



Federal Aviation  
Administration

*Federal Aviation Administration (FAA)*

# Annual EEO Program Status Report

Fiscal Year

# 2008

Prepared by FAA Civil Rights  
2008

## EEOC Forms and Documents Included in this Report

- EEOC (Form 715-01 Part A-D) Tab 1
- 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
- FAA Disability Workforce Data Tables (“B” Tables) Tab 10
- FAA 462 Report Tab 11
- FAA Facility Accessibility Survey Tab 12
- FAA Organization Chart Tab 13

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>			
<b>For period covering October 1, 2007, to September 30, 2008.</b>				
<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. Federal Aviation Administration (FAA)</b>	
	1.a. 2 <sup>nd</sup> level reporting component		NONE	
	1.b. 3 <sup>rd</sup> level reporting component		NONE	
	1.c. 4 <sup>th</sup> level reporting component		NONE	
	<b>2. Address</b>		<b>2. 800 Independence Avenue SW</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Washington, DC 20591</b>	
	4. CPDF Code	5. FIPS code(s)	4. TD-03	5. 110010001
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees			<b>1. 45,283</b>
	2. Enter total number of temporary employees			<b>2. 1237</b>
	3. Enter total number employees paid from non-appropriated funds			<b>3. 0</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 46,520</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. Robert A. Sturgell Acting Administrator</b>	
	2. Agency Head Designee		<b>2. Fanny Rivera</b>	
	3. Principal EEO Director/Official Official Title/series/grade		<b>3. Fanny Rivera Assistant Administrator, Office of Civil Rights, FV/301/SES</b>	
	4. Title VII Affirmative EEO Program Official		<b>4. Fanny Rivera</b>	
	5. Section 501 Affirmative Action Program Official		<b>5. John Benison</b>	
	6. Complaint Processing Program Manager		<b>6. Cheryl Wilkes</b>	
	7. Other Responsible EEO Staff		<b>7a.</b>	
<b>7b.</b>				

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>		
<b>PART D</b> List of Subordinate Components Covered in This Report	<b>Subordinate Component and Location (City/State)</b>		<b>CPDF and FIPS codes</b>
	Not Applicable		
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes: <b>TAB B</b>	<b>X</b>	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G] <b>TAB E</b>	<b>X</b>
Brief paragraph describing the agency's mission and mission-related functions	<b>X</b>	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement <b>TAB F</b>	<b>X</b>
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	<b>X</b>	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier <b>TAB G</b>	<b>X</b>
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	<b>X</b>	*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] <b>TAB H</b>	<b>X</b>  <b>X</b>
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	<b>X</b>	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans <b>TABS I &amp; J</b>	<b>X</b>
Summary of EEO Plan action items implemented or accomplished	<b>X</b>	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues <b>TAB K</b>	<b>X</b>
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F] <b>TAB C</b>	<b>X</b>	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects <b>TAB L</b>	<b>X</b>
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements <b>TAB D</b>	<b>X</b>	*Organizational Chart <b>TAB M</b>	<b>X</b>

<b>EEOC FORM 715-01 PART E</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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<b>Federal Aviation Administration (FAA)</b>	<b>For period covering October 1, 2007 to September 30, 2008.</b>
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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. In addition, a representative from the FAA Office of Civil Rights participates in the new employee orientation to provide information on EEO policy and services provided by ACR. The FAA also will continue to make written materials available to employees and applicants on the variety of EEO programs. Supervisors and managers are evaluated on their commitment to EEO principles and policies. FAA established the EEO Training Institute, which provides training to FAA employees and managers on various EEO topics, including but not limited to reasonable accommodation, sexual harassment, and the elements of a Model EEO Program. 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 has created an action plan to establish a process to review whether the Agency's management/personnel policies, procedures, and practices explicitly or implicitly encourage decisions based on non-merit factors. FAA will continue to monitor its compliance with the Uniform Federal Accessibility Standards (UFAS) at its facilities. The establishment of the EEO Training Institute has resulted in EEO training for 3,113 managers, 2,265 non-supervisors, and 1858 new hires this fiscal year, for a total of 7,236 employees trained on EEO. In addition, during fiscal year 2008, FAA created its NO FEAR and Equal Employment Opportunity Overview Training course available via the e-Learning Management System (eLMS) to all FAA employees. The training is designed to inform employees of important federal laws that make discrimination and retaliation in the workplace illegal.
- 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. FAA has procedures in place to review findings of discrimination and hold managers accountable, when appropriate. FAA will establish a process to help ensure that the agency complies in a timely manner with EEOC orders. FAA will review a sample of Reasonable Accommodation EEO complaints filed against the Agency to determine if any potential barriers exist.
- Under Essential Element D, Proactive Prevention of Unlawful Discrimination, FAA continues to identify 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 conducted eight facility audits during FY 08 in an effort to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act. FAA performs EEO counseling through full-time dedicated counselors employed by the FAA. FAA has established a process to help ensure timely compliance with reasonable accommodation requests.

- Lastly, FAA was compliant with regard to Responsiveness and Legal Compliance, Essential Element F. FAA has agency personnel accountable for ensuring compliance with all EEOC orders, completing actions and reporting requirements.

### **Workforce Profiles**

In the beginning of FY-2008, the FAA employed 45,486 workers compared with 46,520 workers at the end of FY-2008. In FY-2008 the agency separated 2,925 employees to attrition. For the same timeframe, FAA hired a total of 4,399 employees in permanent and temporary positions. The agency experienced an increase of 1,035 employees or a net rate of change of 2.28%.

Among the FAA workforce, the following ethnic/gender groups are above or equal to the Civilian Labor Force (CLF) participation rates: White males, Black males, Asian males, Native Hawaiian or Other Pacific Islander males and females, and American Indian or Alaska Native males and females. The following ethnic/gender groups are lower than the expected CLF participation rates: Hispanic males (On-Board: 4.66%, CLF: 6.17%, Net Change: 7.38%) and Hispanic females (On-Board: 1.58%, CLF: 4.52%, Net Change: 6.83%), White females (On-Board: 17.42%, CLF: 33.74%, Net Change: 2.25%), Black females (On-Board: 4.36%, CLF: 5.66%, Net Change: 4.27%), and Asian females (On-Board: 0.89%, CLF: 1.71%, Net Change: 6.68%).

During FY-2008, the number of FAA employees reporting targeted disabilities increased by 11 (On-Board: 0.45%, Federal High: 2.65%, Net Change: 5.58%). During FY-2008, FAA had success in implementing several new initiatives to improve employment for persons with targeted disabilities including:

- hosting a national conference for Persons with Targeted Disabilities;
- establishing partnerships with 11 disability employment associations;
- establishing an organization excellence Flight Plan goal in the agency strategic plan to hold managers accountable for hiring persons with targeted disabilities; and
- establishing a contract with Bender Consulting Services, Inc. to recruit people with targeted disabilities.

### **EEO Plan Activities to Eliminate Identified Barriers or Correct Program Deficiencies**

FAA identified eight program deficiencies in its Self-Assessment. Objectives have been developed (Part H) to address these deficiencies. FAA has created an action plan to establish a process to review whether the Agency's management/personnel policies, procedures, and practices explicitly or implicitly encourage decisions based on non-merit factors. FAA will review a sample of Reasonable Accommodation EEO complaints filed against the Agency to determine if any potential barriers exist. FAA will develop a process in accordance with the requirements of MD 715 to conduct trend analysis of the workforce's major occupations by race, national origin, sex and disability. FAA will continue to monitor its compliance with the Uniform Federal Accessibility Standards (UFAS) at its facilities. In addition, a process has been 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 need to be modified. 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.

FAA reduced formal complaints by 25% during Fiscal Year 2008. The number of complainants in FY 2007 was 392 and, in FY 2008, the number of complainants were reduced to 294.

The FAA Office of Civil Rights (ACR) has implemented an EEO Training Institute, which has resulted in EEO training for 3,113 managers, 2,265 non-supervisors, and 1858 new hires this fiscal year, for a total of 7,236 employees trained on EEO. The new hires are being trained on appropriate EEO behaviors on the job. Four full-time staff members are now dedicated to EEO training. During Fiscal Year 2008, FAA created its No

FEAR and Equal Employment Opportunity Overview Training course. This training course launched on October 1, 2008 and is available via the e-Learning Management System (eLMS) to all FAA employees. The training is designed to inform employees of important federal laws that make discrimination and retaliation in the workplace illegal.

FAA also had success in implementing initiatives to improve employment for persons with disabilities. In May, 2008, ACR hosted the first FAA National People with Targeted Disabilities Conference, where more than 100 participants attended. This strategic conference was vital in developing accountability for FAA managers in efforts to support the Department of Transportation's (DOT) 3% hiring goal of people with targeted disabilities (PWTD). ACR established a network of eleven (11) partnerships with disability employment associations to disseminate FAA job announcements to the disability community. ACR established a contract, effective September 25, 2008, with Bender Consulting Services, Inc. to recruit people with targeted disabilities. ACR reached agreement with the FAA Management Board in 2008 on an organizational excellence Flight Plan initiative to apply accountability throughout the agency for hiring people with targeted disabilities.

John Benison, Director of ACR's Model EEO Program Group, participated as a guest speaker on *Disability Matters*, an international radio talk show focused on the employment and empowerment of people with disabilities. Mr. Benison spoke about FAA's initiatives to hire persons with disabilities. In addition, FAA has initiated a standing weekly meeting with the Reasonable Accommodation Team (ReACT) to discuss pending reasonable accommodation cases and provide advice to decision makers on the reasonable accommodation process.

Another significant success for FAA was improving the timeliness of processing pre-EEO Complaints. During Fiscal Year 2008, ACR processed 99.8% of all new pre-EEO Complaints from beginning to end within 30 days unless an extension was agreed upon or alternative dispute resolution was engaged. This improved timeliness also facilitated DOT processing of formal complaints. In order to assess EEO accountability at facilities, ACR conducted eight facility assessments. In addition, ACR piloted an MD-715 electronic survey from the Defense Equal Opportunity Management Institute (DEOMI). Approximately 600 employees and managers completed the surveys. The assessment teams provided recommendations for improvement at the exit interviews.

ACR utilized the Baldrige Process Improvement framework to evaluate the pre-EEO Complaint process and results indicated that a number of strategic and operational improvements previously recommended were implemented. To take the pre-complaint process to the next level of performance excellence, three performance improvement strategies in the Baldrige Performance Categories were identified. An EEOC Executive (Douglas A. Gallegos) participated in the workgroup to conduct the evaluation.

ACR institutionalized the EEO recognition program into the FAA Corporate Program for greater visibility. In June 2008, ACR conducted the final "Keeping the Promise of Equal Employment Opportunity" awards ceremony. ACR issued a call for nominations, established an awards review panel, and planned a special ceremony and reception to honor the award recipients.

The Department of Transportation (DOT)/FAA ranked number 4 out of 58 Federal agencies in our EEO Program. FAA has been innovative in proactively ensuring equal employment opportunity.

Executive Summary

EEOC FORM 715-01 PART F	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL          EEO PROGRAM STATUS REPORT</b>
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**CERTIFICATION of ESTABLISHMENT of CONTINUING  
 EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

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

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.

*Fanny Rivera*

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

*1/29/09*

Date

*Lyne A. Osorio*

Signature of Agency Head or Agency Head Designee

*2/12/09*

Date



# Federal Aviation Administration

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## Memorandum

Date: FEB - 7 2008  
To: Management Board  
From: Bobby Sturgell, Acting Administrator  
Subject: Annual Reminder on Non-Discrimination and Prevention of Sexual Harassment

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This memo serves to reaffirm FAA's commitment to zero tolerance for discrimination, harassment or inappropriate behavior of any kind in the workplace.

The Equal Employment Opportunity Commission, under Management Directive 715, requires federal agencies to issue annual policy statements on the prevention of discrimination and harassment in the workplace. Management officials have a responsibility to enforce and ensure that all employees are fully aware of these policies. We ask that you redistribute, throughout your respective organizations, the policy statements originally signed and issued in May 2004. The statements are attached to this memo and are available on the Office of Civil Rights website and can be viewed at [http://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/acr\\_resources/policies/](http://www.faa.gov/about/office_org/headquarters_offices/acr/acr_resources/policies/).

If you have any questions, please contact the Office of Civil Rights at 202-385-8131. Thank you for your continued support.

Attachments (2)

ADMINISTRATION

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*  
Marion C. Blakey  
Administrator

May 2004



## ADMINISTRATOR'S POLICY STATEMENT ON...

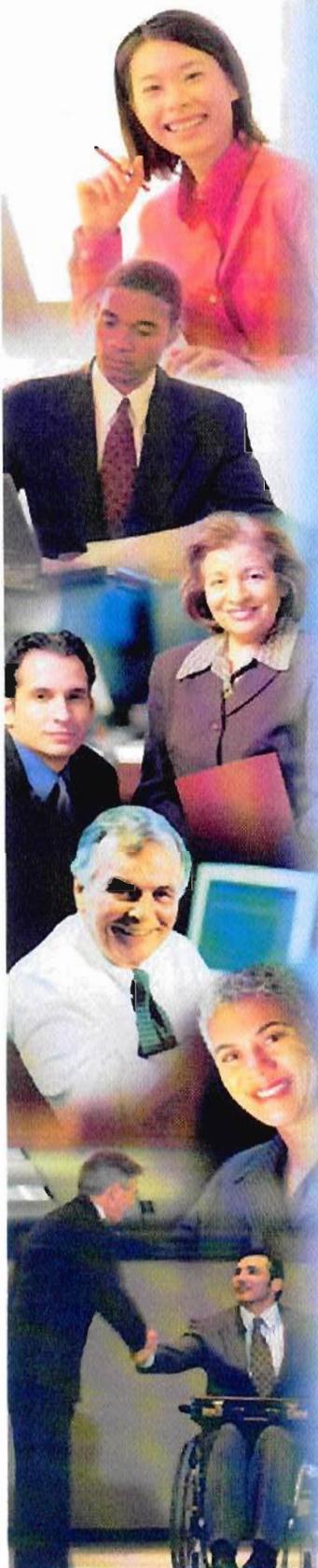
# NON-DISCRIMINATION

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



EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
 <b>Compliance Indicator</b>	<b>EEO policy statements are up-to-date.</b>	<b>Measure has been met</b>		<b>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</b>	
 <b>Measures</b>		Yes	No		
The Agency Head issued a memorandum on <b>February 7, 2008</b> reiterating the policies issued <b>May 2004</b> .		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			
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X			
 <b>Compliance Indicator</b>	<b>EEO policy statements have been communicated to all employees.</b>	<b>Measure has been met</b>		<b>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</b>	
 <b>Measures</b>		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			
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? <b>[see 29 CFR §1614.102(b)(4)]</b>		X			
 <b>Compliance Indicator</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>	<b>Measure has been met</b>		<b>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</b>	
 <b>Measures</b>		Yes	No		

Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		See page 21.  All FAA Management Official Performance Standards have language that holds managers and supervisors accountable to agency EEO policies, and principles.  <del>Supervisory and Managerial Performance Standards will be revised to include precise language in this self-assessment.</del> <b>Not completed.</b>
resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		<del>Same as above.</del>
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		<del>Same as above.</del>
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		<del>Same as above.</del>
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		<del>Same as above.</del>
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		<del>Same as above.</del>
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		<del>Same as above.</del>
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		<del>Same as above.</del>
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		<del>Same as above.</del>
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		

<p>Describe what means were utilized by the agency to inform its workforce about the penalties for unacceptable behavior.</p> <ul style="list-style-type: none"> <li>- <b>During new employee orientation, employees are provided information on Conduct and Discipline, which includes penalties for unacceptable behavior.</b></li> <li>- <b>Indoctrination training for new air traffic controllers and tech ops employees includes training on the Model EEO Program, No FEAR, and EEO Overview, which includes modules on inappropriate conduct and the penalties associated with such behavior; how to manage their behavior; handling inappropriate behavior by others. This training is also provided to all employees and managers on an as needed basis.</b></li> <li>- <b>Mandatory supervisory training includes information on penalties for unacceptable behavior.</b></li> <li>- <b>Annually, all supervisors and managers are briefed on proper ethics, which includes a reminder of the Conduct and Discipline penalties to include unacceptable behaviors.</b></li> </ul>			
<p>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?</p>	X		
<p>Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?</p>	X		

<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> 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	
1. Is the EEO Director under the direct supervision of the agency head? <b>[see 29 CFR §1614.102(b)(4)]</b> 2. 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?)		1. X 2. N/A		2. 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 <sup>nd</sup> 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 <sup>nd</sup> 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 22. The FAA Office of Civil Rights is now participating in human capital meetings in which these types of issues are being discussed

			and input is provided prior to decisions being made.								
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 23. The FAA Office of Civil Rights is now participating in human capital meetings in which these types of issues are being discussed and input is provided prior to decisions being made.								
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 23.								
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										
<table border="1"> <tr> <td> <b>Compliance Indicator</b></td> <td rowspan="2" style="text-align: center;"><b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b></td> <td colspan="2" style="text-align: center;"><b>Measure has been met</b></td> <td rowspan="2" style="text-align: center;"><b>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</b></td> </tr> <tr> <td> <b>Measures</b></td> <td style="text-align: center;"><b>Yes</b></td> <td style="text-align: center;"><b>No</b></td> </tr> </table>	 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>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</b>	 <b>Measures</b>	<b>Yes</b>	<b>No</b>			
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>		<b>Measure has been met</b>			<b>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</b>					
 <b>Measures</b>		<b>Yes</b>	<b>No</b>								
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										
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										

 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
		Yes	No	
 Measures				
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 25. The Office of Human Resource Management will add all remaining job series to the Aviator System by the 3 <sup>rd</sup> Quarter of Fiscal Year 2010.
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 27. 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 29.
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? <b>[see 29 C.F.R. § 1614.102(b)(5)]</b>	X			See page 29.
Is there sufficient funding to ensure that all employees have access to this training and information?	X			See page 29.
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X			See page 29.
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			See page 29.
to provide religious accommodations?	X			See page 29.
to provide disability accommodations in accordance with the agency's written procedures?	X			See page 29.
in the EEO discrimination complaint process?	X			See page 29.
to participate in ADR?	X			See page 29.

<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> <b>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.</b>				
 <b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
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	<b>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)]</b>	Measure has been met		<b>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</b>
		Yes	No	
 Measures			X	See page 30.
			X	See page 30.
			X	See page 30.
 Compliance Indicator	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	Measure has been met		<b>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</b>
		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. During Fiscal Year 2008, there was a total of 1 finding of discrimination. Thus far, no disciplinary actions have been issued as a result of these findings.</p>				
	<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?</p>	X		<p>See page 32.</p> <p><del>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.</del></p>
	<p>Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?</p>		X	See page 33.

<b>Essential Element D: PROACTIVE PREVENTION</b> <b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b>				
 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	<b>Measure has been met</b>		<b>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</b>
		Yes	No	
 <b>Measures</b>				
	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 24 Trend analysis is conducted a minimum of three times a year as a part of the Scorecard reporting requirement.
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X	See page 34.
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		See page 24. Trend analysis is conducted a minimum of three times a year as a part of the Scorecard reporting requirement.
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X	See page 30.
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X	See page 23.
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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.

<b>Essential Element E: EFFICIENCY</b>				
<b>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.</b>				
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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 25. The Office of Human Resource Management will add all remaining series to the new Aviator System by 3 <sup>rd</sup> quarter of fiscal year 2010.
	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		Eight (8) facility audits have been conducted in FY 08.
	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 35.  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. <b>Activity completed:</b> However, timeliness standard not met.
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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 established an EEO counselor cadre of full-time dedicated counselors

			employed by the FAA, who have significantly reduced complaints this fiscal year.
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.
 <b>Compliance Indicator</b>	<b>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.</b>		<b>Measure has been met</b>
 <b>Measures</b>			
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		
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		
 <b>Compliance Indicator</b>	<b>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.</b>		<b>Measure has been met</b>
 <b>Measures</b>			
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	X		

the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?				
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		
 <b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
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		
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		
 <b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
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		

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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		
 <b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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		
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR) and Office of Chief Counsel (AGC)</b>	<b>FY 2008 - Cancelled</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>A</b>	<b>Managers and Supervisors Commitment to EEO policies and principles</b> 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:	<b>Assistant Administrators for Civil Rights and Human Resource Management, and the Chief Counsel</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2007</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<b>September 30, 2008 (Cancelled)</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE</b> (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 (Complete)	
2. Implement the new revised language into the Supervisory and Managerial Performance Standards.	<del>September 30, 2008</del> (Cancelled)	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p><b>Objective has been cancelled.</b> Managers and supervisors are evaluated on their commitment to agency EEO policies and principles and are held accountable to the language that is in all management officials' performance standards, as follows:</p> <p><i><b>Building a Model EEO Program</b> – Demonstrates leadership and commitment to the FAA Model EEO Program. Ensures equal opportunity for all employees or applicants through compliance with applicable EEO laws and regulations. Prevents and eliminates discrimination, harassment and retaliation. Cooperates fully and ensures the full cooperation of employees under his/her supervision in authorized EEO complaint processing. Allocates mission personnel, as appropriate, to participate in activities such as community out-reach and recruitment programs. Seeks assistance and/or guidance from the FAA Office of Civil Rights and other staff offices immediately as EEO questions arise and the need for EEO training is identified. Actions result in an effective EEO program.</i></p>		

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Office of Civil Rights (ACR) and Office of Chief Counsel (AGC)</b>	<b>FY 2008 - Completed</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>B</b>	<b>Planning Recruitment and Other Workforce Changes</b> 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 all agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, and succession planning for career development opportunities, and other workforce changes.	
RESPONSIBLE OFFICIAL:	<b>Assistant Administrators for Civil Rights and Chief Counsel</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2005</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<del>March 2, 2007</del> <b>March 28, 2008 (Completed)</b>	
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. The required civil rights coordination will be discussed with Senior Agency Leadership by March 28, 2008.	March 28, 2008 (Completed)	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p><b>Objective met:</b> The Assistant Administrator for Civil Rights (ACR-1) participates in human capital planning meetings, such as, the Compensation Committee, the workgroup on Front-line Manager Roles and Responsibilities, the Accountability Board, the Leadership and Development Council, the work group for Prevention of Harassment, and the workgroup for Data Analysis of Safety and Operational Issues. Through the Office of Civil Rights participation, civil rights is able to provide input prior to final decisions being made.</p>		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR) and Office of Chief Counsel (AGC)</b>	FY 2008	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>B</b>  DEFICIENCY: <b>B</b>	<b>Management Personnel Policies, Practices and Procedures /Accountability</b> 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:	<b>Assistant Administrators for Civil Rights and Human Resource Management and the Chief Counsel</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2004</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<del>September 30, 2007</del> <b>September 30, 2012</b>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<b><u>Objective 1</u></b>  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	March 31, 2006 (Completed)	

Management Board members of the process for ensuring consultation of reorganizations / realignments to include ACR.	
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.
<del>4. Evaluate the process one year after implementation to determine its effectiveness.</del>	<del>May 2007 New process is needed for more complete coordination.</del>
<b>Objective 2</b>	
1. Identify management/personnel policies, procedures, and practices to be reviewed and establish a schedule for on-going review.	September 30, 2010
2. Establish a process to review whether the identified management/personnel policies, procedures, and practices explicitly or implicitly encourage decisions based on non-merit factors.	September 30, 2011
3. Create a plan to address and eliminate any identified impediments to merit principles.	September 30, 2012
<del>4. ACR will convene a meeting of the parties and develop a more complete process for coordination.</del>	<del>September 30, 2008</del>
<del>5. Institutionalize a review process.</del>	<del>September 30, 2009</del>
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<b>Objective 1 and 2 Accomplishment:</b>	
<p>The Assistant Administrator for Civil Rights (ACR-1) participates in human capital planning meetings, such as, the Compensation Committee, the workgroup on Front-line Manager Roles and Responsibilities, the Accountability Board, the Leadership and Development Council, the work group for Prevention of Harassment, and the workgroup for Data Analysis of Safety and Operational Issues. Through the Office of Civil Rights participation, civil rights is consulted and is able to provide input into personnel policies, procedures and practices, prior to final decisions being made.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and Office of the Chief Counsel (AGC)</b>	<b>FY 2008</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>D,E</b>	<b>Data Collection, Monitoring and Tracking Systems</b> 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"> <li>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.</li> <li>2. Re-survey the Asian/Pacific Islander (A/PI) workforce for new RNO data collection. (canceled)</li> </ol>	
RESPONSIBLE OFFICIAL:	<b>Assistant Administrators for Civil Rights, Human Resource Management and the Chief Counsel</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2004</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<del>December 31, 2006</del> <b>September 30, 2008</b> <b>2010</b>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p><b>Objective 1:</b></p> <p><del>1. On a monthly basis, AHR, ACR and AGC will meet to discuss:</del></p> <ul style="list-style-type: none"> <li><del>• The status of EEOC, OPM, DOT and DOI instructions in tracking systems/RNO.</del></li> <li><del>• The migration to the DOI Federal Personnel and Payroll System targeted for October 2005 that will include MD-715 workforce data tables.</del></li> <li><del>• Develop strategy for meeting data requirements under MD-715.</del></li> </ul> <p><del>All vacancy announcements should include the OMB approved RNO collection form.</del></p>	<del>January 31, 2006 (On-going)</del> 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.	<del>September 30, 2007</del> <del>September 30, 2008</del> September 30, 2010 <b>Activity not met:</b> Due to technical difficulties.
5. ACR will collaborate with AHR to devise system to track recruitment activity results.	September 30, 2008 <b>Activity partially met:</b> <del>Due to technical difficulties.</del> (Completed)
<b><u>Objective 2:</u></b> 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)
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>The Office of Human Resource Management (AHR) will add all remaining job series in the Automated Staffing and Automation Process (ASAP) ASAP (now called AVIATOR) by the 3<sup>rd</sup> quarter of Fiscal Year 2010. This system allows applicants to submit applications electronically. It screens applicants for basic eligibility including general and specialized experience and other requirements of the position.</p>	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Air Traffic Organization (ATO)</b>	<b>FY 2008</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>B</b>	<b>Fund UFAS Renovation Projects</b> ATO does not have a formal coordination process in place to monitor whether major renovation projects are consistently funded in compliance with Uniform Federal Accessibility Standards (UFAS).	
OBJECTIVE:	Develop formal coordination process to ensure funding of major renovation projects in compliance with UFAS.	
RESPONSIBLE OFFICIAL:	<b>Director, Technical Operations ATC Facilities</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2005</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<b>September 30, 2018</b>	
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) <b>Activity completed:</b> One training session was conducted during FY 2008.	
A training module will be included in supervisory training, which will be more accessible for managers than a stand-alone video.	<del>January 30, 2006 (ongoing)</del> <b>Activity not completed:</b> <del>A training module will be included in supervisory training which will be more accessible for managers than a stand-alone video.</del> September 30, 2009	
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)	
<del>Review facility surveys to evaluate the impact of the training on conformance to UFAS and ability to secure funding for renovation. FAPO will develop a process to measure the impact of the UFAS surveys.</del>	<del>January 30, 2006 (ongoing)</del> September 30, 2009	
<del>Develop a schedule for completing renovation projects at facilities that have been surveyed and found not to be in compliance with UFAS.</del>	<del>September 30, 2009</del> <b>Activity cancelled:</b> The schedule to complete renovations at facilities found not to be in compliance with UFAS is tied to the modernization schedule for all facilities.	

Renovations needed as a result of Reasonable Accommodation requests are completed according to the terms of the FAA and DOT Reasonable Accommodation Orders.

**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.

**Accomplishments During FY 2008:**

During FY 2008 49 UFAS / Section 504 Facility Accessibility Surveys were conducted. To date, the Facility Accessibility Program Office and the Regional Accessibility Focal Points have conducted 143 facility surveys with a total staffing of 20,456. In addition, the Terminal Facilities Group has included UFAS compliance in 97 Government Transition Evaluations and 140 Condition Assessments. A total of 380 FAA staffed facilities have been surveyed for UFAS compliance.

*UFAS / Section 504 Facility Accessibility Surveys* continue to be conducted by FAPO. Suggested re-mediations for items or areas of non-compliance noted during the surveys are made in accordance with ABAAS. In addition, the FAPO has begun to conduct ABAAS pre-lease accessibility surveys when requested by the Real Estate Contracting Officer.

The Access Board conducted one ABAAS training class for the FAA.

Specialized training has been developed and is being presented to the Real Estate Contracting Officers on ABAAS specific leasing requirements.

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Offices of Civil Rights (ACR)</b>	<b>FY 2008 - Completed</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>B</b>	<b>Allocation of sufficient resources to train employees and managers on EEO programs</b> 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:	<b>Assistant Administrators for Civil Rights</b>	
DATE OBJECTIVE INITIATED:	<b>February 29, 2008</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<b>September 30, 2009</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1. Develop an e-learning course providing information on all EEO programs and EEO responsibilities.	September 30, 2009 (Completed)	
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 (Completed)	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>No FEAR requires that all employees be trained every two years. On September 30, 2007, FAA trained 5,404 or 97% managers and 37,338 or 96% of non-supervisory employees on No FEAR training. We will begin the cycle again in Fiscal Year 2009.</p> <p>In addition, FAA Office of Civil Rights has implemented an EEO Training Institute, which has resulted in EEO training for 3,113 managers, 2,265 non-supervisors, and 1858 new hires this fiscal year, for a total of 7,236 employees trained on EEO. The new hires are being trained on appropriate EEO behaviors on the job. Four full-time staff members are now dedicated to EEO training.</p> <p>On October 1, 2008, FAA launched its NO FEAR and Equal Employment Opportunity Overview Training course available via the e-Learning Management System (eLMS) to all FAA employees. The training is designed to inform employees of important federal laws that make discrimination and retaliation in the workplace illegal. It also provides information on Affirmative Employment, Reasonable Accommodation, the EEO Complaint Process, Conflict Management and Alternative Dispute Resolution (ADR). A broadcast message was sent to all FAA employees notifying them of the training and that all employees are required to take the training by December 1, 2008.</p>		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and the Chief Counsel (AGC)</b>	FY 2008	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>C</b>	<p align="center"><b>Human Resource Program Conformity with EEO Management Directives</b></p> <p>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.</p> <p>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.</p> <p>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.</p>	
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, reviewing the agencies Merit Promotion Program, Employees Recognition Awards program, and Employee Development Training programs to determine conformity with EEO management directives.	
RESPONSIBLE OFFICIAL:	<b>Assistant Administrators for Civil Rights, Human Resource Management and the Chief Counsel</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2004</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<del>December 30, 2006</del> <b>September 30, 2010</b> <b>2011</b>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. ACR will initiate a meeting with AHR and AGC	December 30, 2005 (Completed)	

representatives to discuss and determine ways to 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, <del>2007</del> 2008 2009
5. Conduct reviews for:  Employee Recognition Awards Program  Employee Development Training Programs  Merit Promotion Program Policy and Procedures	September 30, <del>2008</del> 2009  September 30, <del>2009</del> 2010  September 30, <del>2010</del> 2011
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<p><b>Objectives not met.</b></p> <p>Due to the hiring of more than 2,000 new hire employees this fiscal year, FAA has been delayed in the implementation of these evaluations. However, FAA will work to accomplish this task on schedule.</p>	

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Office of Civil Rights (ACR)</b>	<b>FY 2008 - Completed</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>C</b>	<p style="text-align: center;"><b>Compliance with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court Orders</b></p> <p>In some cases, the agency may not timely (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders. (When it involves an EEO matter).</p>	
OBJECTIVE:	Establish a process to ensure that the agency timely (within the established time frame) complies with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders. (When it involves an EEO matter).	
RESPONSIBLE OFFICIAL:	<b>Assistant Administrators for Civil Rights</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2007</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<b><del>March 30, 2008</del> September 30, 2009</b>	
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.	February 28, 2008 (Completed)	
2. Implement strategy to ensure that the agency timely (within the established time frame) complies with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders. (When it involves an EEO matter).	<b><del>March 30, 2008</del> September 30, 2009 (Completed)</b>	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>The FAA Office of Civil Rights (ACR) developed guidelines for the timely processing of Air Traffic Organization (our largest customer) EEO Complaints and EEO decisions. ACR will be the point of contact for all inquiries and consultations with regard to EEO complaints, decisions, and the process. The guidelines call for a bi-annual meeting with ACR to discuss compliance with all Findings of Discrimination orders.</p>		

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Office of Civil Rights (ACR)</b>	<b>FY 2008</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>C</b>	<b>Review of Disability Accommodation Decisions/Actions</b>  Although the Agency has an extensive process in place to review disability accommodation decisions/actions, the Agency does not review all accommodation decisions/actions and analyze the information tracked for trends, problems, etc.	
OBJECTIVE:	Review a sample of Reasonable Accommodation EEO complaints filed against the Agency to determine if any potential barriers exist.	
RESPONSIBLE OFFICIAL:	<b>Assistant Administrators for Civil Rights</b>	
DATE OBJECTIVE INITIATED:	<b>January 31, 2009</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<b>September 30, 2010</b>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Review a sample of Reasonable Accommodation EEO complaints filed against the Agency to determine if any potential barriers exist.	September 30, 2009,	
2. If any barriers are identified, create an action plan to address and eliminate any identified barriers.	September 30, 2010	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Office of Civil Rights (ACR)</b>	<b>FY 2008</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>D</b>	<b>Trend Analysis of the Workforce's Major Occupations</b>  The Agency does not conduct trend analysis of all of the workforce's major occupations by race, national origin, sex, and disability.	
OBJECTIVE:	Establish a process to conduct trend analysis of all of the workforce's major occupations by race, national origin, sex, and disability.	
RESPONSIBLE OFFICIAL:	<b>Assistant Administrators for Civil Rights</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2008</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<b>September 30, 2010</b>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Conduct trend analysis of the workforce's major occupations by race, national origin, sex, and disability.	<b>September 30, 2009</b>	
2. If any barriers are identified, create an action plan to address and eliminate any identified barriers.	<b>September 30, 2010</b>	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Office of Civil Rights (ACR)</b>	<b>FY 2008</b>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: <b>E</b>	<b>Processing of Accommodation Requests within the Time Frame set forth in the Agency Procedures for Reasonable Accommodation</b> The agency does not process 90% of accommodation requests within the time frame set forth in the agency procedures for reasonable accommodation.	
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, absent extenuating circumstances.	
RESPONSIBLE OFFICIAL:	<b>Assistant Administrators for Civil Rights</b>	
DATE OBJECTIVE INITIATED:	<b>November 30, 2007</b>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<b>September 30, 2009</b>	
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.	<del>March 28, 2008</del> 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.	June 30, 2008 (On-going)	
3. The Office of Civil Rights will notify employees that employees must copy ACR when they submit requests for reasonable accommodation.	June 30, 2008 (On-going)	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p><b>Objectives 2 and 3</b></p> <p>On March 24, 2008, the Office of Civil Rights provided training on Reasonable Accommodation at the ATO En Route &amp; Oceanic Services Supervisory Personnel Management Specialist/Personnel Management Specialist National Conference. Approximately 70 employees were present. In addition, as part of the National People with Disabilities Conference in May, 2008, discussions on barriers to people with disability employment and reasonable accommodations was also discussed. There were approximately 120 conference participants. Commissioner Christine Griffin was a featured keynote speaker.</p> <p>On April 3, 2008, John Benison, the Director of the National Model EEO Program Organization, provided a briefing on the procedures for processing Reasonable Accommodation Requests to managers of the Air Traffic Organization En Route, Indianapolis ARTCC. This briefing discussed both the reasonable</p>		

accommodation time frames and the REACT Team.

The Civil Rights Bulletin issued in May 2008 contained an article addressing DOT's 3% hiring goal for people with targeted disabilities. The article, "Building the FAA workforce of the Future: Ensuring Equal Employment Opportunities for People with Disabilities", includes information on the Reasonable Accommodation Reporting System (RAS), the Disability Resource Center (DAC) and the Disability Advisory Council (DAC).

The Civil Rights Bulletin issued in June 2008 provided information on the timeframes to process reasonable accommodation requests and where to report the requests on-line.

A National broadcast message was sent out on August 4, 2008 on procedures for Processing Reasonable Accommodation Requests by FAA Job Applicants and Employees with Disabilities.

In May 2008, the Civil Rights Bulletin contained an article on the National People with Targeted Disabilities Conference and training opportunities at the conference. The article, "National People with Targeted Disabilities Conference 2008", included information on the procedures to process reasonable accommodation requests and consultation services available by the ReAct Team to managers on complex reasonable accommodation requests.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Lower Than Expected Participation Rate for Hispanic Male and Female Aviation Safety Inspectors</b></p> <p>The FAA Hispanic male and female participation for job series 1825, Aviation Safety Inspector, is 4.48% (4.26% male, 0.22% female), which is lower than the expected Hispanic RCLF rate of 8.97% (7.32% male, 1.65% female).</p>	
<p><b>BARRIER ANALYSIS:</b></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"> <li>1) In FY '08, the FAA Hispanic workforce participation rate for 1825 is 4.48%, which is lower than the expected Hispanic RCLF rate of 8.97%.</li> <li>2) In FY '08, there were 186 Hispanic applicants or 4.59% (total applicants, 4054), which is lower than the expected Hispanic RCLF rate of 8.97%.</li> <li>3) In FY '08, there were 8 Hispanics selected or 2.49% (total selectees: 321), which is lower than the expected Hispanic RCLF rate of 8.97%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Females in the 1825 job series.</del> The cause of the low participation rate is unknown. Although Hispanic Aviation Safety Inspectors are being hired, they are not being hired at rates approaching their representation in the RCLF. Further examination is necessary to determine whether FAA is competitive with other federal agencies in attracting applicants. Further examination of the selection process is also needed.</p>	
<p><b>OBJECTIVE:</b></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"> <li><del>1. Improve the number and quality of Female applicants for the 1825 job series.</del></li> <li>2. Review and analyze current outreach, and selection procedures.</li> </ol>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p><b>Associate Administrator for Aviation Safety</b></p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p><b>November 1, 2006</b></p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p><del>September 30, 2008</del> <b>September 30, 2010</b></p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA	TARGET DATE (Must be specific)	
<b><u>OBJECTIVE 1</u></b> <del>1. Confer with AHR to determine sources of 1825 applications.</del>	March 30, 2007 (Completed)	
<del>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.</del>	May 1, 2007 (Completed)	
<del>3. Investigate best practices as exemplified by other agencies and interest groups, including the Hispanic Leadership Council, NASA, and others.</del>	September 30, 2007 (Completed)	
<del>4. Formulate strategy for ensuring equal opportunity in recruitment for Hispanics in the 1825 job series.</del>	September 30, 2008 <b>Objective not met. Objective 1 has been cancelled and combined with Objective 2.</b>	
<b><u>OBJECTIVE 2</u></b> 1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, Office of Chief Counsel, and the Office of Civil Rights to determine if there are specific impediments to the employment opportunity of Hispanic applicants.	September 30, 2009	
2. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with appropriate personnel to discuss ways to eliminate those barriers.	<del>February – March 2007</del> September 30, 2008 2010	
<del>3. Identify representatives from LOB/AHR/ACR.</del>	March 2007 (Completed)	
<del>4. Identify and assess barriers for hiring.</del>	April 2007 (Completed)	
5. Brief Management Team	May 1, 2007 (Completed)	
<del>6. Establish briefing item as an AVS requirement for use by all organizational hiring officials.</del>	May 2007 (Completed)	
<del>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.</del>	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)
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Aviation Safety (AVS)</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Lower Than Expected Participation Rate for Black Aviation Safety Inspectors</b></p> <p>The FAA Black male and female participation for job series 1825, Aviation Safety Inspector, is 4.62% (4.41% 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><b>BARRIER ANALYSIS:</b></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"> <li>1) In FY '08, the FAA Black workforce participation rate for 1825 is 4.62%, which is lower than the expected Black RCLF rate of 10.41%.</li> <li>2) In FY '08, there were 276 Black applicants or 6.81% (total applicants, 4054), which is lower than the expected Black RCLF rate of 10.41%.</li> <li>3) In FY '08, there were 7 Blacks selected or 2.18% (total selectees: 321), which is lower than the expected Black RCLF rate of 10.41%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Females in the 1825 job series.</del> The cause of the low participation rate is unknown. Although Black Aviation Safety Inspectors are being hired, they are not being hired at rates approaching their representation in the RCLF. Further examination is necessary to determine whether FAA is competitive with other federal agencies in attracting applicants. Further examination of the selection process is also needed.</p>	
<p><b>OBJECTIVE:</b></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"> <li><del>1. Improve the number and quality of Female applicants for the 1825 job series.</del></li> <li>2. Review and analyze current outreach, and selection procedures.</li> </ol>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<b>Associate Administrator for Aviation Safety</b>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<b>November 1, 2006</b>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<del>September 30, 2008</del> <b>September 30, 2010</b>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA	TARGET DATE (Must be specific)	
<b><u>OBJECTIVE 1</u></b> <del>1. Confer with AHR to determine sources of 1825 applications.</del>	March 30, 2007 (Completed)	
<del>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.</del>	May 1, 2007 (Completed)	
<del>3. Investigate best practices as exemplified by other agencies and interest groups, including the Hispanic Leadership Council, NASA, and others.</del>	September 30, 2007 (Completed)	
4. Formulate strategy for ensuring equal opportunity in recruitment for Hispanics in the 1825 job series.	September 30, 2008 <b>Objective not met. Objective 1 has been cancelled and combined with Objective 2.</b>	
<b><u>OBJECTIVE 2</u></b> 1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, Office of Chief Counsel, and the Office of Civil Rights to determine if there are specific impediments to the employment opportunity of Black applicants.	September 30, 2009	
2. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with appropriate personnel to discuss ways to eliminate those barriers.	<del>February – March 2007</del> September 30, 2008 2010	
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**

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Aviation Safety (AVS)</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Lower Than Expected Participation Rate for Female Aviation Safety Inspectors</b></p> <p>The FAA Female participation for job series 1825, Aviation Safety Inspector, is 7.51%, which is lower than the expected Female RCLF rate of 16.16%.</p>	
<p><b>BARRIER ANALYSIS:</b></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"> <li>1) In FY '08, the FAA Female workforce participation rate for 1825 is 7.51%, which is lower than the expected Female RCLF rate of 16.16%.</li> <li>2) In FY '08, there were 170 Female applicants or 4.19% (total applicants, 4054), which is lower than the expected Female RCLF rate of 16.16%.</li> <li>3) In FY '08, there were 21 Females selected or 6.54% (total selectees: 321), which is lower than the expected Female RCLF rate of 16.16%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Females in the 1825 job series.</del> The cause of the low participation rate is unknown. Although Female Aviation Safety Inspectors are being hired, they are not being hired at rates approaching their representation in the RCLF. Further examination is necessary to determine whether FAA is competitive with other federal agencies in attracting applicants. Further examination of the selection process is also needed.</p>	
<p><b>OBJECTIVE:</b></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"> <li><del>1. Improve the number and quality of Female applicants for the 1825 job series.</del></li> <li>2. Review and analyze current outreach, and selection procedures.</li> </ol>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<b>Associate Administrator for Aviation Safety</b>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<b>November 1, 2006</b>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<del>September 30, 2008</del> <b>September 30, 2010</b>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA	PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<b><u>OBJECTIVE 1</u></b>		
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 <b>Objective not met. Objective 1 has been cancelled and combined with Objective 2.</b>
<b><u>OBJECTIVE 2</u></b>		
1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, Office of Chief Counsel, and the Office of Civil Rights to determine if there are specific impediments to the employment opportunity of Female applicants.		September 30, 2009
2. 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 2010
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)

<p><del>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.</del></p>	<p><del>June 2007 (Completed)</del></p>
<p><del>8. Evaluate current recruitment materials, literature, and recruitment techniques and recommend improvements where necessary.</del></p>	<p><del>Ongoing</del></p>
<p><del>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.</del></p>	<p><del>Quarterly (Completed)</del></p>
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p>	

**NEW – FY 2009**

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Aviation Safety (AVS)</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Lower Than Expected Participation Rate for White Female Aviation Safety Inspectors</b></p> <p>The FAA Female participation for job series 1825, Aviation Safety Inspector, is 6.73%, which is lower than the expected White Female RCLF rate of 10.99%.</p>	
<p><b>BARRIER ANALYSIS:</b></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"> <li>1) In FY '08, the FAA White Female workforce participation rate for 1825 is 6.73%, which is lower than the expected Female RCLF rate of 10.99%.</li> <li>2) In FY '08, there were 101 White Female applicants or 2.49% (total applicants, 4054), which is lower than the expected Female RCLF rate of 10.99%.</li> <li>3) In FY '08, there were 19 White Females selected or 5.92% (total selectees: 321), which is lower than the expected Female RCLF rate of 10.99%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Females in the 1825 job series.</del> The cause of the low participation rate is unknown. Although White Female Aviation Safety Inspectors are being hired, they are not being hired at rates approaching their representation in the RCLF. Further examination is necessary to determine whether FAA is competitive with other federal agencies in attracting applicants. Further examination of the selection process is also needed.</p>	
<p><b>OBJECTIVE:</b></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"> <li><del>1. Improve the number and quality of Female applicants for the 1825 job series.</del></li> <li>2. Review and analyze current outreach, and selection procedures.</li> </ol>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p><b>Associate Administrator for Aviation Safety</b></p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p><b>November 1, 2006</b></p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p><del>September 30, 2008</del> <b>September 30, 2010</b></p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<b><u>OBJECTIVE 1</u></b> <del>1. Confer with AHR to determine sources of 1825 applications.</del>	<del>March 30, 2007 (Completed)</del>	
<del>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.</del>	<del>May 1, 2007 (Completed)</del>	
<del>3. Investigate best practices as exemplified by other agencies and interest groups, including the Hispanic Leadership Council, NASA, and others.</del>	<del>September 30, 2007 (Completed)</del>	
<del>4. Formulate strategy for ensuring equal opportunity in recruitment for Hispanics in the 1825 job series.</del>	<del>September 30, 2008 <b>Objective not met.</b> <b>Objective 1 has been cancelled and combined with Objective 2.</b></del>	
<b><u>OBJECTIVE 2</u></b> 1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, Office of Chief Counsel, and the Office of Civil Rights to determine if there are specific impediments to the employment opportunity of White Female applicants.	September 30, 2009	
2. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with appropriate personnel to discuss ways to eliminate those barriers.	<del>February – March 2007 September 30, 2008 2010</del>	
3. Identify representatives from LOB/AHR/ACR.	<del>March 2007 (Completed)</del>	
4. Identify and assess barriers for hiring.	<del>April 2007 (Completed)</del>	
5. Brief Management Team	<del>May 1, 2007 (Completed)</del>	
6. Establish briefing item as an AVS requirement for use by all organizational hiring officials.	<del>May 2007 (Completed)</del>	

<p><del>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.</del></p>	<p><del>June 2007 (Completed)</del></p>
<p><del>8. Evaluate current recruitment materials, literature, and recruitment techniques and recommend improvements where necessary.</del></p>	<p><del>Ongoing</del></p>
<p><del>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.</del></p>	<p><del>Quarterly (Completed)</del></p>
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p>	

**NEW – FY 2009**

<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>	
<p><b>FAA, Aviation Safety (AVS)</b></p>	<p><b>FY 2008</b></p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Lower Than Expected Participation Rate for Asian Aviation Safety Inspectors</b></p> <p>The FAA Asian participation for job series 1825, Aviation Safety Inspector, is 1.45% (1.74% Males, 0.17% Females), which is lower than the expected Asian RCLF rate of 1.95% (1.64% Males, 0.31% Females).</p>	
<p><b>BARRIER ANALYSIS:</b></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"> <li>1) In FY '08, the FAA Asian workforce participation rate for 1825 is 1.74% (1.57% Males, 0.17% Females), which is lower than the expected Asian RCLF rate of 1.95% (1.64% Males, 0.31% Females).</li> <li>2) In FY '08, there were 115 Asian applicants or 2.84% (total applicants, 4054), which is lower than the expected Female RCLF rate of 1.95%.</li> <li>3) In FY '08, there were 5 Asians selected or 1.56% (total selectees: 321), which is lower than the expected Asian RCLF rate of 1.95%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Females in the 1825 job series.</del> The cause of the low participation rate is unknown. Although Asian Aviation Safety Inspectors are being hired, they are not being hired at rates approaching their representation in the RCLF. Further examination is necessary to determine whether FAA is competitive with other federal agencies in attracting applicants. Further examination of the selection process is also needed.</p>	
<p><b>OBJECTIVE:</b></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"> <li><del>1. Improve the number and quality of Female applicants for the 1825 job series.</del></li> <li>2. Review and analyze current outreach, and selection procedures.</li> </ol>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p><b>Associate Administrator for Aviation Safety</b></p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p><b>November 1, 2006</b></p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p><del>September 30, 2008</del> <b>September 30, 2010</b></p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<b><u>OBJECTIVE 1</u></b> 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 <b>Objective not met: Objective 1 has been cancelled and combined with Objective 2.</b>	
<b><u>OBJECTIVE 2</u></b> 1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, Office of Chief Counsel, and the Office of Civil Rights to determine if there are specific impediments to the employment opportunity of Asian applicants.	September 30, 2009	
2. If any barriers are identified, Director/Deputy Director, AFS-1 will conduct a meeting with appropriate personnel to discuss ways to eliminate those barriers.	<del>February – March 2007</del> September 30, 2008 2010	
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)
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	

**NEW – FY 2009**

<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>
<p><b>FAA, Aviation Safety (AVS)</b></p>	<p><b>FY 2008</b></p>
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Lower Than Expected Participation Rate for American Indian/Alaska Native Female Aviation Safety Inspectors</b></p> <p>The FAA American Indian/ Alaska Native Female participation for job series 1825, Aviation Safety Inspector, is 0.12%, which is lower than the expected American Indian/Alaska Native Female RCLF rate of 0.18%.</p>
<p><b>BARRIER ANALYSIS:</b></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"> <li>1) In FY '08, the FAA American Indian/Alaska Native Female workforce participation rate for 1825 is 0.12%, which is lower than the expected Female RCLF rate of 0.18%.</li> <li>2) In FY '08, there was 1 American Indian/Alaska Native Female applicant or 0.02% (total applicants, 4054 ), which is lower than the expected American Indian/Alaska Native Female RCLF rate of 0.18%.</li> <li>3) In FY '08, there were 0 American Indian/Alaska Native Females selected or 0.00% (total selectees: 321), which is higher than the expected Female RCLF rate of 0.18%.</li> </ol>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment opportunity for Females in the 1825 job series.</del> The cause of the low participation rate is unknown. Although American Indian/Alaska Native Female Aviation Safety Inspectors are being hired, they are not being hired at rates approaching their representation in the RCLF. Further examination is necessary to determine whether FAA is competitive with other federal agencies in attracting applicants. Further examination of the selection process is also needed.</p>
<p><b>OBJECTIVE:</b></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"> <li><del>1. Improve the number and quality of Female applicants for the 1825 job series.</del></li> <li>2. Review and analyze current outreach, and selection procedures.</li> </ol>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p><b>Associate Administrator for Aviation Safety</b></p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p><b>November 1, 2006</b></p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p><del>September 30, 2008</del> <b>September 30, 2010</b></p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<b><u>OBJECTIVE 1</u></b> 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 <b>Objective not met. Objective 1 has been cancelled and combined with Objective 2.</b>	
<b><u>OBJECTIVE 2</u></b> 1. Establish a workgroup comprised of representatives from the LOB, Office of Human Resources, Office of Chief Counsel, and the Office of Civil Rights to determine if there are specific impediments to the employment opportunity of American Indian/Alaska Native Female applicants.	September 30, 2009	
2. 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 2010	
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	June 2007 (Completed)	

management staff.	
<del>8. Evaluate current recruitment materials, literature, and recruitment techniques and recommend improvements where necessary.</del>	Ongoing
<del>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.</del>	Quarterly (Completed)
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Air Traffic Organization (ATO)</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Low Participation for Asian Females</b> Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Asian females.</p>	
<p><b>BARRIER ANALYSIS:</b></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"> <li>1. In FY '08, the FAA Asian female workforce participation rate for 2152s is 0.34%, which is lower than the expected Asian female RCLF rate of 0.43%.</li> <li>2. In FY '08, there were 388 Asian female applicants or 0.40% (total applicants, 97,339), which is lower than the expected Asian female RCLF rate of 0.43%.</li> <li>3. In FY '08 there were 12 Asian female selected or 0.55% (total selectees: 2168), which is higher than the expected Asian female RCLF rate of 0.43%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment for Asian females.</del> The cause of the low participation rate is unknown. Although Asian Female Air Traffic Controllers are being hired, they are not being hired at rates approaching their representation in the RCLF.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop a plan to evaluate stages of the selection process, and if any barriers are identified in the 2152 job series for Asian females, analyze whether there are alternatives that can satisfy the same objectives.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p><b>ATO Director, Workforce Development</b></p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p><b>November 30, 2007</b></p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p><del>September 30, 2008</del> <b>September 30, 2010</b></p>	

<b>EEOC FORM 715-01 PART I</b>		<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>	
<b>FAA, Air Traffic Organization (ATO)</b>			
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 (Completed)	
2. Develop an action plan to implement collection process in the 2152 application process.		<del>September 30, 2008</del> September 30, 2009	
3. Implement FY'08 activities in the action plan.		<del>September 30, 2008</del> September 30, 2009	
4. If any barriers are identified a workgroup of appropriate personnel will be established to evaluate whether alternative policies or procedures can be used to achieve the same business objectives.		September 30, 2010	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>			
AHR and ACR collaborated to determine the stages of the selection process to be analyzed and an action plan was developed to collect and analyze the data.			

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FAA, Air Traffic Organization (ATO)</b>	<b>FY 2008</b>	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	<b>Low Participation for Black Males and Females</b> Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Black females and males.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ol style="list-style-type: none"> <li>1. In FY '08, the FAA Black workforce participation rate for 2152s is 5.58% (4.36% male, 1.22% female), which is lower than the expected Black RCLF rate of 7.31% (5.37% male, 1.94% female).</li> <li>2. In FY '08, there were 34,016 Black 2152 applicants or 34.95% (total applicants, 97,339), which is higher than the expected Black RCLF rate of 7.31%.</li> <li>3. In FY '08 there were 174 Blacks selected or 8.03% (total selectees: 2168), which is higher than the expected Black RCLF rate of 7.31%.</li> </ol>	
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<del>Current recruitment and selection procedures may be a barrier to equal employment for Blacks.</del> The cause of the low participation rate is unknown. Although Black Air Traffic Controllers are being hired, they are not being hired at rates approaching their representation in the RCLF.	
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop a plan to evaluate stages of the selection process, and if any barriers are identified in the 2152 job series for Blacks, analyze whether there are alternatives that can satisfy the same objectives.	
<b>RESPONSIBLE OFFICIAL:</b>	<b>ATO Director, Workforce Development</b>	
<b>DATE OBJECTIVE INITIATED:</b>	<b>November 30, 2007</b>	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	<del>September 30, 2008</del> <b>September 30, 2010</b>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: <b>FAA, Air Traffic Organization (ATO)</b>		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.	<del>September 30, 2008</del> September 30, 2009	
3. Implement FY'08 activities in the action plan.	<del>September 30, 2008</del> September 30, 2009	
4. If any barriers are identified a workgroup of appropriate personnel will be established to evaluate whether alternative policies or procedures can be used to achieve the same business objectives.	September 30, 2010	
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>AHR and ACR collaborated to determine the stages of the selection process to be analyzed and an action plan was developed to collect and analyze the data.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Air Traffic Organization (ATO)</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Low Participation for White Females</b> Job series 2152, Air Traffic Controller, has a lower than expected participation rate for White females.</p>	
<p><b>BARRIER ANALYSIS:</b></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"> <li>1. In FY '08, the FAA White female workforce participation rate for 2152s is 13.64%, which is lower than the expected White female RCLF rate of 14.45%.</li> <li>2. In FY '08, there were 6953 White female 2152 applicants or 7.14% (total applicants, 97,339), which is lower than the expected White female RCLF rate of 14.45%.</li> <li>3. In FY '08 there were 344 White females selected or 15.87% (total selectees: 2168), which is higher than the expected White female RCLF rate of 14.45%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment for White females.</del> The cause of the low participation rate is unknown. Although White Female Air Traffic Controllers are being hired, they are not being hired at rates approaching their representation in the RCLF.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop a plan to evaluate stages of the selection process, and if any barriers are identified in the 2152 job series for White Females, analyze whether there are alternatives that can satisfy the same objectives.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p><b>ATO Director, Workforce Development</b></p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p><b>November 30, 2007</b></p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p><del>September 30, 2008</del> <b>September 30, 2010</b></p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: <b>FAA, Air Traffic Organization (ATO)</b>		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.		<del>September 30, 2008</del> September 30, 2009
3. Implement FY'08 activities in the action plan.		<del>September 30, 2008</del> September 30, 2009
4. If any barriers are identified a workgroup of appropriate personnel will be established to evaluate whether alternative policies or procedures can be used to achieve the same business objectives.		September 30, 2010
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>  AHR and ACR collaborated to determine the stages of the selection process to be analyzed and an action plan was developed to collect and analyze the data.		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FAA, Air Traffic Organization (ATO)</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Low Participation for Hispanic Females</b> Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Hispanic females.</p>	
<p><b>BARRIER ANALYSIS:</b></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"> <li>1. In FY '08, the FAA Hispanic female workforce participation rate for 2152s is 0.78%, which is lower than the expected Hispanic female RCLF rate of 0.98%.</li> <li>2. In FY '08, there were 1226 qualified Hispanic female 2152 applicants or 1.26% (total qualified applicants, (97,339), which is higher than the expected Hispanic female RCLF rate of 0.98%.</li> <li>3. In FY '08 there were 27 Hispanic females selected or 1.25% (total selectees: 2168), which is higher than the expected Hispanic female RCLF rate of 0.98%.</li> </ol>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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><del>Current recruitment and selection procedures may be a barrier to equal employment for Hispanic females.</del> The cause of the low participation rate is unknown. Although Hispanic Female Air Traffic Controllers are being hired, they are not being hired at rates approaching their representation in the RCLF.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop a plan to evaluate stages of the selection process, and if any barriers are identified in the 2152 job series for Hispanic Females, analyze whether there are alternatives that can satisfy the same objectives.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p><b>ATO Director, Workforce Development</b></p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p><b>November 30, 2007</b></p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p><del>September 30, 2008</del> <b>September 30, 2010</b></p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: <b>FAA, Air Traffic Organization (ATO)</b>		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 (Completed).
2. Develop an action plan to implement collection process in the 2152 application process.		<del>September 30, 2008</del> September 30, 2009
3. Implement FY'08 activities in the action plan.		<del>September 30, 2008</del> September 30, 2009
4. If any barriers are identified a workgroup of appropriate personnel will be established to evaluate whether alternative policies or procedures can be used to achieve the same business objectives.		September 30, 2010
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>  AHR and ACR collaborated to determine the stages of the selection process to be analyzed and an action plan was developed to collect and analyze the data.		

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								
PART I Department or Agency Information	1. Agency	1. Federal Aviation Administration (FAA)								
	1.a. 2 <sup>nd</sup> Level Component	1.a. N/A								
	1.b. 3 <sup>rd</sup> Level or lower	1.b. N/A								
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	45,485	100.00%	46,520	100.00%	1035	2.28%			
	Reportable Disability	2230	4.90%	2295	4.93%	65	2.91%			
	Targeted Disability*	197	0.43%	208	0.45%	11	5.58%			
	* 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.						544			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						12				
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	17,128	1006	5.87%	115	0.67%	798	4.65%	15,324	89.46%	
5.b. Grades 13 - 14	23,559	1031	4.38%	67	0.28%	604	2.56%	14,783	62.75%	
5.c. Grade 15/SES	4,309	178	4.13%	11	0.26%	72	1.67%	4059	94.20%	
6. Employee Recognition and Awards	Barrier	N/A		N/A		N/A		N/A		
6.a. Time-Off Awards (Total hrs	8310	383	4.61%	44	0.53%	212	2.55%	7715	92.84%	

awarded)									
6.b. Cash Awards (total \$\$\$ awarded)	19,404	1031	5.31%	101	0.52%	577	2.97%	17,796	91.71%
6.c. Quality-Step Increase	63	2	3.17%	4	6.35%	2	3.17%	57	90.48%
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	
<b>FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR)</b>	<b>FY 2008</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></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;"><b>3% Hiring Goal for People with Targeted Disabilities</b></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 2.65%.</p>	
<p><b>BARRIER ANALYSIS:</b></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) 2008 reveals the following information:</p> <ul style="list-style-type: none"> <li>• The total number of permanent employees at FAA as of the end of FY 2008 was 45283. The total number of permanent employees with targeted disabilities at FAA at the end of FY 2008 was 201 or .44% of the total permanent FAA workforce. This is 17% of the 2.65% benchmark.</li> <li>• During FY 2008, there were a total of 2197 permanent employees hired at FAA. The total number of permanent employees with targeted disabilities hired during FY 2008 was 4 or .18%. This is 6% of the 3% benchmark.</li> <li>• <del>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.</del></li> <li>• The total number of applicants to positions at FAA during FY 2008 was 167,081. The total number of persons with targeted disabilities applicants was 544, or 0.33%.</li> </ul>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b> 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><del>FAA has not implemented a specific numerical goal for the employment of persons with targeted disabilities as required by MD-715.</del></p> <p>Current recruitment and selection procedures for persons with targeted disabilities may be a barrier to equal employment.</p>	
<p><b>OBJECTIVE:</b> 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>	

<b>RESPONSIBLE OFFICIAL:</b>		<b>Assistant Administrators for Human Resource Management and Civil Rights</b>
<b>DATE OBJECTIVE INITIATED:</b>		<b>November 16, 2006</b>
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		<del>September 30, 2008</del> <b>September 30, 2009</b>
<b>EEOC FORM 715-01 PART J</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
<b>FAA, Offices of Civil Rights (ACR) and Human Resource (AHR)</b>		
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 (Completed)
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 (Completed)
7. Each FAA organization will track and report quarterly on actions taken to support the Secretary of Transportation's fiscal year goal that 3% of all new hires are individuals with targeted (severe) disabilities.		On-going

8. ACR will assist LOB/SOs recruit persons with targeted disabilities using Workforce Recruitment Program Database to hire through the non-competitive process, On-the-Spot Hiring Authority.	On-going
9. ACR will host the first People with Targeted Disabilities Career Fair and will coordinate a FAA National Disability Mentoring/Shadow Day.	September 30, 2009

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

**FY 2008**

On May 28 - 29, 2008, ACR hosted the first FAA National People with Targeted Disabilities Conference. This strategic conference was vital in developing accountability for FAA managers in efforts to support the DOT's 3% hiring goal of people with targeted disabilities (PWTD). As a result, a new Organizational Excellence Flight Plan initiative was established, which requires each Line of Business and Staff Office to report on a quarterly basis what measures were taken to hire PWTD. Over 100 Federal employees and Nationwide Disability Advocates attended this conference.

ACR established a network of eleven (11) partnerships with disability employment associations to disseminate FAA job announcements to the disability community. Partners include:

- National Council of State Administrators of Vocational Rehabilitation
- Workforce Recruitment Program for College Students with Disabilities, Department of Labor
- American Association of People with Disabilities (AAPD)
- Bender Consulting Services, INC.
- Walter Reed Medical Center, Transition Assistance Program
- Florida International University, Career Services and Disability Resource Center
- Gallaudet University, Career Services and Disability Resource Center
- The Departmental Corporate Recruitment Workgroup
- Department of Rehabilitation Services, Commonwealth of Virginia
- Maryland State Department of Education, Division of Rehabilitation Services
- Montgomery Works, One Stop Services

ACR established a contract, effective September 25, 2008, with Bender Consulting Services, Inc. to recruit people with targeted disabilities. Bender Consulting Services will provide resumes of 10 qualified individuals with disabilities every quarter to occupy FAA mission critical positions. Each applicant will be pre-screened for qualifications by Bender Consulting Services. All hires will be for permanent employment.

ACR established an organizational excellence Flight Plan initiative to apply accountability throughout the agency for hiring people with targeted disabilities.

ACR helped coordinate the National Disability Employment Awareness Month scheduled on October 25, 2007. The program included a video by the Department of Transportation, Secretary of Transportation, Mary E. Peters, on hiring of people with targeted disabilities.

## List of Workforce Data Tables

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

FEDERAL AVIATION ADMINISTRATION Pay Period 200820

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

Employment Tenure	RACE/ETHNICITY																			
	TOTAL WORKFORCE						Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>TOTAL WORKFORCE - Permanent and Temporary</b>																				
Prior FY	#	45414	34228	11186	2012	691	28042	7916	2365	1936	1156	385	65	20	507	196	81	42		
	%	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%		
Current FY	#	46520	34965	11555	2167	735	28374	8103	2507	2028	1202	415	77	23	493	199	145	52		
	%	100.00%	75.16%	24.84%	4.66%	1.58%	60.99%	17.42%	5.39%	4.36%	2.58%	0.89%	0.17%	0.05%	1.06%	0.43%	0.31%	0.11%		
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%		
Difference	#	1106	737	369	155	44	332	187	142	92	46	30	12	3	-14	3	64	10		
Ratio Change	%	0.00%	-0.21%	0.21%	0.23%	0.06%	-0.75%	-0.01%	0.18%	0.10%	0.04%	0.04%	0.02%	0.01%	-0.06%	0.00%	0.13%	0.02%		
Net Change	%	2.44%	2.15%	3.30%	7.70%	6.37%	1.18%	2.36%	6.00%	4.75%	3.98%	7.79%	18.46%	15.00%	-2.76%	1.53%	79.01%	23.81%		
<b>PERMANENT WORKFORCE</b>																				
Prior FY	#	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%		
Current FY	#	45283	34091	11192	2102	708	27702	7851	2417	1965	1172	403	76	23	483	193	139	49		
	%	100.00%	75.28%	24.72%	4.64%	1.56%	61.18%	17.34%	5.34%	4.34%	2.59%	0.89%	0.17%	0.05%	1.07%	0.43%	0.31%	0.11%		
Difference	#	855	521	334	123	46	189	143	119	100	39	24	12	4	-21	5	60	12		
Ratio Change	%	0.00%	-0.28%	0.28%	0.19%	0.07%	-0.75%	-0.01%	0.17%	0.14%	0.04%	0.04%	0.02%	0.01%	-0.07%	0.00%	0.13%	0.02%		
Net Change	%	1.92%	1.55%	3.08%	6.22%	6.95%	0.69%	1.86%	5.18%	5.36%	3.44%	6.33%	18.75%	21.05%	-4.17%	2.66%	75.95%	32.43%		
<b>TEMPORARY WORKFORCE</b>																				
Prior FY	#	986	658	328	33	29	529	208	67	71	23	6	1	1	3	8	2	5		
	%	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%		
Current FY	#	1237	874	363	65	27	672	252	90	63	30	12	1	0	10	6	6	3		
	%	100.00%	70.65%	29.35%	5.25%	2.18%	54.32%	20.37%	7.28%	5.09%	2.43%	0.97%	0.08%	0.00%	0.81%	0.49%	0.49%	0.24%		
Difference	#	251	216	35	32	-2	143	44	23	-8	7	6	0	-1	7	-2	4	-2		
Ratio Change	%	0.00%	3.92%	-3.92%	1.91%	-0.76%	0.67%	-0.72%	0.48%	-2.11%	0.09%	0.36%	-0.02%	-0.10%	0.50%	-0.33%	0.28%	-0.26%		
Net Change	%	25.46%	32.83%	10.67%	96.97%	-6.90%	27.03%	21.15%	34.33%	-11.27%	30.43%	100.00%	0.00%	-100.00%	233.33%	-25.00%	200.00%	-40.00%		

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

Organizational Component	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
National CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%
AERONAUTICAL CENTER (SB)	#	3318	2051	1267	85	46	1648	942	165	148	56	42	4	1	82	81	11	7
	%	100.00%	61.81%	38.19%	2.56%	1.39%	49.67%	28.39%	4.97%	4.46%	1.69%	1.27%	0.12%	0.03%	2.47%	2.44%	0.33%	0.21%
ALASKAN REGION (SB)	#	898	703	195	29	5	595	160	19	10	17	7	0	0	36	11	7	2
	%	100.00%	78.29%	21.71%	3.23%	0.56%	66.26%	17.82%	2.12%	1.11%	1.89%	0.78%	0.00%	0.00%	4.01%	1.22%	0.78%	0.22%
CENTRAL REGION (SB)	#	2134	1658	476	50	15	1481	370	72	78	23	5	1	0	26	8	5	0
	%	100.00%	77.69%	22.31%	2.34%	0.70%	69.40%	17.34%	3.37%	3.66%	1.08%	0.23%	0.05%	0.00%	1.22%	0.37%	0.23%	0.00%
EASTERN REGION (SB)	#	4636	3798	838	169	52	3231	649	273	107	92	21	0	0	21	5	12	4
	%	100.00%	81.92%	18.08%	3.65%	1.12%	69.69%	14.00%	5.89%	2.31%	1.98%	0.45%	0.00%	0.00%	0.45%	0.11%	0.26%	0.09%
GREAT LAKES REGION (SB)	#	5603	4504	1099	150	51	4034	933	186	94	76	10	0	0	41	7	17	4
	%	100.00%	80.39%	19.61%	2.68%	0.91%	72.00%	16.65%	3.32%	1.68%	1.36%	0.18%	0.00%	0.00%	0.73%	0.12%	0.30%	0.07%
HEADQUARTERS (SB)	#	5905	3601	2304	171	104	2769	1296	423	792	182	83	4	3	43	17	9	9
	%	100.00%	60.98%	39.02%	2.90%	1.76%	46.89%	21.95%	7.16%	13.41%	3.08%	1.41%	0.07%	0.05%	0.73%	0.29%	0.15%	0.15%
NEW ENGLAND REGION (SB)	#	1435	1132	303	26	8	1045	277	24	8	26	7	1	0	5	1	5	2
	%	100.00%	78.89%	21.11%	1.81%	0.56%	72.82%	19.30%	1.67%	0.56%	1.81%	0.49%	0.07%	0.00%	0.35%	0.07%	0.35%	0.14%
NORTHWEST MOUNTAIN REGION (SB)	#	4059	3068	991	126	59	2648	790	88	54	145	64	4	4	41	17	16	3
	%	100.00%	75.59%	24.41%	3.10%	1.45%	65.24%	19.46%	2.17%	1.33%	3.57%	1.58%	0.10%	0.10%	1.01%	0.42%	0.39%	0.07%
SOUTHERN REGION (SB)	#	6861	5437	1424	530	127	4217	925	569	339	64	15	1	2	43	12	13	4
	%	100.00%	79.25%	20.75%	7.72%	1.85%	61.46%	13.48%	8.29%	4.94%	0.93%	0.22%	0.01%	0.03%	0.63%	0.17%	0.19%	0.06%
SOUTHWEST REGION (SB)	#	4880	3852	1028	410	157	2942	711	324	116	78	20	1	0	81	20	16	4
	%	100.00%	78.93%	21.07%	8.40%	3.22%	60.29%	14.57%	6.64%	2.38%	1.60%	0.41%	0.02%	0.00%	1.66%	0.41%	0.33%	0.08%
TECHNICAL CENTER (SB)	#	1020	691	329	37	10	569	226	42	73	37	15	0	1	6	3	0	1
	%	100.00%	67.75%	32.25%	3.63%	0.98%	55.78%	22.16%	4.12%	7.16%	3.63%	1.47%	0.00%	0.10%	0.59%	0.29%	0.00%	0.10%
WESTERN PACIFIC REGION (SB)	#	4534	3596	938	319	74	2523	572	232	146	376	114	60	12	58	11	28	9
	%	100.00%	79.31%	20.69%	7.04%	1.63%	55.65%	12.62%	5.12%	3.22%	8.29%	2.51%	1.32%	0.26%	1.28%	0.24%	0.62%	0.20%
Total	#	45283	34091	11192	2102	708	27702	7851	2417	1965	1172	403	76	23	483	193	139	49
	%	100.00%	75.28%	24.72%	4.64%	1.56%	61.18%	17.34%	5.34%	4.34%	2.59%	0.89%	0.17%	0.05%	1.07%	0.43%	0.31%	0.11%

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

Occupational Categories	RACE/ETHNICITY																			
	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>1. Officials and Managers</b>	#	3755	3013	742	170	52	2478	546	246	118	52	16	5	1	54	6	8	3		
Executive/Senior Level (Grades 15 and Above)	%	100%	80.24%	19.76%	4.53%	1.38%	65.99%	14.54%	6.55%	3.14%	1.38%	0.43%	0.13%	0.03%	1.44%	0.16%	0.21%	0.08%		
	#	1907	1560	347	113	27	1224	263	127	40	54	4	2	0	32	11	8	2		
Mid-Level (Grades 13-14)	%	100%	81.80%	18.20%	5.93%	1.42%	64.18%	13.79%	6.66%	2.10%	2.83%	0.21%	0.10%	0.00%	1.68%	0.58%	0.42%	0.10%		
	#	188	151	37	8	1	123	30	16	6	2	0	0	0	2	0	0	0		
First-Level (Grades 12 and Below)	%	100%	80.32%	19.68%	4.26%	0.53%	65.43%	15.96%	8.51%	3.19%	1.06%	0.00%	0.00%	0.00%	1.06%	0.00%	0.00%	0.00%		
	#	9969	6532	3437	529	209	4857	2165	707	824	259	132	20	11	124	75	36	21		
Other	%	100%	65.52%	34.48%	5.31%	2.10%	48.72%	21.72%	7.09%	8.27%	2.60%	1.32%	0.20%	0.11%	1.24%	0.75%	0.36%	0.21%		
	#	15819	11256	4563	820	289	8682	3004	1096	988	367	152	27	12	212	92	52	26		
Officials And Managers - TOTAL	%	100%	71.15%	28.85%	5.18%	1.83%	54.88%	18.99%	6.93%	6.25%	2.32%	0.96%	0.17%	0.08%	1.34%	0.58%	0.33%	0.16%		
	#	5690	4125	1565	246	91	3021	1016	331	305	462	118	5	2	49	28	11	5		
<b>2. Professionals</b>	%	100%	72.50%	27.50%	4.32%	1.60%	53.09%	17.86%	5.82%	5.36%	8.12%	2.07%	0.09%	0.04%	0.86%	0.49%	0.19%	0.09%		
	#	17647	14767	2880	779	158	12732	2387	726	220	268	68	33	4	163	31	66	12		
<b>3. Technicians</b>	%	100%	83.68%	16.32%	4.41%	0.90%	72.15%	13.53%	4.11%	1.25%	1.52%	0.39%	0.19%	0.02%	0.92%	0.18%	0.37%	0.07%		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>4. Sales Workers</b>	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
	#	1965	226	1739	26	140	134	1084	53	412	5	57	0	4	6	37	2	5		
<b>5. Administrative Support Workers</b>	%	100%	11.50%	88.50%	1.32%	7.12%	6.82%	55.17%	2.70%	20.97%	0.25%	2.90%	0.00%	0.20%	0.31%	1.88%	0.10%	0.25%		
	#	155	150	5	14	0	104	2	11	3	10	0	2	0	9	0	0	0		
<b>6. Craft Workers</b>	%	100%	96.77%	3.23%	9.03%	0.00%	67.10%	1.29%	7.10%	1.94%	6.45%	0.00%	1.29%	0.00%	5.81%	0.00%	0.00%	0.00%		
	#	3890	3540	350	215	20	3009	294	196	27	59	5	9	0	44	3	8	1		
<b>7. Operatives</b>	%	100%	91.00%	9.00%	5.53%	0.51%	77.35%	7.56%	5.04%	0.69%	1.52%	0.13%	0.23%	0.00%	1.13%	0.08%	0.21%	0.03%		
	#	4	4	0	1	0	2	0	1	0	0	0	0	0	0	0	0	0		
<b>8. Laborers and Helpers</b>	%	100%	100.00%	0.00%	25.00%	0.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
	#	113	23	90	1	10	18	64	3	10	1	3	0	1	0	2	0	0		
<b>9. Service Workers</b>	%	100%	20.35%	79.65%	0.88%	8.85%	15.93%	56.64%	2.65%	8.85%	0.88%	2.65%	0.00%	0.88%	0.00%	1.77%	0.00%	0.00%		



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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			Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	2	2	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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	#	10	7	3	1	0	5	2	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	70.00%	30.00%	10.00%	0.00%	50.00%	20.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	10	2	8	0	0	1	5	1	1	0	1	0	0	0	0	0	0	1
	%	100.00%	20.00%	80.00%	0.00%	0.00%	10.00%	50.00%	10.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%
GS-05	#	351	57	294	12	33	35	186	8	60	2	12	0	0	0	0	3	0	0
	%	100.00%	16.24%	83.76%	3.42%	9.40%	9.97%	52.99%	2.28%	17.09%	0.57%	3.42%	0.00%	0.00%	0.00%	0.00%	0.85%	0.00%	0.00%
GS-06	#	262	41	221	3	21	29	137	8	50	0	7	0	1	0	4	1	1	1
	%	100.00%	15.65%	84.35%	1.15%	8.02%	11.07%	52.29%	3.05%	19.08%	0.00%	2.67%	0.00%	0.38%	0.00%	1.53%	0.38%	0.38%	0.38%
GS-07	#	987	101	886	8	74	60	564	28	190	3	32	0	2	1	21	1	3	3
	%	100.00%	10.23%	89.77%	0.81%	7.50%	6.08%	57.14%	2.84%	19.25%	0.30%	3.24%	0.00%	0.20%	0.10%	2.13%	0.10%	0.30%	0.30%
GS-08	#	1468	1146	322	87	20	932	234	86	48	25	12	2	0	4	5	10	3	3
	%	100.00%	78.07%	21.93%	5.93%	1.36%	63.49%	15.94%	5.86%	3.27%	1.70%	0.82%	0.14%	0.00%	0.27%	0.34%	0.68%	0.20%	0.20%
GS-09	#	1581	707	874	48	61	545	547	71	223	26	25	3	3	7	14	7	1	1
	%	100.00%	44.72%	55.28%	3.04%	3.86%	34.47%	34.60%	4.49%	14.10%	1.64%	1.58%	0.19%	0.19%	0.44%	0.89%	0.44%	0.06%	0.06%
GS-10	#	1920	1023	897	76	76	765	611	113	144	38	35	3	1	16	25	12	5	5
	%	100.00%	53.28%	46.72%	3.96%	3.96%	39.84%	31.82%	5.89%	7.50%	1.98%	1.82%	0.16%	0.05%	0.83%	1.30%	0.63%	0.26%	0.26%
GS-11	#	1593	1186	407	81	23	977	313	81	56	27	8	5	0	13	4	2	3	3
	%	100.00%	74.45%	25.55%	5.08%	1.44%	61.33%	19.65%	5.08%	3.52%	1.69%	0.50%	0.31%	0.00%	0.82%	0.25%	0.13%	0.19%	0.19%
GS-12	#	8966	7187	1779	493	111	5763	1251	538	303	219	63	23	5	119	37	32	9	9
	%	100.00%	80.16%	19.84%	5.50%	1.24%	64.28%	13.95%	6.00%	3.38%	2.44%	0.70%	0.26%	0.06%	1.33%	0.41%	0.36%	0.10%	0.10%
GS-13	#	7927	6043	1884	418	95	4693	1265	441	374	367	100	11	9	93	32	20	9	9
	%	100.00%	76.23%	23.77%	5.27%	1.20%	59.20%	15.96%	5.56%	4.72%	4.63%	1.26%	0.14%	0.11%	1.17%	0.40%	0.25%	0.11%	0.11%
GS-14	#	15632	12922	2710	666	132	10929	2085	725	358	379	86	22	1	156	38	45	10	10
	%	100.00%	82.66%	17.34%	4.26%	0.84%	69.91%	13.34%	4.64%	2.29%	2.42%	0.55%	0.14%	0.01%	1.00%	0.24%	0.29%	0.06%	0.06%
GS-15	#	4132	3306	826	181	53	2711	603	269	139	72	19	5	1	59	8	9	3	3
	%	100.00%	80.01%	19.99%	4.38%	1.28%	65.61%	14.59%	6.51%	3.36%	1.74%	0.46%	0.12%	0.02%	1.43%	0.19%	0.22%	0.07%	0.07%
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%	0%	0%
Senior Executive Service	#	177	123	54	6	6	102	38	10	8	3	2	0	0	2	0	0	0	0
	%	100.00%	69.49%	30.51%	3.39%	3.39%	57.63%	21.47%	5.65%	4.52%	1.69%	1.13%	0.00%	0.00%	1.13%	0.00%	0.00%	0.00%	





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

WD, WG, WL, XD, XL, & XP	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Non-Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	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%	
Grade-02	#	1	1	0	0	0	1	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%	
Grade-03	#	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%	
Grade-04	#	4	4	0	1	0	1	0	2	0	0	0	0	0	0	0	0	
	%	1.56%	1.74%	0.00%	4.55%	0.00%	0.67%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	
Grade-05	#	1	1	0	0	0	1	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%	
Grade-06	#	34	22	12	2	2	13	5	6	4	0	0	0	0	1	0	1	
	%	13.23%	9.57%	44.44%	9.09%	66.67%	8.72%	50.00%	17.65%	40.00%	0.00%	0.00%	0.00%	0%	7.69%	0.00%	100.00%	
Grade-07	#	27	20	7	3	1	11	1	3	3	0	0	0	0	3	2	0	
	%	10.51%	8.70%	25.93%	13.64%	33.33%	7.38%	10.00%	8.82%	30.00%	0.00%	0.00%	0.00%	0%	23.08%	100.00%	0%	
Grade-08	#	26	24	2	3	0	13	1	5	1	1	0	0	0	2	0	0	
	%	10.12%	10.43%	7.41%	13.64%	0.00%	8.72%	10.00%	14.71%	10.00%	10.00%	0.00%	0.00%	0%	15.38%	0.00%	0%	
Grade-09	#	7	6	1	0	0	4	1	2	0	0	0	0	0	0	0	0	
	%	2.72%	2.61%	3.70%	0.00%	0.00%	2.68%	10.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	
Grade-10	#	62	58	4	6	0	38	2	4	2	5	0	0	0	5	0	0	
	%	24.12%	25.22%	14.81%	27.27%	0.00%	25.50%	20.00%	11.76%	20.00%	50.00%	0.00%	0.00%	0%	38.46%	0.00%	0%	
Grade-11	#	87	86	1	6	0	60	0	12	0	4	1	2	0	2	0	0	
	%	33.85%	37.39%	3.70%	27.27%	0.00%	40.27%	0.00%	35.29%	0.00%	40.00%	100.00%	100.00%	0%	15.38%	0.00%	0%	
Grade-12	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	
	%	1.17%	1.30%	0.00%	4.55%	0.00%	1.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	
Grade-13	#	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%	
Grade-14	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	
	%	1.95%	2.17%	0.00%	0.00%	0.00%	3.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0%	
Grade-15	#	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%	
All Other Non-Supervisory Wage Grades	#	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%	
TOTAL	#	257	230	27	22	3	149	10	34	10	10	1	2	0	13	2	1	
	%	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%	100.00%	





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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						Hispanic or Latino		Non- Hispanic or Latino				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	White	Black or African American	Asian	male	female	male	female	male	female	male	female
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	1043	444	599	24	37	348	378	48	153	13	14	1	1	9	14	1	2	
	%	100.00%	42.57%	57.43%	2.30%	3.55%	33.37%	36.24%	4.60%	14.67%	1.25%	1.34%	0.10%	0.10%	0.86%	1.34%	0.10%	0.19%	
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%	
MANAGEMENT PROGRAM ANALYSIS (0343)	#	1955	539	1416	33	67	351	832	121	434	17	42	2	4	10	27	5	10	
	%	100.00%	27.57%	72.43%	1.69%	3.43%	17.95%	42.56%	6.19%	22.20%	0.87%	2.15%	0.10%	0.20%	0.51%	1.38%	0.26%	0.51%	
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%	
GENERAL ENGINEERING (0801)	#	735	631	104	44	12	450	53	53	25	79	13	0	0	4	1	1	0	
	%	100.00%	85.85%	14.15%	5.99%	1.63%	61.22%	7.21%	7.21%	3.40%	10.75%	1.77%	0.00%	0.00%	0.54%	0.14%	0.14%	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%	
	#	357	312	45	35	3	212	27	21	8	39	6	1	0	2	0	2	1	
CIVIL ENGINEERING (0810)	%	100.00%	87.39%	12.61%	9.80%	0.84%	59.38%	7.56%	5.88%	2.24%	10.92%	1.68%	0.28%	0.00%	0.56%	0.00%	0.56%	0.28%	
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%	
ELECTRONICS ENGINEERING (0855)	#	844	761	83	53	11	482	36	62	12	150	20	1	1	13	2	0	1	
	%	100.00%	90.17%	9.83%	6.28%	1.30%	57.11%	4.27%	7.35%	1.42%	17.77%	2.37%	0.12%	0.12%	1.54%	0.24%	0.00%	0.12%	
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%	
AEROSPACE ENGINEERING (0861)	#	714	616	98	29	8	468	71	37	6	74	12	0	0	4	1	4	0	
	%	100.00%	86.27%	13.73%	4.06%	1.12%	65.55%	9.94%	5.18%	0.84%	10.36%	1.68%	0.00%	0.00%	0.56%	0.14%	0.56%	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%	
	#	4127	3818	309	224	11	3287	278	182	9	55	5	8	1	51	5	11	0	
AVIATION SAFETY (1825)	%	100.00%	92.51%	7.49%	5.43%	0.27%	79.65%	6.74%	4.41%	0.22%	1.33%	0.12%	0.19%	0.02%	1.24%	0.12%	0.27%	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%	
TRANSPORTATION SPECIALIST (2101)	#	6086	5520	566	492	35	4147	397	494	80	228	32	17	2	109	13	33	7	
	%	100.00%	90.70%	9.30%	8.08%	0.58%	68.14%	6.52%	8.12%	1.31%	3.75%	0.53%	0.28%	0.03%	1.79%	0.21%	0.54%	0.12%	
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%	
AIR TRAFFIC CONTROL (2152)	#	19401	16250	3151	875	175	14017	2637	812	229	273	65	34	4	177	26	62	15	
	%	100.00%	83.76%	16.24%	4.51%	0.90%	72.25%	13.59%	4.19%	1.18%	1.41%	0.34%	0.18%	0.02%	0.91%	0.13%	0.32%	0.08%	
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%	
INFORMATION TECHNOLOGY MANAGEMENT (2210)	#	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 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%	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2007-10-01 TO 2008-09-30 )

Table A7: 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		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>MISCELLANEOUS ADMINISTRATION &amp; PROGRAM (0301)</b>																		
Accessions	#	53	21	32	0	1	16	16	3	13	2	1	0	0	0	1	0	0
	%	100.00%	39.62%	60.38%	0.00%	1.89%	30.19%	30.19%	5.66%	24.53%	3.77%	1.89%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%
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%
<b>MANAGEMENT PROGRAM ANALYSIS (0343)</b>																		
Accessions	#	148	60	88	0	2	48	54	7	27	2	2	1	1	0	2	1	0
	%	100.00%	40.54%	59.46%	0.68%	1.35%	32.43%	36.49%	4.73%	18.24%	1.35%	1.35%	0.68%	0.68%	0.00%	1.35%	0.68%	0.00%
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%
<b>GENERAL ENGINEERING (0801)</b>																		
Accessions	#	35	28	7	1	0	18	1	5	4	4	2	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	2.86%	0.00%	51.43%	2.86%	14.29%	11.43%	11.43%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
<b>CIVIL ENGINEERING (0810)</b>																		
Accessions	#	25	18	7	3	1	14	3	1	2	0	1	0	0	0	0	0	0
	%	100.00%	72.00%	28.00%	12.00%	4.00%	56.00%	12.00%	4.00%	8.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
<b>ELECTRONICS ENGINEERING (0855)</b>																		
Accessions	#	29	25	4	1	0	12	2	3	2	9	0	0	0	0	0	0	0
	%	100.00%	86.21%	13.79%	3.45%	0.00%	41.38%	6.90%	10.34%	6.90%	31.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
<b>AEROSPACE ENGINEERING (0861)</b>																		
Accessions	#	38	34	4	0	0	27	4	2	0	5	0	0	0	0	0	0	0
	%	100.00%	89.47%	10.53%	0.00%	0.00%	71.05%	10.53%	5.26%	0.00%	13.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
<b>AVIATION SAFETY (1825)</b>																		
Accessions	#	321	300	21	11	2	269	18	12	1	4	0	2	0	2	0	0	0
	%	100.00%	93.46%	6.54%	3.43%	0.62%	83.80%	5.61%	3.74%	0.31%	1.25%	0.00%	0.62%	0.00%	0.62%	0.00%	0.00%	0.00%
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%
<b>TRANSPORTATION SPECIALIST (2101)</b>																		
Accessions	#	273	262	11	24	0	199	9	27	1	7	0	1	0	1	1	3	0
	%	100.00%	95.97%	4.03%	8.79%	0.00%	72.89%	3.30%	9.89%	0.37%	2.56%	0.00%	0.37%	0.00%	0.37%	0.37%	1.10%	0.00%
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%
<b>AIR TRAFFIC CONTROL (2152)</b>																		
Accessions	#	430	351	79	36	6	262	57	39	10	10	1	3	0	0	2	1	3
	%	100.00%	81.63%	18.37%	8.37%	1.40%	60.93%	13.26%	9.07%	2.33%	2.33%	0.23%	0.70%	0.00%	0.00%	0.47%	0.23%	0.70%
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%
<b>INFORMATION TECHNOLOGY MANAGEMENT (2210)</b>																		
Accessions	#	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%
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%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2007-10-01 TO 2008-09-30 )

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

Employment Tenure		TOTAL EMPLOYEES				RACE/ETHNICITY													
						Hispanic or Latino		Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
#	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent	#	2175	1514	661	94	37	1181	420	153	161	61	27	7	1	8	12	10	3	
	%	100.00%	69.61%	30.39%	4.32%	1.70%	54.30%	19.31%	7.03%	7.40%	2.80%	1.24%	0.32%	0.05%	0.37%	0.55%	0.46%	0.14%	
Temporary	#	2224	1668	556	108	37	1338	398	138	92	46	21	6	1	13	3	19	4	
	%	100.00%	75.00%	25.00%	4.86%	1.66%	60.16%	17.90%	6.21%	4.14%	2.07%	0.94%	0.27%	0.04%	0.58%	0.13%	0.85%	0.18%	
TOTAL	#	4399	3182	1217	202	74	2519	818	291	253	107	48	13	2	21	15	29	7	
	%	50.56%	37.92%	12.64%	4.59%	1.68%	57.26%	18.60%	6.62%	5.75%	2.43%	1.09%	0.30%	0.05%	0.48%	0.34%	0.66%	0.16%	
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%	

CLF is based on all workers on all Census Population



**DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2007-10-01 TO 2008-09-30 )**

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

Type of Award	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Time-Off Awards - 1-9 hours</b>																		
	#	5999	4323	1676	205	91	3650	1222	269	263	107	44	13	6	63	46	16	4
Total Time-Off Awards Given	%	100.00%	72.06%	27.94%	3.42%	1.52%	60.84%	20.37%	4.48%	4.38%	1.78%	0.73%	0.22%	0.10%	1.05%	0.77%	0.27%	0.07%
Total Hours		36589	26018	10571	1183	586	21963	7625	1641	1771	662	285	72	30	403	250	94	24
Average Hours		6	6	6	6	6	6	6	6	7	6	6	6	5	6	5	6	6
<b>Time-Off Awards - 9+ hours</b>																		
	#	2313	1464	849	91	45	1163	578	126	181	54	28	0	1	15	13	15	3
Total Time-Off Awards Given	%	100.00%	63.29%	36.71%	3.93%	1.95%	50.28%	24.99%	5.45%	7.83%	2.33%	1.21%	0.00%	0.04%	0.65%	0.56%	0.65%	0.13%
Total Hours		38851	23702	15149	1469	850	18854	10227	2034	3313	894	520	0	12	232	172	219	55
Average Hours		17	16	18	16	19	16	18	16	18	17	19	0	12	15	13	15	18
<b>Cash Awards - \$100 - \$500</b>																		
	#	11126	8021	3105	534	221	6451	2171	541	526	307	96	19	14	134	71	35	6
Total Cash Awards Given	%	100.00%	72.09%	27.91%	4.80%	1.99%	57.98%	19.51%	4.86%	4.73%	2.76%	0.86%	0.17%	0.13%	1.20%	0.64%	0.31%	0.05%
Total Amount		\$3,728,606	\$2,621,988	\$1,106,618	\$178,267	\$77,859	\$2,088,423	\$762,842	\$184,165	\$199,332	\$109,335	\$33,582	\$6,850	\$5,234	\$44,721	\$25,269	\$10,227	\$2,500
Average Amount		\$335	\$327	\$356	\$334	\$352	\$324	\$351	\$340	\$379	\$356	\$350	\$361	\$374	\$334	\$356	\$292	\$417
<b>Cash Awards - \$501+</b>																		
	#	8279	5101	3178	375	192	4021	2131	399	670	192	112	7	4	82	59	25	10
Total Cash Awards Given	%	100.00%	61.61%	38.39%	4.53%	2.32%	48.57%	25.74%	4.82%	8.09%	2.32%	1.35%	0.08%	0.05%	0.99%	0.71%	0.30%	0.12%
Total Amount		\$9,720,238	\$5,891,464	\$3,828,774	\$414,221	\$227,003	\$4,686,309	\$2,549,158	\$443,284	\$834,032	\$221,610	\$133,784	\$5,775	\$4,900	\$94,120	\$66,375	\$26,145	\$13,522
Average Amount		\$1,174	\$1,155	\$1,205	\$1,105	\$1,182	\$1,165	\$1,196	\$1,111	\$1,245	\$1,154	\$1,195	\$825	\$1,225	\$1,148	\$1,125	\$1,046	\$1,352
<b>Senior Executive Service Performance Awards</b>																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cash Awards Given	%	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
<b>Quality Step Increases(QSI)</b>																		
	#	64	36	28	1	1	32	19	2	6	1	1	0	0	0	0	0	1
Total QSIs Awarded	%	100.00%	56.25%	43.75%	1.56%	1.56%	50.00%	29.69%	3.13%	9.38%	1.56%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	1.56%
Total Benefit		\$183,431	\$105,876	\$77,555	\$3,267	\$3,268	\$92,825	\$50,988	\$7,081	\$16,763	\$2,703	\$3,268	\$0	\$0	\$0	\$0	\$0	\$3,268
Average Benefit		\$2,866	\$2,941	\$2,770	\$3,267	\$3,268	\$2,901	\$2,684	\$3,541	\$2,794	\$2,703	\$3,268	0	0	0	0	0	\$3,268

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2007-10-01 TO 2008-09-30 )

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

Type of Separation		TOTAL EMPLOYEES				RACE/ETHNICITY															
						Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	2732	2078	654	87	26	1802	501	102	94	43	15	5	2	34	11	5	5			
	%	100.00%	76.06%	23.94%	3.18%	0.95%	65.96%	18.34%	3.73%	3.44%	1.57%	0.55%	0.18%	0.07%	1.24%	0.40%	0.18%	0.18%			
Involuntary	#	193	143	50	11	3	111	37	16	10	1	0	0	0	4	0	0	0			
	%	100.00%	74.09%	25.91%	5.70%	1.55%	57.51%	19.17%	8.29%	5.18%	0.52%	0.00%	0.00%	0.00%	2.07%	0.00%	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	#	2925	2221	704	98	29	1913	538	118	104	44	15	5	2	38	11	5	5			
	%	100.00%	75.93%	24.07%	3.35%	0.99%	65.40%	18.39%	4.03%	3.56%	1.50%	0.51%	0.17%	0.07%	1.30%	0.38%	0.17%	0.17%			

## List of Workforce Data Tables

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

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 200820

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	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	
<b>TOTAL WORKFORCE - Permanent and Temporary</b>															
Prior FY	#	45486	42062	1194	2230	197	21	15	13	42	18	30	2	52	4
	%	100.00%	92.47%	2.62%	4.90%	0.43%	0.05%	0.03%	0.03%	0.09%	0.04%	0.07%	0.00%	0.11%	0.01%
Current FY	#	46521	42655	1571	2295	208	21	17	15	43	19	32	2	54	5
	%	100.00%	91.69%	3.38%	4.93%	0.45%	0.05%	0.04%	0.03%	0.09%	0.04%	0.07%	0.00%	0.12%	0.01%
Federal High (FY07)	%					2.65%									
Difference	#	1035	593	377	65	11	0	2	2	1	1	2	0	2	1
Ratio Change	%	0.00%	-0.78%	0.75%	0.03%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	2.28%	1.41%	31.57%	2.91%	5.58%	0.00%	13.33%	15.38%	2.38%	5.56%	6.67%	0.00%	3.85%	25.00%
<b>PERMANENT WORKFORCE</b>															
Prior FY	#	44531	41192	1148	2191	193	21	15	13	40	18	29	2	51	4
	%	100.00%	92.50%	2.58%	4.92%	0.43%	0.05%	0.03%	0.03%	0.09%	0.04%	0.07%	0.00%	0.11%	0.01%
Current FY	#	45283	41542	1489	2252	201	21	17	15	41	18	29	2	53	5
	%	100.00%	91.74%	3.29%	4.97%	0.44%	0.05%	0.04%	0.03%	0.09%	0.04%	0.06%	0.00%	0.12%	0.01%
Difference	#	752	350	341	61	8	0	2	2	1	0	0	0	2	1
Ratio Change	%	0.00%	-0.76%	0.71%	0.05%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	1.69%	0.85%	29.70%	2.78%	4.15%	0.00%	13.33%	15.38%	2.50%	0.00%	0.00%	0.00%	3.92%	25.00%
<b>TEMPORARY WORKFORCE</b>															
Prior FY	#	955	870	46	39	4	0	0	0	2	0	1	0	1	0
	%	100.00%	91.10%	4.82%	4.08%	0.42%	0.00%	0.00%	0.00%	0.21%	0.00%	0.10%	0.00%	0.10%	0.00%
Current FY	#	1238	1113	82	43	7	0	0	0	2	1	3	0	1	0
	%	100.00%	89.90%	6.62%	3.47%	16.80%	0.00%	0.00%	0.00%	0.16%	0.08%	0.24%	0.00%	0.08%	0.00%
Difference	#	283	243	36	4	3	0	0	0	0	1	2	0	0	0
Ratio Change	%	0.00%	-1.20%	1.81%	-0.61%	0.15%	0.00%	0.00%	0.00%	-0.05%	0.08%	0.14%	0.00%	-0.02%	0.00%
Net Change	%	29.63%	27.93%	78.26%	10.26%	75.00%	0%	0%	0%	0.00%	0%	200.00%	0%	0.00%	0%

FEDERAL AVIATION ADMINISTRATION Pay Period 200820

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 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine		
Federal High (FY07)	%				2.65%											
AERONAUTICAL CENTER (SB)	#	3318	2879	122	317	35	5	1	1	10	1	9	0	6	2	
	%	100.00%	86.77%	3.68%	9.55%	1.05%	0.15%	0.03%	0.03%	0.30%	0.03%	0.27%	0.00%	0.18%	0.06%	
ALASKAN REGION (SB)	#	898	797	24	77	3	0	0	1	0	1	1	0	0	0	
	%	100.00%	88.75%	2.67%	8.57%	0.33%	0.00%	0.00%	0.11%	0.00%	0.11%	0.11%	0.00%	0.00%	0.00%	
CENTRAL REGION (SB)	#	2134	1989	32	113	10	2	1	1	2	1	1	0	2	0	
	%	100.00%	93.21%	1.50%	5.30%	0.47%	0.09%	0.05%	0.05%	0.09%	0.05%	0.05%	0.00%	0.09%	0.00%	
EASTERN REGION (SB)	#	4636	4374	88	174	21	1	1	1	5	2	2	0	9	0	
	%	100.00%	94.35%	1.90%	3.75%	0.45%	0.02%	0.02%	0.02%	0.11%	0.04%	0.04%	0.00%	0.19%	0.00%	
GREAT LAKES REGION (SB)	#	5603	5146	243	214	19	5	0	2	3	2	0	0	7	0	
	%	100.00%	91.84%	4.34%	3.82%	0.34%	0.09%	0.00%	0.04%	0.05%	0.04%	0.00%	0.00%	0.12%	0.00%	
HEADQUARTERS (SB)	#	5905	5286	274	345	37	1	7	4	8	2	3	0	12	0	
	%	100.00%	89.52%	4.64%	5.84%	0.63%	0.02%	0.12%	0.07%	0.14%	0.03%	0.05%	0.00%	0.20%	0.00%	
NEW ENGLAND REGION (SB)	#	1435	1364	15	56	7	0	0	0	1	1	3	0	2	0	
	%	100.00%	95.05%	1.05%	3.90%	0.49%	0.00%	0.00%	0.00%	0.07%	0.07%	0.21%	0.00%	0.14%	0.00%	
NORTHWEST MOUNTAIN REGION (SB)	#	4059	3547	320	192	12	1	0	1	0	4	2	0	3	1	
	%	100.00%	87.39%	7.88%	4.73%	0.30%	0.02%	0.00%	0.02%	0.00%	0.10%	0.05%	0.00%	0.07%	0.02%	
SOUTHERN REGION (SB)	#	6861	6458	117	286	16	2	2	3	4	0	1	1	3	0	
	%	100.00%	94.13%	1.71%	4.17%	0.23%	0.03%	0.03%	0.04%	0.06%	0.00%	0.01%	0.01%	0.04%	0.00%	
SOUTHWEST REGION (SB)	#	4880	4537	116	227	17	2	3	1	2	3	2	1	2	1	
	%	100.00%	92.97%	2.38%	4.65%	0.35%	0.04%	0.06%	0.02%	0.04%	0.06%	0.04%	0.02%	0.04%	0.02%	
TECHNICAL CENTER (SB)	#	1020	925	10	85	15	1	1	0	4	1	3	0	5	0	
	%	100.00%	90.69%	0.98%	8.33%	1.47%	0.10%	0.10%	0.00%	0.39%	0.10%	0.29%	0.00%	0.49%	0.00%	
WESTERN PACIFIC REGION (SB)	#	4534	4240	128	166	9	1	1	0	2	0	2	0	2	1	
	%	100.00%	93.52%	2.82%	3.66%	0.20%	0.02%	0.02%	0.00%	0.04%	0.00%	0.04%	0.00%	0.04%	0.02%	
<b>Total</b>	#	45283	41542	1489	2252	201	21	17	15	41	18	29	2	53	5	
	%	100.00%	91.74%	3.29%	4.97%	0.44%	0.05%	0.04%	0.03%	0.09%	0.04%	0.06%	0.00%	0.12%	0.01%	











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) 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			
Grade-01	# 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%	0%	0%	0%	0%	0.00%	0.00%	0%	0%
Grade-02	# 1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.39%	0.00%	0.00%	3.33%	0.00%	0.00%	0%	0%	0%	0%	0%	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
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-04	# 4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 1.56%	1.41%	0.00%	3.33%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-05	# 1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.39%	0.47%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-06	# 34	26	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 13.23%	12.21%	21.43%	16.67%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-07	# 27	22	1	4	1	0	0	0	0	0	0	0	0	1	0	0	0
	% 10.51%	10.33%	7.14%	13.33%	20.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	100.00%	0%	0%	0%
Grade-08	# 26	21	0	5	1	1	0	0	0	0	0	0	0	0	0	0	0
	% 10.12%	9.86%	0.00%	16.67%	20.00%	33.33%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-09	# 7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 2.72%	3.29%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-10	# 62	50	4	8	3	2	0	0	0	0	0	0	1	0	0	0	0
	% 24.12%	23.47%	28.57%	26.67%	60.00%	66.67%	0%	0%	0%	0%	100.00%	0%	0.00%	0.00%	0%	0%	0%
Grade-11	# 87	75	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 33.85%	35.21%	42.86%	20.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-12	# 3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 1.17%	1.41%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	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
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
Grade-14	# 5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 1.95%	2.35%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	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
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	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
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0%	0%	0%	0%	0.00%	0.00%	0%	0%	0%
TOTAL	# 257	213	14	30	5	3	0	0	0	0	0	1	1	0	0	0	0
	% 100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0%	0%	0%	0%	100.00%	100.00%	0%	0%	0%	0%	0%









DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2007-10-01 TO 2008-09-30 )

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Disability

Type of Appointment		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
Permanent	#	2175	1679	371	125	6	0	0	0	1	0	1	0	4	0
	%	100%	77.20%	17.06%	5.75%	0.28%	0.00%	0.00%	0.00%	0.05%	0.00%	0.05%	0.00%	0.18%	0.00%
Temporary	#	2224	2041	140	43	6	1	0	0	1	2	2	0	0	0
	%	100%	91.77%	6.29%	1.93%	0.27%	0.04%	0.00%	0.00%	0.04%	0.09%	0.09%	0.00%	0.00%	0.00%
Total	#	4399	3720	511	168	12	1	0	0	2	2	3	0	4	0
	%	100%	84.56%	11.62%	3.82%	0.27%	0.02%	0.00%	0.00%	0.05%	0.05%	0.07%	0.00%	0.09%	0.00%





DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2007-10-01 TO 2008-09-30 )

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	
	#	2732	2476	80	176	11	1	1	0	2	1	0	0	6	0
Voluntary	%	100.00%	90.63%	2.93%	6.44%	0.40%	0.04%	0.04%	0.00%	0.07%	0.04%	0.00%	0.00%	0.22%	0.00%
	#	193	161	12	20	4	0	0	0	0	0	1	0	3	0
Involuntary	%	100.00%	83.42%	6.22%	10.36%	2.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.52%	0.00%	1.55%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RIF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	2925	2637	92	196	15	1	1	0	2	1	1	0	9	0
Total Separations	%	100.00%	90.15%	3.15%	6.70%	0.51%	0.03%	0.03%	0.00%	0.07%	0.03%	0.03%	0.00%	0.31%	0.00%

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

AGENCY OR DEPARTMENT: \_\_\_\_\_ REPORTING PERIOD: FY \_\_\_\_\_

**PART I - PRE-COMPLAINT COUNSELING**

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
<b>A. TOTAL COMPLETED/ENDED COUNSELINGS</b>		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
<b>ADR INTAKE OFFICER</b>		
<b>B. TOTAL COMPLETED/ENDED COUNSELINGS</b>		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
<b>COMBINED TOTAL</b>		
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
<b>D. COUNSELING ACTIVITIES</b>		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD		
2. INITIATED DURING THE REPORTING PERIOD		
3. COMPLETED/ENDED COUNSELINGS		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)		
b. WITHDRAWALS/NO COMPLAINT FILED		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			
6.			
7.			

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			
6.			
7.			

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>			

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

**AGENCY OR DEPARTMENT:** \_\_\_\_\_ **REPORTING PERIOD: FY** \_\_\_\_\_

**PART II - FORMAL COMPLAINT ACTIVITIES**

A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

B. COMPLAINTS FILED

C. REMANDS (sum of lines C1+C2+C3)

C.1. REMANDS (NOT INCLUDED IN A. OR B.)

C.2. REMANDS (INCLUDED IN A. OR B.)

C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1. OR C.2. ABOVE

C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS

D. TOTAL COMPLAINTS (sum of lines A+B+C1)

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]

J. INDIVIDUALS FILING COMPLAINTS

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>1. WORK FORCE</b>				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
<b>2. COUNSELOR</b>				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
<b>3. INVESTIGATOR</b>				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
<b>4. COUNSELOR/INVESTIGATOR</b>				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

**B. AGENCY & CONTRACT STAFF TRAINING**

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

**C. REPORTING LINE**

1. EEO DIRECTOR'S NAME: \_\_\_\_\_

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

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: \_\_\_\_\_  
TITLE: \_\_\_\_\_

4. WHO DOES THAT PERSON REPORT TO?  
PERSON: \_\_\_\_\_  
TITLE: \_\_\_\_\_



# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

## PART V - SUMMARY OF CLOSURES BY STATUTE

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

1. TITLE VII
2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3. REHABILITATION ACT
4. EQUAL PAY ACT (EPA)

**B. TOTAL BY STATUTES**

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

(A1+A2+A3+A4)

## PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)			
1. WITHDRAWALS			
a. NON-ADR WITHDRAWALS			
b. ADR WITHDRAWALS			
2. SETTLEMENTS			
a. NON-ADR SETTLEMENTS			
b. ADR SETTLEMENTS			
3. FINAL AGENCY DECISIONS (B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)			
1. AJ DECISION FULLY IMPLEMENTED (a+b)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION (i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY			
ii. AGENCY APPEALED REMEDY BUT NOT FINDING			
iii. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			

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

**AGENCY OR DEPARTMENT:** \_\_\_\_\_ **REPORTING PERIOD: FY** \_\_\_\_\_

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

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

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

DURING FORMAL COMPLAINT STAGE			AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS			
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT			\$
1. BACK PAY/FRONT PAY			\$
2. LUMP SUM PAYMENT			\$
3. COMPENSATORY DAMAGES			\$
C. CLOSURES WITH ATTORNEY FEES AND COSTS			\$
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)			\$
E. CLOSURES WITH NON-MONETARY BENEFITS			
F. TYPES OF BENEFITS		NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
		WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12. LUMP SUM PAYMENT			
13.			
14.			

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

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

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgment)				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
2. AGENCY INVESTIGATION COSTS	\$		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
4. CONTRACTOR INVESTIGATION COSTS	\$		

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

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**

**INFORMAL PHASE (PRE-COMPLAINT)**

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
<b>A. ADR PENDING FROM PREVIOUS REPORTING PERIOD</b>				
<b>B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS</b>				
1. ADR OFFERED BY AGENCY				
2. REJECTED BY COUNSELEE				
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
<b>C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS</b>				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
<b>D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS</b>				
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.				
10.				
11.				
<b>E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS</b>	<b>COUNSELINGS</b>	<b>INDIVIDUALS</b>	<b>DAYS</b>	<b>AVERAGE DAYS</b>
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. NO RESOLUTION (COMPLAINT FILED)				
d. NO ADR ATTEMPT (COMPLAINT FILED)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. OPEN INVENTORY - ADR PENDING				

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

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

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

**PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE**

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

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

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

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR TRAINING AND RESOURCES**

	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
<b>A. BASIC EEO ADR ORIENTATION TRAINING</b>		
1. MANAGERS		
2. EMPLOYEES		
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>		
<b>C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)		
<b>D. ADR FUNDING SPENT</b>	<b>AMOUNT</b>	
	\$	

**CERTIFICATION AND CONTACT INFORMATION**

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

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

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

TYPED NAME AND TITLE OF PREPARER:

SIGNATURE OF PREPARER:

DATE:                      TELEPHONE NUMBER:                      E-MAIL:                      FAX:

**This report is due to the following address on or before October 31st.**

**Appendix A - Comments**

# **UFAS / Section 504 Rehabilitation Act Assessment**

**Facility Accessibility  
Program Office**

**FY 2008**



**FAA  
Air Traffic Organization**

In FY 2008 the Facility Accessibility Program Office:

- Conducted 49 *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 1 ABAAS Familiarization - Understanding of the Architectural Barriers Act Accessibility Standard (ABAAS) and how its requirements affect the FAA class;
- Developed and presented to the Real Estate Contracting Officers specialized training on ABAAS specific leasing requirements;
- Reviewed process to develop a Management Briefing on FAA Electronic Learning Management System (eLMS).

**Conducted 49 *UFAS / Section 504 Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices:**

The Facility Accessibility Program Office conducted 49 *UFAS / Section 504 Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices during FY 2008. The forty nine surveyed facilities had a combined staffing of 1824. The surveyed facilities included offices, laboratories, training facilities, and air traffic control facilities. Construction of these facilities was completed between from the early 1950's to 2007. 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>
Colorado Springs ATCT	45
Orlando FSDO	79
AirTran CMO	18
Orlando ADO	18
Orlando MIDO	8
FAA Production Studios - FAA Safety Team National Resource Center	4
Tampa FSDO	32
Fort Lauderdale FSDO	75
Miami FSDO	195
Miami IFO	38
Miami CASFO	9
Nashville AFSS	43
Los Angeles ARTCC Child Care Center	113
Southern California TRACON Child Care Center	76
Pocatello SSU	4
Portals 3 <sup>rd</sup> Floor	150
McMinnville SFOU	3
Portland TRACON	50
Seattle – ATO Landmark Building	350
William J. Hughes Technical Center (28 Buildings surveyed)	349
Mike Monroney Aeronautical Center (2 Buildings surveyed)	<u>165</u>
	1824

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 143 facility surveys with a total staffing of 20,456. In addition, the Terminal Facilities Group has

included UFAS compliance in 97 Government Transition Evaluations and 140 Condition Assessments. A total of 380 FAA staffed facilities have been surveyed for UFAS compliance.

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 used to disseminate information and updates from GSA and the Access Board within the FAA.

**Sponsored 1 ABAAS Familiarization - Understanding of the Architectural Barriers Act Accessibility Standard (ABAAS) and how its requirements affect the FAA training class:**

The Facility Accessibility Program Office is working with the Access Board to conduct training classes to introduce ABAAS to FAA personnel. The target audience for the training classes includes: 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 class was conducted at the Western Pacific Regional Office. The FAA is planning to continue our relationship with the Access Board in conducting training classes in the remaining four regions and the Technical Center during FY09.

**Developed and presented to the Real Estate Contracting Officers specialized training on ABAAS specific leasing requirements:**

In response to concerns raised by the FAA Real Estate Contracting Officers, the FAPO developed a workshop that directly pertains to the ABAAS leasing requirements. The workshop is based on materials from GSA and the Access Board and is a supplement to the training that the Access Board is providing to the FAA. The workshop has been presented in one region and plans are in place to roll out the training to the remaining regions during FY09.

**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

