C. ADR Resources Used in Completed/Ended Counselings	91	90		
1. Inhouse	53	53		
2. Another Federal Agency	29	28		
3. Private Organizations, Contractors, Bar Associations, Individual, Volunteers or College/University Personnel	4	4		
4. Multiple Resources Used	5	5		
5. Other	0	0		
D. ADR Attempts in Completed/Ended Counselings	91	90	3244	35.65
1. Mediation	81	80	2744	33.00
2. Settlement Conferences	1	1	39	39.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	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. Mini Trial	0	0	0	0.00
9. Multiple Techniques	9	9	461	51.00

E. Status of Cases				
1. Total ADR Closed	141	139	4244	30.10
a. Settlements with Benefits (Monetary & Non-monetary)	25	24	961	38.00
b. No Formal Complaint Filed	5	5	157	31.00
c. No Resolution	62	62	2568	41.00
d. No ADR Attempt	49	48	558	11.00
2. Open Inventory - ADR Pending	18	16	475	26.00

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

**Part XI – Summary of ADR Program Activities
Formal Phase**

	Complaints	Complainants	Days	Average Days
A. ADR Pending From Previous Reporting Period	2	2		
B. ADR Actions in Complaint Closures				
1. ADR Offered	22	22		
2. Rejected By Complainant	2	2		
3. Rejected By Agency	7	7		
4. Total Accepted Into ADR	13	13		
C. ADR Resources Used in Complaint Closures	13	13		
1. Inhouse	5	5		
2. Another Federal Agency	3	3		
3. Private Organizations, Contractors, Bar Associations, Individual, Volunteers or College/University Personnel	2	2		
4. Multiple Resources Used	3	3		
5. Other	0	0		
D. ADR Attempts in Complaint Closures	13	13	814	62.62
1. Mediation	12	12	787	65.00
2. Settlement Conferences	1	1	27	27.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	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. Mini Trial	0	0	0	0.00
9. Multiple Techniques	0	0	0	0.00
E. Status of Cases				
1. Total ADR Closed	13	13	906	69.69
a. Settlements with Benefits	3	3	284	94.00

(Monetary & Non-monetary)				
b. Withdrawn from EEO Process	0	0	0	0.00
c. No Resolution	10	10	622	62.00
d. No ADR Attempt	0	0	0	0.00
2. Open Inventory – ADR Pending	0	0	0	0.00

	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary	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. Attorneys Fees and Costs	0	0	\$0.00	
e. (Other) Other	0	0	\$0.00	
2. Non-Monetary	3	3		
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	2	2		
d. Reassignments	0	0		
e. Removals Rescinded	1	1		
i. Reinstatements	1	1		
ii. Voluntary Resignations	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				

	1	1		
I. (Other) Other	2	2		

AGENCY OR DEPARTMENT: FAA

REPORTING PERIOD: 10/01/2006 – 09/30/2007

**Part XII – Summary of ADR Program Activities
Training and Resources**

	Number	Trained
A. Basic ADR Orientation Training		
1. Managers	5606	3805
2. Employees	42920	5473
B. Employees that can participate in ADR	48526	
C. In House Staff Resources Available for ADR	115	
1. Full Time	8	
2. Part Time	0	
3. Collateral Duty	107	

Part XII – D. ADR Funding Spent

	Amount
D. ADR Funding Spent	\$834,861.00

Certification and Contact Information

<p>I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2006 through September 30, 2007 are accurate and complete.</p>
<p>Typed Name and Title of Certifying Official:</p>
<p>Signature of Certifying Official:</p>
<p> </p>

Typed Name and Title of Preparer:
Signature of Preparer:
Date and Telephone Number:
<p style="text-align: center;">This report is due to the following address on or before October 31st.</p> <p style="text-align: center;">U.S. Equal Employment Opportunity Commission Office of Federal Operations Federal Sector Programs 1801 L. Street, NW Washington, D.C. 20507</p>

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UFAS / Section 504 Rehabilitation Act Assessment

**Facility Accessibility
Program Office**

FY 2007



**FAA
Air Traffic Organization**

In FY 2007 the Facility Accessibility Program Office:

- Conducted 38 *UFAS / Section 504 Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices;
- Disseminated GSA / Access Board implementation information and requirements for the Architectural Barriers Act Accessibility Standard (ABAAS);
- Sponsored 3 ABAAS Familiarization - Understanding of the Architectural Barriers Act Accessibility Standard (ABAAS) and how its requirements affect the FAA classes;
- Reviewed process to develop a Management Briefing on FAA Electronic Learning Management System (eLMS).

Conducted 38 *UFAS / Section 504 Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices:

The Facility Accessibility Program Office conducted 38 *UFAS / Section 504 Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices during FY 2007. The thirty eight surveyed facilities had a combined staffing of 6487. The surveyed facilities included offices, laboratories, training facilities, aircraft hangers, and air traffic control facilities. Construction of these facilities was completed between from the early 1950's to facilities currently in the final phases of construction cleanup. The older facilities have been altered, expanded, and modernized over the years; however there are still large areas of unmodified original construction. The facilities surveyed are listed below with their staffing.

<u>Facility</u>	<u>Staffing</u>
Leesburg ARTCC	890
Phoenix ATCT and TRACON	175
Princeton AFSS	49
Anchorage FSDO	107
Fairbanks FSDO	40
Fairbanks AFSS	70
North Alaska SMO	25
Barrow FSS	5
William J. Hughes Technical Center (17 Buildings surveyed)	2727
Mike Monroney Aeronautical Center (13 Buildings surveyed)	<u>2399</u>
	6487

The reports that were transmitted to the facility managers and Program Offices included a spreadsheet of items not in compliance with UFAS and items were that designated as "Section 504" which would be required to ensure Program Access at the facility. The reports included suggested remediations per ABAAS. The Section 504 items were designated separately to allow those items to be prioritized and expedited to provide Program Access for the facility. In general, the facilities had structural modifications made to provide access for people with disabilities. Due to geographic dispersion, facility layout and purpose, and age of the facilities, the facility modifications varied both in their adherence to UFAS and in scope. The facilities built or modified after UFAS training was provided by the Facility Accessibility Program Office, during the 1999 - 2001 timeframe, have been substantially in compliance with UFAS. To date the Facility Accessibility Program Office and the Regional Accessibility Focal Points have conducted 94 facility surveys with a total staffing of 18,632. In addition, the Terminal Facilities Group has included UFAS compliance in 82 Government Transition Evaluations and 129 Conditional Assessments. A total of 305 FAA staffed facilities have been surveyed for UFAS compliance.

A review of the surveys conducted to date show that restrooms continue to be the primary area of concern. This is due to a combination of design and installation errors over the years. The older facilities have modified toileting areas over time. Many of the errors were caused by individuals knowing that improvements were required but not knowing which standards to follow. The lack of knowledge is being remedied by providing ABAAS training, but there are still areas of concern that need to be identified and corrected during on-going modernizations and other project work. Other areas that have been found to be problematic are: Emergency Egress and Areas of Rescue Assistance, locker rooms and showers, routes of travel (interior and exterior), and older (but still post August 12, 1968) construction and installations.

Disseminated GSA / Access Board implementation information and requirements for the Architectural Barriers Act Accessibility Standard (ABAAS):

The Facility Accessibility Program Office has developed e-mail lists of individuals who have attended UFAS or ABAAS training classes, Regional Accessibility Focal Points, and interested individuals. These lists are being used to disseminate information and updates from GSA and the Access Board within the FAA.

Sponsored 3 ABAAS Familiarization - Understanding of the Architectural Barriers Act Accessibility Standard (ABAAS) and how its requirements affect the FAA training classes:

The Facility Accessibility Program Office worked with the Access Board to conduct training classes to introduce ABAAS to FAA personnel. The target audience for the training classes included: Personnel involved in the lease, purchase, design, construction, and maintenance of FAA buildings and space; and Personnel involved in the design, assembly, installation and maintenance of NAS equipment, building equipment and building systems. The target employees included: Architects, Civil Engineers, Engineering Technicians, Real Estate Contracting Officers, General Engineers, Human Resources, Civil Rights, Security, Air Traffic, and the PWD Coordinators.

The ABAAS training classes were conducted at the Headquarters Office in Washington DC, the Alaska Regional Office, and the Aeronautical Center. The FAA is planning to continue our relationship with the Access Board in conducting training classes in the remaining five regions and the Technical Center.

Reviewed process to develop a Management Briefing on FAA Electronic Learning Management System (eLMS):

The Facility Accessibility Program Office does not have the resources to brief each manager on Architectural Barriers Act Accessibility requirements individually. To more fully disseminate the information a presentation is in the process of development. While reviewing the process to develop and distribute a videotape, it was suggested that the web-based learning system used by DOT and the FAA would be a more appropriate vehicle to convey the information with-in the FAA. The Electronic Learning Management System (eLMS) is available at all FAA offices so that after the Section 508 compliant, interactive training is developed, managers can be notified that the course is available and participation can be tracked by the FAA.

FEDERAL AVIATION ADMINISTRATION

