



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2009

Prepared by FAA
Office of Civil Rights 2009

EEOC Forms and Documents Included in this Report

- EEOC (Form 715-01 Part A-D) Tab1
- FAA Executive Summary (Form 715-01 Part E) Tab 2
- FAA Statement of Establishment of Continuing EEO Programs (Form 715-01 Part F) Tab 3
- FAA Policy Statements Tab 4
- FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G) Tab 5
- FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H) Tab 6
- FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I) Tab 7
- FAA Special Program Plan for Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for Agencies with 1000 or more Employees (Form 715-01 Part J) Tab 8
- FAA Workforce Data Tables (“A” Tables) Tab 9
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- FAA 462 Report Tab 11
- FAA Facility Accessibility Survey Tab 12
- FAA Organization Chart Tab 13

Tab 1

**EEOC
(Form 715-01 Part A-D)**

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, <u>2008</u>, to September 30, <u>2009</u>.				
PART A Department or Agency Identifying Information	1. Agency		1. Federal Aviation Administration (FAA)	
	1.a. 2 nd level reporting component		NONE	
	1.b. 3 rd level reporting component		NONE	
	1.c. 4 th level reporting component		NONE	
	2. Address		2. 800 Independence Avenue SW	
	3. City, State, Zip Code		3. Washington, DC 20591	
	4. CPDF Code	5. FIPS code(s)	4. TD-03	5. 110010001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 47,034
	2. Enter total number of temporary employees			2. 1,452
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 48,486
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. J. Randolph Babbitt Administrator	
	2. Agency Head Designee		2. Fanny Rivera	
	3. Principal EEO Director/Official Official Title/series/grade		3. Fanny Rivera Assistant Administrator, Office of Civil Rights, FV/301/SES	
	4. Title VII Affirmative EEO Program Official		4. Fanny Rivera	
	5. Section 501 Affirmative Action Program Official		5. Miriam Vega	
	6. Complaint Processing Program Manager		6. Cheryl Wilkes	
	7. Other Responsible EEO Staff		7a.	
7b.				

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		CPDF and FIPS codes
	Not Applicable		
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes: TAB 2	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G] TAB 5	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement TAB 6	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier TAB 7	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PARTJ] TAB 8	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans TABS 9 & 10	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues TAB 11	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F] TAB 3	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects TAB 12	X
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements TAB 4	X	*Organizational Chart TAB 13	X

Tab 2

**FAA Executive Summary
(Form 715-01 Part E)**

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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Federal Aviation Administration (FAA)	For period covering October 1, 2008 to September 30, 2009.
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EXECUTIVE SUMMARY

Mission and Mission Related Functions

The Federal Aviation Administration (FAA) is a component of the U. S. Department of Transportation (DOT). Its mission is to provide the safest, most efficient aerospace system in the world. To ensure the success of this mission, the FAA is committed to achieving organizational excellence in managing its human resources. Our vision is to continue to improve the safety and efficiency of flight. We are responsive to our customers and are accountable to the taxpayer and the flying public. Our values are: "Safety is our Passion; Quality is Our Trademark; Integrity is Our Character; People are Our Strength."

Results of the Agency's Annual Self-Assessment

The FAA FY 2009 Annual Equal Employment Opportunity (EEO) Program Status Report has three purposes. First, the report identifies program deficiencies and barriers to achieving a Model EEO Program. Second, the report delineates the planned actions necessary to address and/or eliminate the program deficiencies and barriers. Finally, the report outlines the agency's accomplishments toward rectifying the program deficiencies and barriers. An analysis of the FAA workforce for FY 2009 was conducted to complete this report.

The agency has conducted its annual self-assessment against the MD-715 "Essential Elements." The following highlights the agency's FY 2009 activities in support of a Model EEO Program.

Essential Element A: Demonstrated Commitment from Agency Leadership

- In August 2009, Administrator Babbitt affirmed his commitment to EEO and diversity at the FAA by issuing his policy statements in support of EEO, diversity, and a workplace free of discriminatory harassment.
- EEO policy statements were communicated to all employees including notification that the policies would be vigorously enforced.
- Agency senior executives and managers were evaluated on the EEO critical element in their performance plans.
- 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 (ACR) participates in the new employee orientation to provide information on EEO policy and services provided by ACR.
- Information informing employees of EEO programs, administrative and judicial remedial procedures is available to employees on the agency's internal website.

Essential Element B: Integration of EEO into the Agency's Strategic Mission

- The Assistant Administrator for Civil Rights (ACR-1) reported directly to the head of the agency.
- ACR-1 is 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.
- ACR-1 attended agency senior staff meetings.
- ACR-1 presented the "State of EEO" to the FAA Administrator and senior leaders.

- ACR staff served on several committees and review boards such as the Employee Engagement Steering Committee, Leadership and Development Council, Compensation Committee, and the Accountability Board.
- The agency is now able to track most applicant flow data from the Datamart system but is still striving to track all applicant flow data.

Essential Element C: Management and Program Accountability

- The ACR staff provided quarterly updates to agency leaders on EEO complaints.
- FAA has developed 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 reviewed a sample of Reasonable Accommodation EEO complaints filed against the Agency to determine, if any potential barriers exist.
- In FY 2009, FAA hired 17 permanent employees and 7 temporary employees for a total of 24 or a ratio of 0.58% People with Targeted Disabilities (PWTD) in comparison to 7 PWTD in FY 2008.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- FAA continues to evaluate whether barriers may be impeding the realization of EEO. Coordination to further refine the data tracking systems to enable the FAA to conduct statistical analyses based upon its compensation and rewards systems, and impact of its policies, practices and procedures as well as to conduct an analysis of major occupational series based on a more complete data set.
- Trend analyses of workforce profiles and grade level distribution are conducted a minimum of three times a year as part of the Scorecard reporting requirement.
- FAA trained approximately 9,000 employees which included 3,000 managers.

Essential Element E: Efficiency

- The agency utilized a web-based employee engagement survey to gather feedback on the services provided to the workforce.
- The agency offered ADR to employees who filed complaints and processed 100% of all pre-complaints timely. FAA increased ADR to 36% in FY 2009 from a baseline of 20% in FY 2008.
- 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.
- In FY 2009, the FAA timely processed 84% (versus 75% in FY 2008) of its reasonable accommodation requests. While the percentage of timely processing remains below the 90% processing of accommodation requests within the timeframe set forth in the agency procedures, this is an increase of 9% in FY 2009. FAA has addressed its plans to improve the timeliness of processing request for reasonable accommodation for FY 2010 in part H.

Essential Element F: Responsiveness and Legal Compliance

- The agency posted complaints statistical data on the website in compliance with the No FEAR Act.
- In FY 2009, 96% of FAA employees and managers completed the NoFEAR and Whistleblower Protection Module.

- FAA holds agency personnel accountable for ensuring compliance with EEOC orders, completing actions and reporting requirements.

Workforce Profile

In the beginning of FY-2009, the FAA employed 46,521 workers compared with 48,486 workers at the end of FY-2009. In FY-2009 the agency separated 2,159 employees to attrition. For the same timeframe, FAA hired a total of 4,148 employees in permanent and temporary positions. The agency experienced an increase of 1,965 employees or a net rate of change of 4.22%.

Among the FAA workforce, the following race/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 race/ethnic/gender groups are lower than the expected CLF participation rates: Hispanic males (On-Board: 4.63%, CLF: 6.17%, Net Change: 3.60%) and Hispanic females (On-Board: 1.60%, CLF: 4.52%, Net Change: 5.31%), White females (On-Board: 17.22%, CLF: 33.74%, Net Change: 3.04%), Black females (On-Board: 4.37%, CLF: 5.66%, Net Change: 4.44%), and Asian females (On-Board: 0.96%, CLF: 1.71%, Net Change: 11.81%), Two or more races males (On-Board: 0.38%, CLF: 0.88%, Net Change 26.90%) and Two or more races females (On-Board: 0.14%, CLF: 0.76%, Net Change 28.85%). In conclusion, Hispanic males, Black and Asian females, and Two or more races (males and females) had a participation rate below the National 2000 CLF, but had a net change that was above the FAA workforce net change.

During FY-2009, the number of FAA permanent and temporary employees reporting targeted disabilities increased by 17 (On-Board: 0.46%, Federal High: 2.95%, Net Change: 8.17% net change for total workforce is 4.22%). During FY-2009, FAA had success in implementing several new initiatives to improve employment for persons with targeted disabilities including:

- Renewed contract with Bender Consulting Services, Inc. to recruit people with targeted disabilities
- ACR established an organizational excellence Flight Plan initiative to apply accountability throughout the agency for hiring people with targeted disabilities.
- Expanded Reasonable Accommodation Team (ReAcT) to one in every region. The ReAcT is available to provide advice to decision makers on the reasonable accommodation process.

EEO Plan Activities to Eliminate Identified Barriers or Correct Program Deficiencies

FAA identified 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 develop a process in accordance with the requirements of MD 715 to conduct additional trend analyses of the workforce's major occupations by race, national origin, sex and disability based upon the data gathered in the refined data tracking system. 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. ACR, the Office of Human Resources (AHR), and the Office of Chief Counsel (AGC) will host meetings in FY 2010 to address program deficiencies and develop strategies to proactively enhance the overall FAA work environment. It is expected that joint ACR, AHR, and AGC work groups will be established as a result of these meetings.

Several Barrier Statements were identified in Part I focusing on recruitment and selection of Aviation Safety Inspectors (1825), Air Traffic Controllers (2152), and Transportation Specialists (2101) 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 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.

During Fiscal Year 2008, FAA created its No FEAR and Equal Employment Opportunity Overview Training

course. This training course launched in Fiscal Year 2009 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.

During FY 2009, FAA had 24 Targeted Disability new hires for a ratio of 0.58%.

The FAA initiated a standing weekly meeting with the Reasonable Accommodation ReAct Team to discuss pending reasonable accommodation cases and provide advice to decision makers on the reasonable accommodation process. We have expanded our ReAct Teams to one in every region.

With the new on-line reasonable accommodation tracking system that DOCR is about to implement, FAA will be able to use the data from the system to determine if negative trends are occurring (e.g., inappropriate denials of accommodation requests). DOCR will provide all the OAs' with instructions on how to use the system to conduct trend analysis by May 2010. Establishing this process will also enable FAA to answer affirmatively to the MD 715 self assessment question, "Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked to identify trends, problems, etc.?"

Tab 3

**FAA Statement of Establishment of
Continuing EEO Programs
(Form 715-01 Part F)**

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

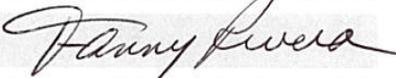
I, Fanny Rivera, Assistant Administrator for Civil Rights,
FV/301/SES am the

Principal EEO Director/Official for Federal Aviation Administration

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

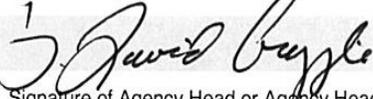
The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers,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

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



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

1/13/10
Date



Signature of Agency Head or Agency Head Designee

1/26/2010
Date

Tab 4

FAA Policy Statements

ADMINISTRATOR'S POLICY STATEMENT ON...

THE PREVENTION OF HARASSMENT

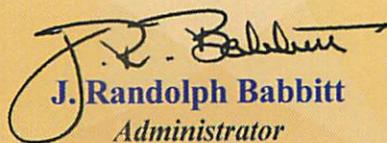
The Federal Aviation Administration is committed to being a model Equal Employment Opportunity (EEO) employer. Harassment based on race, color, religion, sex, sexual orientation, national origin, age, disability, or reprisal for participating in protected EEO activity will not be tolerated. To achieve our strategic goal to have a model EEO workplace, the FAA must strive to eliminate any discriminatory harassment within our organization.

Harassment includes unwelcome verbal or physical conduct based on race, color, religion, sex, sexual orientation, national origin, age, disability, or reprisal for participating in protected EEO activity. Harassment becomes unlawful, where 1) enduring the conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a hostile work environment. Harassment includes, but is not limited to: sexual advances or sexual favors; labels, epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; and jokes or other written or graphic materials (including electronic media) displayed or circulated in the workplace that degrade a group.

I expect all FAA employees to monitor their own conduct in the workplace and to act in conformance with applicable law and agency policy. I also expect employees to report any harassment they may witness to the Administrator's Hotline, the Office of Civil Rights, the Office of Security and Hazardous Materials, or the FAA Accountability Board. In addition, any executive or manager who becomes aware of harassing conduct must take immediate and appropriate action to stop the conduct and to prevent it from reoccurring. Any employee who has engaged in unlawful harassment will be subject to appropriate disciplinary action under the agency's Conduct and Discipline policy.

Please do your part to prevent and eliminate discrimination and harassment in the FAA. Communicate this policy to others and demonstrate your support of the policy by modeling professional behavior in the workplace.

For additional information, please contact your local Civil Rights Office or visit:
http://www.faa.gov/about/office_org/headquarters_offices/acr/


J. Randolph Babbitt
Administrator

August 2009



ADMINISTRATOR'S POLICY STATEMENT ON...

NON-DISCRIMINATION

The Federal Aviation Administration is committed to compliance with all anti-discrimination laws, regulations and policies. We have zero tolerance for discrimination in the workplace on the basis of race, sex, color, religion, national origin, age, disability, sexual orientation or reprisal for participating in protected EEO Activity.

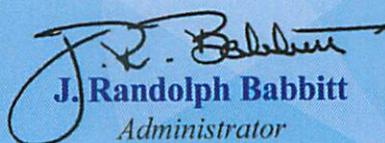
One of the goals in our agency strategic plan is to achieve organizational excellence. Ensuring that everyone has an equal opportunity to participate, contribute, and advance is necessary to achieve this goal. To be a model Equal Employment Opportunity (EEO) employer capable of attracting, developing and retaining a top caliber workforce, the FAA must strive to identify and eliminate any barriers that may impede EEO.

Discrimination on the basis of race, sex, color, religion, national origin, age, disability, or sexual orientation is prohibited. Retaliation against any employee who files an EEO complaint or participates in the EEO process is also prohibited. Any discriminatory or retaliatory conduct is unlawful and violates FAA's policies.

I expect all FAA employees to monitor their own conduct and behavior in the workplace, and to act in conformance with applicable law and agency policy. I also expect any executive or manager who becomes aware of inappropriate or unlawful behavior or conduct to take immediate and appropriate action to stop the conduct and to prevent it from reoccurring. Employees who have engaged in or condoned unacceptable or unlawful EEO behavior or conduct will be subject to appropriate disciplinary action under the agency's Conduct and Discipline policy.

Together, we must vigorously eliminate behavior that is discriminatory, harassing, or otherwise inappropriate to the workplace. Just as safety is an essential part of our mission, so is EEO.

For additional information, please contact your local Civil Rights Office or visit: http://www.faa.gov/about/office_org/headquarters_offices/acr/


J. Randolph Babbitt
Administrator

August 2009



FEDERAL AVIATION ADMINISTRATION

Tab 5

FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G)

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
 Compliance Indicator	EEO policy statements are up-to-date.		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	
A1 The Agency Head was installed on 1 June, 2009. The EEO policy statement has been issued.			X		
A2 During the current Agency Head's tenure, has the EEO policy statement been re-issued annually? If no, provide an explanation.			X		FAA Administrator signed new policy statements in August, 2009.
A3 Are new employees provided a copy of the EEO policy statement during orientation?			X		
A4 When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X		
 Compliance Indicator	EEO policy statements have been communicated to all employees.		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	No	
A5 Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?			N/A	N/A	
A6 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		
A7 Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(4)]			X		

 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
A-8 Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
A-8a - resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
A-8b - address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
A-8c - 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		
A-8d - ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
A-8e - ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
A-8f - 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		
A-8g - ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
A-8h - ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
A-9 Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
Describe what means were utilized by the agency to inform its workforce about the penalties for unacceptable behavior. - During new employee orientation, employees are provided information on Conduct and Discipline, which includes penalties for unacceptable behavior. - 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. - Mandatory supervisory training includes information on penalties for unacceptable behavior. - Annually, all supervisors and managers are briefed on proper ethics, which includes a reminder of the Conduct and Discipline penalties to include unacceptable behaviors.				
A-10 Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X		

A-11 Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X		In FY 2009, 495 Managers and Supervisors have been trained on their responsibilities under the procedures for reasonable accommodation.
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Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
B-1 Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		1. X N/A		
B-2 Are the duties and responsibilities of EEO officials clearly defined?		X		
B-3 Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
B-4 If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		N/A	N/A	
B-5 If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		N/A	N/A	
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
B-6 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		
B-7 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		
B-8 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		
B-8a 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		

B-8b 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 22.
B-9. Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
B-10 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		
B-11 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		
B-12 Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
B-12a Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
B-12b Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
B-12c 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		
B-13 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
 Measures		Yes	No	
B-14 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 24. The Office of Human Resources Management will add all remaining job series to the Aviator System by the 3 rd Quarter of Fiscal Year 2010.
B-15 Is there sufficient budget allocated to all employees to utilize, when desired, all		X		

EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)			
B-16 Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
B-17 Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
B-18 Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X	See page 25. and See Tab 12 for UFAS Report.
B-19 Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
B-19a Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
B-19b Is there sufficient funding to ensure that all employees have access to this training and information?	X		
B-20 Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
B-20a for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
B-20b to provide religious accommodations?	X		
B-20c to provide disability accommodations in accordance with the agency's written procedures?	X		
B-20d in the EEO discrimination complaint process?	X		
B-20e to participate in ADR?	X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	C-1 Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	X		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	C-2 Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		See page 27
	C-3 Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		See page 27
	C-4 Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		See page 27
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	C-5 Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
	C-6 Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
	C-7 Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	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 2008, there was one finding of discrimination. During Fiscal Year 2009, there was one finding of discrimination. Thus far, no disciplinary actions have been issued as a result of these findings.</p>				
	C-8 Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		

<p>C-9 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 29.
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Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	D-1 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		
	D-2 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		
	D-3 Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	D-4 Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	D-5 Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		Trend Analyses have been done, but we are refining our data collection and tracking system, which will allow for a more comprehensive analysis. See page 30.
	D-6 Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	D-7 Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X	See page 30.
	D-8 Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X	See page 30.
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	D-9 Are all employees encouraged to use ADR?	X		
	D-10 Is the participation of supervisors and managers in the ADR process required?		X	FAA Order 1400.10 encourages participation, but does not require it.

Essential Element E: EFFICIENCY				
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E-1 Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
E-2 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 24. The Office of Human Resource Management will add all remaining series to the new Aviator System by 3 rd quarter of fiscal year 2010.
E-3 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		
E-4 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		
E-5 Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?			X	See page 31.
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E-6 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		
E-7 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		
E-8 Does the agency hold contractors accountable for delay in counseling and investigation processing times?		N/A	N/A	
If yes, briefly describe how:				
E-9 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.
E-10 Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		FAA only performs the counseling function.

 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
E-11 Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
E-11a 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		
E-11b 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		
E-11c Does the agency complete the investigations within the applicable prescribed time frame?		N/A	N/A	Departmental OCR performs investigations.
E-11d 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.
E-11e 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.
E-11f When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
E-11g Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E-12 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		
E-13 Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
E-14 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.
E-15 Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space

 Measures		Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
E-16	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		
E-17	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		
E-18	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		
E-19	Do the agency's EEO programs address all of the laws enforced by the EEOC?	X		
E-20	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		
E-21	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	X		
E-22	Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E-23	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		
E-24	Does the agency discrimination complaint process ensure a neutral adjudication function?	X		
	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
F-1 Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
F-2 Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
F-2a Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
F-2b Are procedures in place to promptly process other forms of ordered relief?		X		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
F-3 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: 5 Headquarters EEO Managers and 7 Field Civil Rights Managers. Performance is measured annually through Performance Appraisals.		
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.				

F-4 Have the involved employees received any formal training in EEO compliance?	X		
F-5 Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
F-5a 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		
F-5b Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
F-5c 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		
F-5d Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
F-5e 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		
F-5f Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
F-5g 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		
F-5h 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.
F-5i Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
F-5j Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
F-5k Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
F-5l 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.

Tab 6

FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H)

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR) and Office of Chief Counsel (AGC)	FY 2009	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B-8b DEFICIENCY: B-8b	Management Personnel Policies, Practices and Procedures /Accountability 1. EEO Director is not consistently consulted about whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and realignments. Completed 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. Completed 2. Establish a process by which personnel policies, practices and procedures are regularly examined to assess any hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants and to determine conformity with EEO management directives.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights and Human Resource Management and the Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2005, 2007, 2009, 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Objective 1 1. 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 AGC prior to consultation with the organization implementing the change. Then ACR and AGC will advise the organization implementing the change. On-going	(On-going) Consultations will be provided as reorganizations and realignments are identified by lines of business.	

Objective 2	
1. Identify management/personnel policies, procedures, and practices to be reviewed and establish a schedule for on-going review. Canceled	September 30, 2010
2. Establish a process to review management/ personnel policies, procedures, and practices to assess whether there are hidden impediments to EEO.	September 30, 2010
3. Create a plan to address and eliminate any identified impediments to merit principles. Canceled	September 30, 2012
4. Identify the management/personnel policies, procedures, and practices;	September 30, 2010
5. Examine data and other information related to the impact of each.	September 30, 2010
6. Determine whether policies, practices and procedures conform with EEOC management directives.	September 30, 2011
7. Create a barrier statement to identify the cause of any non-conformity and address it if possible.	September 30, 2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
Objective 1 and 2 Accomplishment:	
Rewrote FAA EEO Program Order 1400.8 which includes the coordination of EEO related organizational changes and Human Resources personnel policies, practices or procedures. This program order is currently being staffed for signature.	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and Office of the Chief Counsel (AGC)	FY 2009	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: E-2	Data Collection, Monitoring and Tracking Systems The agency has not implemented adequate data collection and analysis systems that permit tracking of all the information required by MD-715 and to conduct trend analysis.	
OBJECTIVE:	To identify adequate, legal data collection, monitoring and tracking systems through a collaborative, inclusive process involving AHR, AGC, and 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.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights, Human Resource Management and the Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Objective 1: Applicant Flow Data System will be expanded to capture all remaining job series.	September 30, 2010.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE The Office of Human Resource Management (AHR) is still working to add all remaining job series in the Automated Staffing and Automation Process (ASAP). ASAP (now called AVIATOR) by the 3 rd quarter of Fiscal Year 2010. This system allows applicants to submit applications and voluntarily submit race, national origin (RNO) data electronically. The AVIATOR screens applicants for basic eligibility including general and specialized experience and other requirements of the position while any RNO data voluntarily submitted automatically is separated from the applications and is not a factor in the evaluation process.		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2009	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B-18	Fund UFAS Renovation Projects Air Traffic Organization (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:	Director, Technical Operations Air Traffic Organization Facilities	
DATE OBJECTIVE INITIATED:	November 30, 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Facility Accessibility Program Office (FAPO) will coordinate additional training on UFAS for: Architects, Engineers, Maintenance Personnel Real Estate Contracting Officers, Product Teams, Facility Management, and other interested individuals.	January 30, 2006 (ongoing) Activity completed: One training session on ABBAS was conducted by the Access Board during Fiscal Year 2009.	
Prepare a training module that will be included in the supervisory training package.	September 30, 2009 2010	
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) September 30, 2009 2010	
The database was developed, but the office has been in transition, so it has not been posted. Budget and cost information was removed.		
FAPO will develop a process to measure the impact of the UFAS surveys.	September 30, 2009 2010	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>UFAS / Section 504 Facility Accessibility Surveys continue to be conducted by FAPO. The Facility Accessibility Program Office and the Regional Accessibility Focal Points conducted the following:</p> <p>FY 2005 – 39 facility surveys, 8 Regional Accessibility focal points, 82 Government Transition Evaluations.</p> <p>FY 2006 – 9 facility surveys, no Regional Accessibility focal points or Government Transition Evaluations.</p> <p>FY 2007 – 46 facility surveys, no Regional Accessibility focal points or Government Transition Evaluations, 129 Conditional Assessments.</p> <p>FY 2008 – 49 facility surveys, 15 Government Transitional Evaluations and 11 Conditional Assessments.</p> <p>FY 2009 – 39 facility surveys, 6 Government Transitional Evaluations and 5 Conditional Assessments.</p>		

This gives FAA at the end of FY 2009 total of 182 facility surveys, 8 Regional Accessibility focal points, 103 Government Transitional Evaluations, and 145 Conditional Assessments.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR), Human Resource Management (AHR) and the Chief Counsel (AGC)	FY 2009	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: C-2, C-3, C-4	<p align="center">Human Resource Program Conformity with EEO Management Directives</p> <p>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 agency's Merit Promotion Program, Employee Recognition Awards program, and Employee Development Training programs to determine conformity with EEO management directives.</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. Completed</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. Completed</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. Completed</p>	
OBJECTIVE:	Institutionalize a process to review the FAA's above referenced programs over a three year period.	
RESPONSIBLE OFFICIAL:	Assistant Administrators for Civil Rights, Human Resource Management and the Chief Counsel	
DATE OBJECTIVE INITIATED:	November 30, 2004	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	

1. 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)
2. Institutionalize a process to review the FAA's above referenced programs over a three year period.	September 30, 2009 –2012
3. Conduct reviews for: Employee Recognition Awards Program Employee Development Training Programs Merit Promotion Program Policy and Procedures.	September 30, 2009 2010 September 30, 2010 2011 September 30, 2011 2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
Due to staff turnover and hiring of over 1,900 employees this fiscal year, FAA has been delayed in the implementation of this objective. However, FAA will work to accomplish this task. ACR is trying to work with the Civil Aero Medical Institute (CAMI) and AHR to identify staff and financial resources.	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR)	FY 2009	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: C-9	Review of Disability Accommodation Decisions/Actions 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:	Assistant Administrators for Civil Rights	
DATE OBJECTIVE INITIATED:	January 31, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010	
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, (Completed)	
2. If any barriers are identified, create an action plan to address and eliminate any identified barriers.	September 30, 2010	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>The FAA Office of Civil Rights (ACR) reviewed a sample of Reasonable Accommodation EEO complaints filed against the agency to determine if any potential barriers exist. Analysis of the identified information revealed that some of the complainants did not provide the needed medical documentation (sufficient evidence) requested by management to support their contention of being disabled. Additionally, some individuals requested a promotion, which is not a reasonable accommodation. Among all the complaints reviewed, there were no findings of discrimination. Analysis of this information demonstrates that there is no evidence of inappropriate denial of reasonable accommodation at the FAA. Therefore, there are no potential barriers to EEO by people with disabilities regarding request for reasonable accommodation.</p> <p>FAA will continue its existing reasonable accommodation practices, which include training of managers and employees on the reasonable accommodation process, making available the ReAct team to provide advice to managers on complex reasonable accommodation request, and tracking reasonable accommodation requests to ensure that they are completed within the specified time requirements in the DOT and FAA Reasonable Accommodation Orders.</p>		

<p>FAA, Office's of Civil Rights (ACR), Human Resource Management (AHR), and Chief Counsel (AGC)</p>	<p>FY 2009</p>
<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: D-5, D-7, D-8</p>	<p>Trend Analysis of the Workforce's Major Occupations, Compensation and Reward System, and the Effects of Management/ Personnel Policies, Procedures and Practices The Agency does not conduct trend analysis of all of the workforce's major occupations, compensation and reward system, and the effects of management/ personnel policies, procedures and practices by race, national origin, sex, and disability.</p>
<p>OBJECTIVE:</p>	<p>Establish a process to conduct additional trend analysis of all of the workforce's major occupations, compensation and reward system, and the effects of management /personnel policies, procedures and practices by race, national origin, sex, and disability.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Administrators for Civil Rights</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 30, 2008</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2010 2012</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>1. Conduct trend analysis of the workforce's major occupations, compensation and reward system, and the effects of management /personnel policies, procedures and practices by race, national origin, sex, and disability.</p>	<p>September 30, 2009-2012</p>
<p>2. Identify the workforce's major occupations, compensation and reward system, and the effects of management /personnel policies, procedures and practices to be reviewed.</p>	<p>September 30, 2010</p>
<p>3 Gather data and other information related to the impact of each.</p>	<p>September 30, 2010</p>
<p>4. Analyze data and other information related to the impact of each in consultation with AHR and AGC.</p>	<p>September 30, 2011</p>
<p>5. If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible, in consultation with AHR and AGC.</p>	<p>September 30, 2010 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Due to staff turnover in MD-715 the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish this objective.</p>	

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Office of Civil Rights (ACR)	FY 2009	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: E-5	Processing of Accommodation Requests within the Time Frame set forth in the Agency Procedures for Reasonable Accommodation 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:	Assistant Administrators for Civil Rights	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010 2011	
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 by implementing DOCR's (OATS)	September 30, 2009 2011	
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. The ReACT Team is located in each regional center which will minimize processing delays.	June 30, 2008 (On-going)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE ACR will continue to promote and monitor the processing of reasonable accommodations request. However, FAA will work to accomplish this objective on schedule with the new on-line reasonable accommodation tracking system that DOCR is about to implement. FAA will be able to use the data from the system to determine if negative trends are occurring (E.g., inappropriate denials of accommodation requests). DOCR will provide all the OAs' with instructions on how to use the system to conduct trend analysis by May 2010. Establishing this process will also enable FAA to answer affirmatively to the MD 715 self assessment question,		

Tab 7

**FAA EEO Plan to Eliminate Identified
Barrier
(Form 715-01 Part I)**

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate for Hispanic Male and Female Aviation Safety Inspectors</p> <p>The FAA Hispanic male and female participation for job series 1825, Aviation Safety Inspector, is 5.47% (5.19% male, 0.28% female), which is lower than the expected Hispanic RCLF rate of 8.97% (7.32% male, 1.65% female).</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, the FAA Hispanic workforce participation rate for 1825 is 5.47%, which is lower than the expected Hispanic RCLF rate of 8.97%. 2. In FY '09, there were 948 Hispanic applicants or 4.21% (total applicants, 22,499), which is lower than the expected Hispanic RCLF rate of 8.97%. 3. In FY '09, there were 5 Hispanics selected or 3.85% (total selectees: 130), which is lower than the Hispanic applicant rate of 4.21%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low participation rate in applying for positions with the FAA is unknown. Further examination of the recruitment process is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Review and analyze current outreach procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in the AVS Diversity Plan. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Associate Administrator for Aviation Safety</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 1, 2006</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2010 2012</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)	
<p><u>OBJECTIVES 1.</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of Hispanic applicants. 2. 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, 2009 2010	September 30, 2012
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants.</p>	September 30, 2011	
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity plan.</p>	September 30, 2011	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Due to staff turnover in MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate for Black Aviation Safety Inspectors</p> <p>The FAA Black male and female participation for job series 1825, Aviation Safety Inspector, is 4.57% (4.29% male, 0.28% female), which is lower than the expected Black male and female RCLF rate of 10.41% (7.69% male, 2.72% female).</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, the FAA Black workforce participation rate for 1825 is 4.57%, which is lower than the expected Black RCLF rate of 10.41%. 2. In FY '09, there were 1173 Black applicants or 5.21% (total applicants, 22,499), which is lower than the expected Black RCLF rate of 10.41%. 3. In FY'09 there was 1 Black selected or 0.77% (total selectees: 130), which is lower than the Black applicant rate of 5.21%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low participation rate is unknown. Further examination of the recruitment and selection processes is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Review and analyze current outreach and procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in the AVS Diversity Plan. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Associate Administrator for Aviation Safety</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 1, 2006</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2010 2011</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)	
<p>OBJECTIVE 1</p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of Black applicants. 2. 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, 2009 2010	September 30, 2010 , 2011 , 2012
<p>OBJECTIVE 2</p> <p>Create outreach programs that will generate a diverse pool of applicants.</p>	September 30, 2011	
<p>OBJECTIVE 3</p> <p>Implement activities outlined in the AVS Diversity plan.</p>	September 30, 2011	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Due to staff turnover in MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate for White Female Aviation Safety Inspectors</p> <p>The FAA Female participation for job series 1825, Aviation Safety Inspector, is 6.62%, which is lower than the expected White Female RCLF rate of 10.99%.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, the FAA White Female workforce participation rate for 1825 is 6.62%, which is lower than the expected Female RCLF rate of 10.99%, 2. In FY '09, there were 613 White Female applicants or 2.72% (total applicants, 22,499), which is lower than the expected White Female RCLF rate of 10.99%. 3. In FY '09, there were 4 White Females selected or 3.08% (total selectees: 130), which is higher than the White Female applicant rate of 0.25%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low participation rate for applicants is unknown. Further examination of the recruitment process is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Review and analyze current outreach procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in the AVS Diversity Plan. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Associate Administrator for Aviation Safety</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 1, 2006</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2010 2011</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)
<p><u>OBJECTIVE 1</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of White female applicants. 2. 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. 		<p>September 30, 2009 2010</p> <p>September 30, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Create programs that will generate a diverse pool of applicants.</p>		<p>September 30, 2010–2011</p>
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity Plan.</p>		<p>September 30, 2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Due to staff turnover in MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate for Asian Aviation Safety Inspectors</p> <p>The FAA Asian participation for job series 1825, Aviation Safety Inspector, is 1.49% (1.35% Males, 0.14% Females), which is lower than the expected Asian RCLF rate of 1.95% (1.64% Males, 0.31% Females).</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, the FAA Asian workforce participation rate for 1825 is 1.49% (1.35% Males, 0.14% Females), which is lower than the expected Asian RCLF rate of 4.09% (1.64% Males, 0.31% Females). 2. In FY '09, there were 482 Asian applicants or 2.14% (total applicants, 22,499), which is lower than the expected Female RCLF rate of 4.09%. 3. In FY '09, there were 1 Asians selected or 0.77% (total selectees: 130), which is lower than the Asian applicant rate of 2.14%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The 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 of the recruitment and selection processes is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Review and analyze current outreach and selection procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in the AVS Diversity Plan. 	
<p>RESPONSIBLE OFFICIAL:</p>	Associate Administrator for Aviation Safety	
<p>DATE OBJECTIVE INITIATED:</p>	November 1, 2006	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	September 30, 2010 2011	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
FAA	PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p><u>OBJECTIVE 1</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of Asian applicants. 2. 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. 		<p>September 30, 2009 2010</p> <p>September 30, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Create programs that will generate a diverse pool of applicants.</p>		<p>September 30, 2010–2011</p>
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity Plan.</p>		<p>September 30, 2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Due to staff turnover in MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower Than Expected Participation Rate for American Indian/Alaska Native Female Aviation Safety Inspectors</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 0.69%.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, 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%. 2. In FY '09, there was 9 American Indian/Alaska Native Female applicant or 0.04% (total applicants, 22,499), which is lower than the expected American Indian/Alaska Native Female RCLF rate of 0.69%. 3. In FY '09, there were 0 American Indian/Alaska Native Females selected or 0.00% (total selectees: 130), which is lower than the Indian/Alaska Native Female applicant rate of 0.04%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low applicant participation rate is unknown. Further examination of the recruitment process is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Review and analyze current outreach procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in the AVS Diversity Plan. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Associate Administrator for Aviation Safety</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 1, 2006</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2010–2011</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)
<p><u>OBJECTIVE 1</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of American Indian/Alaska Native female applicants. 2. 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 		<p>September 30, 2009 2010</p> <p>September 30, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Create programs that will generate a diverse pool of applicants.</p>		<p>September 30, 2010–2011</p>
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity Plan.</p>		<p>September 30, 2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Due to staff turnover in MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2009	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Low Participation for Asian Females The FAA Asian Female participation for job series 2152, Air Traffic Controller, is 0.37%, which is lower than the expected Asian Female RCLF rate of 0.43%.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ol style="list-style-type: none"> 1. In FY '09, the FAA Asian female workforce participation rate for 2152s is 0.37%, which is lower than the expected Asian female RCLF rate of 0.43%. 2. In FY '09, there were 204 Asian female applicants or 0.48% (total applicants, 42,676), which is higher than the expected Asian female RCLF rate of 0.43%. 3. In FY '09 there were 3 Asian female selected or 0.55% (total selectees: 619), which is higher than the Asian female applicant rate of 0.48%. 	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The cause of the low participation rate is unknown. Further examination of the recruitment process is needed.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Continue to recruit and hire at the current rate to increase the representation of Asian females within FAA to be on par or above the CLF. The applicant and hire rates are above the CLF, but the total overall representation is below the CLF for Asian females in the 2152 job series.	
RESPONSIBLE OFFICIAL:	ATO Director, Workforce Development	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010 2011	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
1. Develop an action plan to implement collection process in the 2152 application process.		September 30, 2009 2010
2. Implement FY'08 activities in the action plan.		September 30, 2009 2010
3. 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 2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Due to staff turnover in MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low Participation for Black Males and Females Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Black females and males.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, the FAA Black workforce participation rate for 2152s is 5.80% (4.44% male, 1.36% female), which is lower than the expected Black RCLF rate of 7.31% (5.37% male, 1.94% female). 2. In FY '09, there were 11,225 Black 2152 applicants or 26.30% (total applicants, 42,676), which is higher than the expected Black RCLF rate of 7.27%. 3. In FY '09 there were 38 Blacks selected or 6.14% (total selectees: 619), which is lower than the Black applicant rate of 26.30%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low participation rate is unknown. Further examination of the selection process is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop a 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. Canceled</p> <ol style="list-style-type: none"> 1. Review and analyze current outreach and selection procedures. 2. Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO Director, Workforce Development</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 30, 2007</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2010 2011</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
<p><u>Objective 1</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of Black applicants. 2. 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. 		<p>September 30, 2009 2010</p> <p>September 30, 2010, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations.</p>		<p>September 30, 2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Due to staff turnover with MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low Participation for White Females Job series 2152, Air Traffic Controller, has a lower than expected participation rate for White females.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, the FAA White female workforce participation rate for 2152s is 13.47%, which is lower than the expected White female RCLF rate of 14.45%. 2. In FY '09, there were 3,468 White female 2152 applicants or 8.13% (total applicants, 42,676, which is lower than the expected White female RCLF rate of 14.45%. 3. In FY '09 there were 63 White females selected or 10.18% (total selectees: 619), which is higher than the White female applicant rate of 8.13%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low participation applicant rate is unknown. Further examination of the recruitment process is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop a 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. Canceled</p> <ol style="list-style-type: none"> 1. Review and analyze current outreach procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO Director, Workforce Development</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 30, 2007</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2011, 2012</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
<p><u>Objective 1</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of White female applicants. 2. 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. 		<p>September 30, 2009 2010</p> <p>September 30, 2010, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants.</p>		<p>September 30, 2011</p>
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations.</p>		<p>September 30, 2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Due to staff turnover with MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2009	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low Participation for Hispanic Females Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Hispanic females.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<ol style="list-style-type: none"> 1. In FY '09, the FAA Hispanic female workforce participation rate for 2152s is 0.97%, which is lower than the expected Hispanic female RCLF rate of 0.98%. 2. In FY '09, there were 216 qualified Hispanic female 2152 applicants or 1.05% (total qualified applicants, (42,676), which is higher than the expected Hispanic female RCLF rate of 0.98%. 3. In FY '09 there were 4 Hispanic females selected or 0.65% (total selectees: 619), which is lower than the Hispanic female applicant rate of 1.05%. 	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low selection participation rate is unknown. Further examination of the recruitment process is needed.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Develop a 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. Canceled</p> <ol style="list-style-type: none"> 1. Review and analyze current outreach procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO Director, Workforce Development</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 30, 2007</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2011, 2012</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
<p><u>Objective 1</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of Hispanic female applicants. 2. 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. 		<p>September 30, 2009 2010</p> <p>September 30, 2010, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants.</p>		<p>September 30, 2011</p>
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations.</p>		<p>September 30, 2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Due to staff turnover with MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Air Traffic Organization (ATO)	FY 2009	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p style="text-align: center;">Low Participation for Females</p> Job series 2101, Airway Transportation System Specialist, has a lower than expected participation rate for females.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ol style="list-style-type: none"> 1. In FY '09, the FAA female workforce participation rate for 2101s is 9.19%, which is lower than the expected female RCLF rate of 56.56%. 2. In FY '09, there were 250 qualified female 2101 applicants or 3.38% (total qualified applicants, 9,246), which is higher than the expected female RCLF rate of 56.56%. 3. In FY '09 there were 7 females selected or 2.49% (total selectees: 281), which is lower than the expected female applicant rate of 5.18% 	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The cause of the low applicant participation rate is unknown. Further examination of the recruitment process is needed.	
OBJECTIVE: 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 2101 job series for females, analyze whether there are alternatives that can satisfy the same objectives. Canceled <ol style="list-style-type: none"> 1. Review and analyze current outreach procedures. 2. Create outreach programs that will generate a diverse pool of applicants. 3. Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations. 	
RESPONSIBLE OFFICIAL:	ATO Director, Workforce Development	
DATE OBJECTIVE INITIATED:	October 1, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2012	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
<p><u>Objective 1</u></p> <ol style="list-style-type: none"> 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 assist with reviewing and analyzing current outreach and selection procedures to determine if there are specific impediments to the employment opportunity of female applicants. 2. 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. 		<p>September 30, 2010</p> <p>September 30, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants.</p>		<p>September 30, 2011</p>
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations.</p>		<p>September 30, 2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE Due to staff turnover with MD-715 program manager the FAA has been delayed in the implementation of these objectives. FAA will work to accomplish these objectives.</p>		

Tab 8

**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)**

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 nd Level Component	1.a. N/A								
	1.b. 3 rd 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 FY09.		... end of FY09.		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	46,521	100.00%	48486	100.00%	1965	4.22%			
	Reportable Disability	2295	4.93%	2442	5.04%	147	6.41%			
	Targeted Disability*	208	0.45%	225	0.46%	17	8.17%			
	* 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.						846			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						24				
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	1109	41	3.70%	10	0.90%	46	4.15%	1022	92.16%	
5. Employee Career Development Programs	Barrier	N/A		N/A		N/A		N/A		
5.a. Grades 5 - 12	17,824	1064	5.97%	119	0.67%	842	4.72%	15,918	89.31%	
5.b. Grades 13 - 14	24,525	1101	4.49%	74	0.30%	779	3.18%	22,645	92.33%	
5.c. Grade 15/SES	4,454	179	4.01%	11	0.25%	84	1.88%	4191	94.10%	
6. Employee Recognition and Awards	N/A	N/A		N/A		N/A		N/A		
6.a. Time-Off Awards (Total hrs awarded)	9299	409	4.90%	34	0.29%	314	3.82%	8576	91.28%	
6.b. Cash Awards (total \$\$\$ awarded)	19,323	1073	5.60%	90	0.46%	779	4.10%	17,471	90.40%	
6.c. Quality-Step Increase	67	4	5.97%	0	0%	2	2.99%	61	91.04%	

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>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.</p>
<p>Part V Goals for Targeted Disabilities</p>	<p>The FAA follows the DOT-mandated goal of 3%. Please also see the following Barrier Statements and Goals identified.</p>

****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	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR)	FY 2009
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	3% Hiring Goal for People with Targeted Disabilities 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) 2010 is 2.65%.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	A review of the data of the FAA workforce during Fiscal Year (FY) 2009 reveals the following information: <ol style="list-style-type: none"> 1. The total number of permanent employees at FAA as of the end of FY 2009 was 47,034. The total number of permanent employees with targeted disabilities at FAA at the end of FY 2009 was 209 or .40% of the total permanent FAA workforce. During FY 2009, there were a total of 1804 permanent employees hired at FAA. The total number of permanent employees with targeted disabilities hired during FY 2009 was 14. 2. The total number of applicants to positions at FAA during FY 2009 was 183,127. The total number of persons with targeted disabilities applicants was 846 or 0.50%.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Current recruitment and selection procedures for persons with targeted disabilities may be a barrier to equal employment.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	FAA will make every effort to meet or exceed the 3% of the total employees hired during the FY and will include persons with targeted disabilities.
RESPONSIBLE OFFICIAL:	Assistant Administrators for Human Resource Management and Civil Rights
DATE OBJECTIVE INITIATED:	November 16, 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009 2010

EEOC FORM 715-01 PART J	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Offices of Civil Rights (ACR) and Human Resource (AHR)		TARGET DATE (Must be specific)
1. 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	
2. 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	
3. ACR will host the first People with Targeted Disabilities Career Fair. 9b. Will coordinate a FAA National Disability Mentoring/Shadow Day. 9c. FAA will participate in the OPM FY 2010 Disability Hiring Fair.	9a. September 30, 2009 (Completed) 9b and 9c September 30, 2010	
4. A reinforcement memorandum is issued annually, reminding supervisors and managers of the Secretary of Transportation's fiscal year goal that 3% of all new hires are individuals with targeted (severe) disabilities.	On-going	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>FY 2009</p> <p>ACR has renewed its contract 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.</p> <p>ACR established an organizational excellence Flight Plan initiative to apply accountability throughout the agency for hiring people with targeted disabilities.</p> <p>ACR hosted its first People with Targeted Disabilities Career Fair in which 1,100 PWTD applicants attended.</p> <p>ACR assisted in the coordination of the National Disability Employment Awareness Month scheduled in October 2008 (FY09). The program included a video by the Department of Transportation, Secretary of Transportation, Mary E. Peters, on hiring of people with targeted disabilities.</p>		

Tab 9

**FAA Workforce Data Tables
("A" Tables)**

List of Workforce Data Tables

"A" Tables	Description	Comments
Table A1	Total Workforce - Distribution by Race/Ethnicity and Sex	Data Provided
Table A2	Permanent Workforce By Component - Distribution by Race/Ethnicity and Sex	Not Applicable to the FAA
Table A3-1	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table A3-2	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table A4-1	Participation Rates For General Schedule Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A4-2	Participation Rates For General Schedule (GS) Grades by Race/Ethnicity and Sex	Data Provided
Table A5-1	Participation Rates For Wage Grades by Race/Ethnicity and Sex	Data Provided
Table A5-2	Participation Rates For Wage Grades by Race/Ethnicity and Sex	Data Provided
Table A5NS-1	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5NS-2	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce	Data Provided
Table A5S-1	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5S-2	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A6	Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex	Data Provided
Table A7	Hires for Major Occupations Distribution by Race/Ethnicity and Sex	Data Provided
Table A8	New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex	Data Provided
Table A9	Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex	Not Available
Table A10	Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex	Data Provided
Table A11	Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES) by Race/Ethnicity and Sex	Not Available
Table A12	Participation in Career Development by Race/Ethnicity and Sex	Not Available
Table A13	Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex	Data Provided
Table A14	Separations by Type of Separation - Distribution by Race/Ethnicity and Sex	Data Provided

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

FEDERAL AVIATION ADMINISTRATION Pay Period from 200820 to 200920

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

Employment Tenure	TOTAL WORKFORCE			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
TOTAL WORKFORCE - Permanent and Temporary																			
Prior FY	#	46521	34965	11555	2167	735	28374	8103	2507	2028	1202	415	77	23	493	199	145	52	
	%	100%	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%	
Current FY	#	48486	36479	12007	2245	774	29519	8349	2647	2118	1301	464	91	29	492	206	184	67	
	%	100%	75.24%	24.76%	4.63%	1.6%	60.88%	17.22%	5.46%	4.37%	2.68%	0.96%	0.19%	0.06%	1.01%	0.42%	0.38%	0.14%	
Nat 2k CLF	%	100%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%	
Org CLF	%	%	73.29%	26.71%	3.27%	1.50%	58.37%	19.97%	3.56%	2.72%	6.66%	1.97%	0.06%	0.02%	0.23%	0.12%	1.14%	0.41%	
Difference	#	1965	1514	452	78	39	1145	246	140	90	99	49	14	6	-1	7	39	15	
Ratio Change	%	0.00%	0.08%	-0.07%	-0.03%	0.02%	-0.11%	-0.20%	0.07%	0.01%	0.10%	0.06%	0.02%	0.01%	-0.05%	0.00%	0.07%	0.03%	
Net Change	%	4.22%	4.33%	3.91%	3.60%	5.31%	4.04%	3.04%	5.58%	4.44%	8.24%	11.81%	18.18%	26.09%	-0.20%	3.52%	26.90%	28.85%	
PERMANENT WORKFORCE																			
Prior FY	#	45283	34091	11192	2102	708	27702	7851	2417	1965	1172	403	76	23	483	193	139	49	
	%	100%	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%	
Current FY	#	47034	35398	11636	2192	750	28640	8085	2560	2063	1257	444	87	28	484	202	178	64	
	%	100%	75.26%	24.74%	4.66%	1.59%	60.89%	17.19%	5.44%	4.39%	2.67%	0.94%	0.18%	0.06%	1.03%	0.43%	0.38%	0.14%	
Difference	#	1751	1307	444	90	42	938	234	143	98	85	41	11	5	1	9	39	15	
Ratio Change	%	0%	-0.02%	0.02%	0.02%	0.03%	-0.28%	-0.15%	0.11%	0.05%	0.08%	0.05%	0.02%	0.01%	-0.04%	0.00%	0.07%	0.03%	
Net Change	%	3.87%	3.83%	3.97%	4.28%	5.93%	3.39%	2.98%	5.92%	4.99%	7.25%	10.17%	14.47%	21.74%	0.21%	4.66%	28.06%	30.61%	
TEMPORARY WORKFORCE																			
Prior FY	#	1238	874	363	65	27	672	252	90	63	30	12	1	0	10	6	6	3	
	%	100%	70.60%	29.32%	5.25%	2.18%	54.28%	20.36%	7.27%	5.09%	2.42%	0.97%	0.08%	0	0.81%	0.48%	0.48%	0.24%	
Current FY	#	1452	1081	371	53	24	879	264	87	55	44	20	4	1	8	4	6	3	
	%	100%	74.45%	25.55%	3.65%	1.65%	60.54%	18.18%	5.99%	3.79%	3.03%	1.38%	0.28%	0.07%	0.55%	0.28%	0.41%	0.21%	
Difference	#	214	207	8	-12	-3	207	12	-3	-8	14	8	3	1	-2	-2	0	0	
Ratio Change	%	0%	3.85%	-3.77%	-1.60%	-0.53%	6.26%	-2.17%	-1.28%	-1.30%	0.61%	0.41%	0.19%	0.07%	-0.26%	-0.21%	-0.07%	-0.04%	
Net Change	%	17.29%	23.68%	2.20%	-18.46%	-11.11%	30.80%	4.76%	-3.33%	-12.70%	46.67%	66.67%	300.00%	0%	-20.00%	-33.33%	0.00%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 200920

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

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY															
			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	
			male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers	#	3889	3113	776	175	47	2554	572	255	129	60	15	6	1	54	7	9	5
Executive/Senior Level (Grades 15 and Above)	%	100%	80.05%	19.95%	4.50%	1.21%	65.67%	14.71%	6.56%	3.32%	1.54%	0.39%	0.15%	0.03%	1.39%	0.18%	0.23%	0.13%
Mid-Level (Grades 13-14)	#	1982	1611	371	128	29	1255	269	132	51	51	8	2	2	35	11	8	1
	%	100%	81.28%	18.72%	6.46%	1.46%	63.32%	13.57%	6.66%	2.57%	2.57%	0.40%	0.10%	0.10%	1.77%	0.55%	0.40%	0.05%
First-Level (Grades 12 and Below)	#	193	154	39	8	2	129	31	15	6	1	0	0	0	1	0	0	0
	%	100%	79.79%	20.21%	4.15%	1.04%	66.84%	16.06%	7.77%	3.11%	0.52%	0.00%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%
Other	#	10344	6743	3601	540	229	5022	2249	731	868	256	147	24	12	124	76	46	20
	%	100%	65.19%	34.81%	5.22%	2.21%	48.55%	21.74%	7.07%	8.39%	2.47%	1.42%	0.23%	0.12%	1.20%	0.73%	0.44%	0.19%
Officials And Managers - TOTAL	#	16408	11621	4787	851	307	8960	3121	1133	1054	368	170	32	15	214	94	63	26
	%	100%	70.83%	29.17%	5.19%	1.87%	54.61%	19.02%	6.91%	6.42%	2.24%	1.04%	0.20%	0.09%	1.30%	0.57%	0.38%	0.16%
2. Professionals	#	6082	4431	1651	260	101	3239	1056	359	327	497	128	7	1	51	30	18	8
	%	100%	72.85%	27.15%	4.27%	1.66%	53.26%	17.36%	5.90%	5.38%	8.17%	2.10%	0.12%	0.02%	0.84%	0.49%	0.30%	0.13%
3. Technicians	#	18375	15332	3043	838	180	13096	2468	804	259	313	77	36	6	159	33	86	20
	%	100%	83.44%	16.56%	4.56%	0.98%	71.27%	13.43%	4.38%	1.41%	1.70%	0.42%	0.20%	0.03%	0.87%	0.18%	0.47%	0.11%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	1959	252	1707	25	134	146	1077	59	382	11	60	2	5	6	40	3	9
	%	100%	12.86%	87.14%	1.28%	6.84%	7.45%	54.98%	3.01%	19.50%	0.56%	3.06%	0.10%	0.26%	0.31%	2.04%	0.15%	0.46%
6. Craft Workers	#	135	131	4	11	0	90	1	11	3	10	0	2	0	7	0	0	0
	%	100%	97.04%	2.96%	8.15%	0.00%	66.67%	0.74%	8.15%	2.22%	7.41%	0.00%	1.48%	0.00%	5.19%	0.00%	0.00%	0.00%
7. Operatives	#	3939	3593	346	205	19	3079	289	189	27	57	6	8	1	47	3	8	1
	%	100%	91.22%	8.78%	5.20%	0.48%	78.17%	7.34%	4.80%	0.69%	1.45%	0.15%	0.20%	0.03%	1.19%	0.08%	0.20%	0.03%
8. Laborers and Helpers	#	3	3	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	33.33%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	133	35	98	1	9	29	73	4	11	1	3	0	0	0	2	0	0
	%	100%	26.32%	73.68%	0.75%	6.77%	21.80%	54.89%	3.01%	8.27%	0.75%	2.26%	0.00%	0.00%	0.00%	1.50%	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			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	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	15	8	7	1	1	6	4	1	1	0	0	0	0	0	0	0	0	1
	%	100%	53.33%	46.67%	6.67%	6.67%	40.00%	26.67%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
GS-04	#	3	1	2	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
	%	100%	33.33%	66.67%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
GS-05	#	356	54	302	3	29	38	213	10	45	3	10	0	0	0	3	0	2	
	%	100%	15.17%	84.83%	0.84%	8.15%	10.67%	59.83%	2.81%	12.64%	0.84%	2.81%	0.00%	0.00%	0.00%	0.84%	0.00%	0.56%	
GS-06	#	248	43	205	6	19	28	129	7	44	1	8	0	1	0	4	1	0	
	%	100%	17.34%	82.66%	2.42%	7.66%	11.29%	52.02%	2.82%	17.74%	0.40%	3.23%	0.00%	0.40%	0.00%	1.61%	0.40%	0.00%	
GS-07	#	985	120	865	11	73	67	537	30	191	5	34	2	3	2	23	3	4	
	%	100%	12.18%	87.82%	1.12%	7.41%	6.80%	54.52%	3.05%	19.39%	0.51%	3.45%	0.20%	0.30%	0.20%	2.34%	0.30%	0.41%	
GS-08	#	1594	1287	307	83	22	1021	215	117	51	48	11	3	1	3	3	12	4	
	%	100%	80.74%	19.26%	5.21%	1.38%	64.05%	13.49%	7.34%	3.20%	3.01%	0.69%	0.19%	0.06%	0.19%	0.19%	0.75%	0.25%	
GS-09	#	1712	823	889	53	73	636	543	83	224	28	27	5	2	5	15	13	5	
	%	100%	48.07%	51.93%	3.10%	4.26%	37.15%	31.72%	4.85%	13.08%	1.64%	1.58%	0.29%	0.12%	0.29%	0.88%	0.76%	0.29%	
GS-10	#	2164	1083	1081	76	88	795	711	135	197	45	48	5	3	21	27	6	7	
	%	100%	50.05%	49.95%	3.51%	4.07%	36.74%	32.86%	6.24%	9.10%	2.08%	2.22%	0.23%	0.14%	0.97%	1.25%	0.28%	0.32%	
GS-11	#	1683	1279	404	71	25	1051	304	99	54	33	14	1	0	16	4	8	3	
	%	100%	76.00%	24.00%	4.22%	1.49%	62.45%	18.06%	5.88%	3.21%	1.96%	0.83%	0.06%	0.00%	0.95%	0.24%	0.48%	0.18%	
GS-12	#	9064	7290	1774	519	115	5827	1219	541	315	224	72	20	5	113	37	46	11	
	%	100%	80.43%	19.57%	5.73%	1.27%	64.29%	13.45%	5.97%	3.48%	2.47%	0.79%	0.22%	0.06%	1.25%	0.41%	0.51%	0.12%	
GS-13	#	8340	6371	1969	439	101	4964	1315	455	393	380	106	16	8	89	38	28	8	
	%	100%	76.39%	23.61%	5.26%	1.21%	59.52%	15.77%	5.46%	4.71%	4.56%	1.27%	0.19%	0.10%	1.07%	0.46%	0.34%	0.10%	
GS-14	#	16185	13285	2900	720	148	11179	2223	757	384	392	91	27	4	159	38	51	12	
	%	100%	82.08%	17.92%	4.45%	0.91%	69.07%	13.73%	4.68%	2.37%	2.42%	0.56%	0.17%	0.02%	0.98%	0.23%	0.32%	0.07%	
GS-15	#	4268	3419	849	185	50	2792	620	279	144	84	20	6	1	63	9	10	5	
	%	100%	80.11%	19.89%	4.33%	1.17%	65.42%	14.53%	6.54%	3.37%	1.97%	0.47%	0.14%	0.02%	1.48%	0.21%	0.23%	0.12%	
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Senior Executive Service	#	186	125	61	6	5	104	44	10	10	3	2	0	0	2	0	0	0	
	%	100%	67.20%	32.80%	3.23%	2.69%	55.91%	23.66%	5.38%	5.38%	1.61%	1.08%	0.00%	0.00%	1.08%	0.00%	0.00%	0.00%	

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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						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	
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	1072	462	610	24	36	369	391	47	153	12	15	1	1	8	13	1	1
Occupational CLF	%	100%	43.10%	56.90%	2.24%	3.36%	34.42%	36.47%	4.38%	14.27%	1.12%	1.40%	0.09%	0.09%	0.75%	1.21%	0.09%	0.09%
MANAGEMENT PROGRAM ANALYSIS (0343)	#	2167	615	1552	34	78	413	915	129	471	19	46	3	4	12	30	5	8
Occupational CLF	%	100%	28.38%	71.62%	1.57%	3.60%	19.06%	42.22%	5.95%	21.74%	0.88%	2.12%	0.14%	0.18%	0.55%	1.38%	0.23%	0.37%
GENERAL ENGINEERING (0801)	#	790	671	119	45	15	475	59	59	30	87	14	0	0	5	1	0	0
Occupational CLF	%	100%	84.94%	15.06%	5.70%	1.90%	60.13%	7.47%	7.47%	3.80%	11.01%	1.77%	0.00%	0.00%	0.63%	0.13%	0.00%	0.00%
CIVIL ENGINEERING (0810)	#	389	337	52	38	5	228	32	25	8	40	6	2	0	2	0	2	1
Occupational CLF	%	100%	86.63%	13.37%	9.77%	1.29%	58.61%	8.23%	6.43%	2.06%	10.28%	1.54%	0.51%	0.00%	0.51%	0.00%	0.51%	0.26%
ELECTRONICS ENGINEERING (0855)	#	856	772	84	53	9	490	37	65	15	151	21	1	1	12	1	0	0
Occupational CLF	%	100%	90.19%	9.81%	6.19%	1.05%	57.24%	4.32%	7.59%	1.75%	17.64%	2.45%	0.12%	0.12%	1.40%	0.12%	0.00%	0.00%
AEROSPACE ENGINEERING (0861)	#	745	645	100	29	9	491	70	38	8	79	13	0	0	4	0	4	0
Occupational CLF	%	100%	86.58%	13.42%	3.89%	1.21%	65.91%	9.40%	5.10%	1.07%	10.60%	1.74%	0.00%	0.00%	0.54%	0.00%	0.54%	0.00%
AVIATION SAFETY (1825)	#	4217	3901	316	219	12	3372	279	181	12	57	6	7	2	54	5	11	0
Occupational CLF	%	100%	92.51%	7.49%	5.19%	0.28%	79.96%	6.62%	4.29%	0.28%	1.35%	0.14%	0.17%	0.05%	1.28%	0.12%	0.26%	0.00%
TRANSPORTATION SPECIALIST (2101)	#	6147	5582	565	490	36	4203	390	498	80	222	37	20	2	108	12	41	8
Occupational CLF	%	100%	90.81%	9.19%	7.97%	0.59%	68.37%	6.34%	8.10%	1.30%	3.61%	0.60%	0.33%	0.03%	1.76%	0.20%	0.67%	0.13%
AIR TRAFFIC CONTROL (2152)	#	20221	16900	3321	942	196	14444	2723	897	274	318	74	39	6	179	27	81	21
Occupational CLF	%	100%	83.58%	16.42%	4.66%	0.97%	71.43%	13.47%	4.44%	1.36%	1.57%	0.37%	0.19%	0.03%	0.89%	0.13%	0.40%	0.10%
INFORMATION TECHNOLOGY MANAGEMENT (2210.0334)	#	1647	1122	525	64	21	853	355	119	98	62	34	3	0	16	15	5	2
Occupational CLF	%	100%	68.12%	31.88%	3.89%	1.28%	51.79%	21.55%	7.23%	5.95%	3.76%	2.06%	0.18%	0.00%	0.97%	0.91%	0.30%	0.12%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2008-10-01 TO 2009-09-30)

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	
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)																		
Accessions	#	34	24	10	1	0	20	8	2	2	1	0	0	0	0	0	0	0
	%	100%	70.59%	29.41%	2.94%	0.00%	58.82%	23.53%	5.88%	5.88%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	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)																		
Accessions	#	152	75	77	1	1	57	49	12	24	4	2	0	0	1	0	0	1
	%	100%	49.34%	50.66%	0.66%	0.66%	37.50%	32.24%	7.89%	15.79%	2.63%	1.32%	0.00%	0.00%	0.66%	0.00%	0.00%	0.66%
CLF	#	100%	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)																		
Accessions	#	51	40	11	1	0	30	5	3	5	5	0	0	1	1	0	0	0
	%	100%	78.43%	21.57%	1.96%	0.00%	58.82%	9.80%	5.88%	9.80%	9.80%	0.00%	0.00%	1.96%	1.96%	0.00%	0.00%	0.00%
CLF	#	100%	89.61%	10.39%	3.19%	0.60%	71.83%	7.15%	3.04%	0.77%	9.92%	1.63%	0.09%	0.01%	0.21%	0.05%	1.32%	0.18%
CIVIL ENGINEERING (0810)																		
Accessions	#	56	45	11	7	2	27	8	6	0	4	1	1	0	0	0	0	0
	%	100%	80.36%	19.64%	12.50%	3.57%	48.21%	14.29%	10.71%	0.00%	7.14%	1.79%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	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)																		
Accessions	#	48	43	5	2	0	29	3	3	1	9	1	0	0	0	0	0	0
	%	100%	89.58%	10.42%	4.17%	0.00%	60.42%	6.25%	6.25%	2.08%	18.75%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	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)																		
Accessions	#	61	52	9	0	0	44	4	1	3	7	2	0	0	0	0	0	0
	%	100%	85.25%	14.75%	0.00%	0.00%	72.13%	6.56%	1.64%	4.92%	11.48%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	90.94%	9.06%	4.10%	0.54%	74.24%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%
AVIATION SAFETY (1825)																		
Accessions	#	215	201	14	4	0	186	10	5	2	2	1	1	1	3	0	0	0
	%	100%	93.49%	6.51%	1.86%	0.00%	86.51%	4.65%	2.33%	0.93%	0.93%	0.47%	0.47%	0.47%	1.40%	0.00%	0.00%	0.00%
CLF	#	100%	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)																		
Accessions	#	253	247	6	13	1	201	2	24	1	4	2	1	0	2	0	2	0
	%	100%	97.63%	2.37%	5.14%	0.40%	79.45%	0.79%	9.49%	0.40%	1.58%	0.79%	0.40%	0.00%	0.79%	0.00%	0.79%	0.00%
CLF	#	100%	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)																		
Accessions	#	1515	1249	266	78	21	986	179	116	46	52	10	2	1	3	3	12	6
	%	100%	82.44%	17.56%	5.15%	1.39%	65.08%	11.82%	7.66%	3.04%	3.43%	0.66%	0.13%	0.07%	0.20%	0.20%	0.79%	0.40%
CLF	#	100%	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 (2210,0334)																		
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%	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 (2008-10-01 TO 2009-09-30)

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		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
	#	1803	1248	555	51	25	996	375	106	110	74	31	5	4	11	4	5	6	
Permanent	%	100%	69.22%	30.78%	2.83%	1.39%	55.24%	20.80%	5.88%	6.10%	4.10%	1.72%	0.28%	0.22%	0.61%	0.22%	0.28%	0.33%	
	#	2344	1761	583	104	49	1360	379	184	114	82	20	8	3	6	9	17	9	
Temporary	%	100%	75.13%	24.87%	4.44%	2.09%	58.02%	16.17%	7.85%	4.86%	3.50%	0.85%	0.34%	0.13%	0.26%	0.38%	0.73%	0.38%	
	#	4147	3009	1138	155	74	2356	754	290	224	156	51	13	7	17	13	22	15	
TOTAL	%	56.52%	42.46%	14.06%	3.74%	1.78%	56.81%	18.18%	6.99%	5.40%	3.76%	1.23%	0.31%	0.17%	0.41%	0.31%	0.53%	0.36%	
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 (2008-10-01 TO 2009-09-30)

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

Type of Award	TOTAL EMPLOYEES		RACE/ETHNICITY															
			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
Time-Off Awards - 1-9 hours																		
Total Time-Off Awards Given	#	7010	5137	1873	318	139	4337	1335	290	284	94	53	7	4	65	48	26	10
	%	100%	73.28%	26.72%	4.54%	1.98%	61.87%	19.04%	4.14%	4.05%	1.34%	0.76%	0.10%	0.06%	0.93%	0.68%	0.37%	0.14%
Total Hours		42168	30374	11794	2015	842	25384	8245	1817	2055	567	334	42	23	391	239	158	56
Average Hours		6	6	6	6	6	6	6	6	7	6	6	6	6	6	5	6	6
Time-Off Awards - 9+ hours																		
Total Time-Off Awards Given	#	2298	1460	838	97	67	1182	577	112	150	33	29	3	3	25	10	8	2
	%	100%	63.53%	36.47%	4.22%	2.92%	51.44%	25.11%	4.87%	6.53%	1.44%	1.26%	0.13%	0.13%	1.09%	0.44%	0.35%	0.09%
Total Hours		39519	24107	15412	1610	1176	19358	10340	1889	3033	579	585	47	48	480	174	144	56
Average Hours		17	17	18	17	18	16	18	17	20	18	20	16	16	19	17	18	28
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	10914	7861	3053	495	212	6309	2094	541	548	303	94	14	12	151	82	48	11
	%	100%	72.03%	27.97%	4.54%	1.94%	57.81%	19.19%	4.96%	5.02%	2.78%	0.86%	0.13%	0.11%	1.38%	0.75%	0.44%	0.10%
Total Amount		\$3,855,135	\$2,719,992	\$1,135,143	\$174,239	\$79,532	\$2,153,352	\$757,220	\$199,935	\$217,548	\$114,776	\$38,161	\$3,809	\$4,540	\$56,381	\$33,492	\$17,500	\$4,650
Average Amount		\$353	\$346	\$372	\$352	\$375	\$341	\$362	\$370	\$397	\$379	\$406	\$272	\$378	\$373	\$408	\$365	\$423
Cash Awards - \$501+																		
Total Cash Awards Given	#	8410	5315	3095	319	196	4211	2087	464	647	220	97	10	5	67	53	24	10
	%	100%	63.20%	36.80%	3.79%	2.33%	50.07%	24.82%	5.52%	7.69%	2.62%	1.15%	0.12%	0.06%	0.80%	0.63%	0.29%	0.12%
Total Amount		\$10,167,839	\$6,379,581	\$3,788,258	\$351,051	\$226,335	\$5,105,757	\$2,583,170	\$540,737	\$771,750	\$253,220	\$130,806	\$10,823	\$4,350	\$89,143	\$61,716	\$28,850	\$10,131
Average Amount		\$1,209	\$1,200	\$1,224	\$1,100	\$1,155	\$1,212	\$1,238	\$1,165	\$1,193	\$1,151	\$1,349	\$1,082	\$870	\$1,330	\$1,164	\$1,202	\$1,013
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(QSI)																		
Total QSIs Awarded	#	66	49	17	1	1	45	11	1	3	1	1	0	1	1	0	0	0
	%	100%	74.24%	25.76%	1.52%	1.52%	68.18%	16.67%	1.52%	4.55%	1.52%	1.52%	0.00%	1.52%	1.52%	0.00%	0.00%	0.00%
Total Benefit		\$186,993	\$149,722	\$37,271	\$2,781	\$1,143	\$138,470	\$26,604	\$1,879	\$7,544	\$3,425	\$1,004	\$0	\$976	\$3,167	\$0	\$0	\$0
Average Benefit		\$2,833	\$3,056	\$2,192	\$2,781	\$1,143	\$3,077	\$2,419	\$1,879	\$2,515	\$3,425	\$1,004	\$0	\$976	\$3,167	\$0	\$0	\$0

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		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		
	#	1969	1436	533	66	29	1213	403	91	90	33	5	4	0	26	6	3	0	
Voluntary	%	100.00%	72.93%	27.07%	3.35%	1.47%	61.60%	20.47%	4.62%	4.57%	1.68%	0.25%	0.20%	0.00%	1.32%	0.30%	0.15%	0.00%	
	#	190	141	49	12	7	102	30	19	9	5	2	0	0	1	1	2	0	
Involuntary	%	100.00%	74.21%	25.79%	6.32%	3.68%	53.68%	15.79%	10.00%	4.74%	2.63%	1.05%	0.00%	0.00%	0.53%	0.53%	1.05%	0.00%	
	#	0	0	0	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%	0%	0%	0%	
	#	2159	1577	582	78	36	1315	433	110	99	38	7	4	0	27	7	5	0	
Total separation	%	100.00%	73.04%	26.96%	3.61%	1.67%	60.91%	20.06%	5.09%	4.59%	1.76%	0.32%	0.19%	0.00%	1.25%	0.32%	0.23%	0.00%	

Tab 10

**FAA Disability Workforce Data Tables
("B" Tables)**

List of Workforce Data Tables

"B" Tables	Description	Comments
Table B1	Total Workforce - Distribution by Disability	Data Provided
Table B2	Permanent Workforce by Component - Distribution by Disability	Not Applicable to the FAA
Table B3-1	Occupational Categories - Distribution by Disability	Data Provided
Table B3-2	Occupational Categories - Distribution by Disability	Data Provided
Table B4-1	Participation Rates For General Schedule Grades - Distribution by Disability	Data Provided
Table B4-2	Participation Rates For General Schedule Grades - Distribution by Disability	Data Provided
Table B5-1	Participation Rates For Wage Grades by Disability	Data Provided
Table B5-2	Participation Rates For Wage Grades by Disability	Data Provided
Table B5NS-1	Participation Rates for General Schedule Grades - Distribution by Disability	Data Provided
Table B5NS-2	Participation Rates for General Schedule Grades - Distribution by Disability	Data Provided
Table B5S-1	Participation Rates for Supervisory Wage Grades - Distribution by Disability	Data Provided
Table B5S-2	Participation Rates for General Schedule Grades - Distribution by Disability	Data Provided
Table B6	Participation Rates for Major Occupations - Distribution by Disability	Data Provided
Table B7	Hires for Major Occupations - Distribution by Disability	Data Provided
Table B8	New Hires by Type of Appointment - Distribution by Disability	Data Provided
Table B9	Selections for Internal Competitive Promotions for Major Occupations by Disability	Not Available
Table B10	Non-Competitive Promotions - Time in Grade - Distribution by Disability	Data Provided
Table B11	Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES) by Disability	Not Available
Table B12	Participation in Career Development by Disability	Not Available
Table B13	Employee Recognition and Awards Distribution by Disability	Data Provided
Table B14	Separations by Type of Separation - Distribution by Disability	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 Council for Operations, AGC-3**

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period from 200820 to 200920

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	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	46521	42655	1571	2295	208	21	17	15	43	19	32	2	54	5
	%	100%	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%
Current FY	#	48486	43943	2101	2442	225	22	17	14	44	19	35	2	62	4
	%	100%	90.63%	4.33%	5.04%	0.46%	0.05%	0.04%	0.03%	0.09%	0.04%	0.07%	0.00%	0.13%	0.01%
Federal High (FY08)	#					2.95%									
Difference	#	1965	1288	530	147	17	1	0	-1	1	0	3	0	8	-1
Ratio Change	%	0.00%	-1.06%	0.96%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%
Net Change	%	4.22%	3.02%	33.74%	6.41%	8.17%	4.76%	0.00%	-6.67%	2.33%	0.00%	9.38%	0.00%	14.81%	-20.00%
PERMANENT WORKFORCE															
Prior FY	#	45283	41542	1489	2252	201	21	17	15	41	18	29	2	53	5
	%	100%	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%
Current FY	#	47034	42939	1720	2375	215	20	17	13	41	19	33	2	60	4
	%	100%	91.29%	3.66%	5.05%	0.44%	0.04%	0.04%	0.03%	0.09%	0.04%	0.07%	0.00%	0.13%	0.01%
Difference	#	1751	1397	231	123	14	-1	0	-2	0	1	4	0	7	-1
Ratio Change	%	0.00%	-0.45%	0.37%	0.08%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%	0.01%	0.00%	0.01%	0.00%
Net Change	%	3.87%	3.36%	15.51%	5.46%	3.98%	-4.76%	0.00%	-13.33%	0.00%	5.56%	13.79%	0.00%	13.21%	-20.00%
TEMPORARY WORKFORCE															
Prior FY	#	1238	1113	82	43	7	0	0	0	2	1	3	0	1	0
	%	100%	89.90%	6.62%	3.47%	0.57%	0.00%	0.00%	0.00%	0.16%	0.08%	0.24%	0.00%	0.08%	0.00%
Current FY	#	1452	1004	381	67	10	2	0	1	3	0	2	0	2	0
	%	100%	69.15%	26.24%	4.61%	0.69%	0.14%	0.00%	0.07%	0.21%	0.00%	0.14%	0.00%	0.14%	0.00%
Difference	#	214	-109	299	24	3	2	0	1	1	-1	-1	0	1	0
Ratio Change	%	0.00%	-20.76%	19.62%	1.14%	0.12%	0.14%	0.00%	0.07%	0.05%	-0.08%	-0.10%	0.00%	0.06%	0.00%
Net Change	%	17.29%	-9.79%	364.63%	55.81%	42.86%	0%	0%	0%	50.00%	-100.00%	-33.33%	0%	100.00%	0%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 200920

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 (06-94) 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	
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301) [0301]	# 1072	934	44	94	12	0	2	0	2	2	2	2	0	4	0
	% 100%	87.13%	4.10%	8.77%	1.12%	0.00%	0.19%	0.00%	0.19%	0.19%	0.19%	0.19%	0.00%	0.37%	0.00%
MANAGEMENT PROGRAM ANALYSIS (0343) [0343]	# 2167	1877	142	148	16	0	2	2	1	0	5	0	6	0	
	% 100%	86.62%	6.55%	6.83%	0.74%	0.00%	0.09%	0.09%	0.05%	0.00%	0.23%	0.00%	0.28%	0.00%	
GENERAL ENGINEERING (0801) [0801]	# 790	732	27	31	2	0	0	0	1	1	0	0	0	0	
	% 100%	92.66%	3.42%	3.92%	0.25%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.00%	0.00%	0.00%	
CIVIL ENGINEERING (0810) [0810]	# 389	341	26	22	2	0	0	0	0	1	0	0	1	0	
	% 100%	87.66%	6.68%	5.66%	0.51%	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%	0.26%	0.00%	
ELECTRONICS ENGINEERING (0855) [0855]	# 856	799	18	39	4	0	0	0	2	0	2	0	0	0	
	% 100%	93.34%	2.10%	4.56%	0.47%	0.00%	0.00%	0.00%	0.23%	0.00%	0.23%	0.00%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861) [0861]	# 745	669	42	34	3	0	0	0	1	1	1	0	0	0	
	% 100%	89.80%	5.64%	4.56%	0.40%	0.00%	0.00%	0.00%	0.13%	0.13%	0.13%	0.00%	0.00%	0.00%	
AVIATION SAFETY (1825) [1825]	# 4217	3624	278	315	6	0	0	1	2	0	0	0	2	1	
	% 100%	85.94%	6.59%	7.47%	0.14%	0.00%	0.00%	0.02%	0.05%	0.00%	0.00%	0.00%	0.05%	0.02%	
TRANSPORTATION SPECIALIST (2101) [2101]	# 6147	5474	274	399	21	3	3	0	1	0	3	0	11	0	
	% 100%	89.05%	4.46%	6.49%	0.34%	0.05%	0.05%	0.00%	0.02%	0.00%	0.05%	0.00%	0.18%	0.00%	
AIR TRAFFIC CONTROL (2152) [2152]	# 20221	19493	297	431	32	1	0	9	7	4	3	0	8	0	
	% 100%	96.40%	1.47%	2.13%	0.16%	0.00%	0.00%	0.04%	0.03%	0.02%	0.01%	0.00%	0.04%	0.00%	
INFORMATION TECHNOLOGY MANAGEMENT (2210,0334) [2210]	# 1647	1442	68	137	18	1	2	0	5	2	1	0	7	0	
	% 100%	87.55%	4.13%	8.32%	1.09%	0.06%	0.12%	0.00%	0.30%	0.12%	0.06%	0.00%	0.43%	0.00%	

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	#	1803	1397	249	140	17	1	3	0	1	0	0	0	12	0
	%	100%	77.48%	13.81%	7.76%	0.94%	0.06%	0.17%	0.00%	0.06%	0.00%	0.00%	0.00%	0.67%	0.00%
Temporary	#	2344	2197	78	62	7	2	0	0	3	0	0	0	2	0
	%	100%	93.73%	3.33%	2.65%	0.30%	0.09%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.09%	0.00%
Total	#	4147	3594	327	202	24	3	3	0	4	0	0	0	14	0
	%	100%	86.67%	7.89%	4.87%	0.58%	0.07%	0.07%	0.00%	0.10%	0.00%	0.00%	0.00%	0.34%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2008-10-01 TO 2009-09-30)

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		
Voluntary	# 1969	1590	260	119	13	2	2	1	3	0	1	0	4	0		
	% 100.00%	80.75%	13.20%	6.04%	0.66%	0.10%	0.10%	0.05%	0.15%	0.00%	0.05%	0.00%	0.20%	0.00%		
Involuntary	# 190	158	16	16	2	0	0	0	0	0	0	0	2	0		
	% 100.00%	83.16%	8.42%	8.42%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.05%	0.00%		
RIF	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Total Separations	# 2159	1748	276	135	15	2	2	1	3	0	1	0	6	0		
	% 100.00%	80.96%	12.78%	6.25%	0.69%	0.09%	0.09%	0.05%	0.14%	0.00%	0.05%	0.00%	0.28%	0.00%		

Tab 11

FAA 462 Report

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR	COUNSELINGS		INDIVIDUALS	
A. TOTAL COMPLETED/ENDED COUNSELINGS				
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				
ADR INTAKE OFFICER				
B. TOTAL COMPLETED/ENDED COUNSELINGS				
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				
COMBINED TOTAL				
C. TOTAL COMPLETED/ENDED COUNSELINGS				
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				
D. COUNSELING ACTIVITIES				
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
TOTAL			\$
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	
TOTAL			
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
TOTAL			\$
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	
TOTAL			
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	
TOTAL			

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

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

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

A. AGENCY & CONTRACT RESOURCES

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

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
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						
2. EXPERIENCED STAFF - TOTAL						
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 ACTIONS (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+c)			
(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 FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	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		\$
4. ATTORNEY FEES AND COSTS		\$
INTENTIONALLY LEFT BLANK		
E. CLOSURES WITH NON-MONETARY BENEFITS		
F. TYPES OF BENEFITS	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NONMONETARY 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.		
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 (Acknowledgement Letter)				
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 DAYS
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)

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY				
2. REJECTED BY COUNSELEE				
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
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.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
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.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. COMPLAINT FILED				
i. NO RESOLUTION				
ii. NO ADR ATTEMPT (aka Part X.E.1.d)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. INTENTIONALLY LEFT BLANK				

**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

FORMAL PHASE				
A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLAINT CLOSURES				
	COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY			
2.	REJECTED BY COMPLAINANT			
3.	INTENTIONALLY LEFT BLANK			
4.	TOTAL ACCEPTED INTO ADR PROGRAM			
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)				
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.				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)				
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.				
E. STATUS OF CASES IN COMPLAINT CLOSURES				
	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.	INTENTIONALLY LEFT BLANK			
F. BENEFITS RECEIVED				
	COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)		\$	
	a. COMPENSATORY DAMAGES		\$	
	b. BACKPAY/FRONTPAY		\$	
	c. LUMP SUM		\$	
	d. ATTORNEY FEES AND COSTS		\$	
	e.		\$	
	f.		\$	
	g.		\$	
2.	NON-MONETARY (INSERT TOTALS)			
	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

A. BASIC EEO ADR ORIENTATION TRAINING	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
1. MANAGERS		
2. EMPLOYEES		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR		
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)		
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)		
D. ADR FUNDING SPENT	AMOUNT	
	\$	

E. ADR CONTACT INFORMATION

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER _____

2. TITLE _____

3. TELEPHONE NUMBER _____ 4. EMAIL _____

F. ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in ADR?		
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for ADR?		

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, 2009 are accurate and complete.

NAME AND TITLE OF EEO DIRECTOR/CERTIFYING OFFICIAL:

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

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

NAME AND TITLE OF PREPARER:

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

This report (with the PIN entered) is due on or before November 2, 2009.

Appendix A - Comments

Tab 12

FAA Facility Accessibility Survey

UFAS / Section 504 Rehabilitation Act Assessment

**Facility Accessibility
Program Office**

FY 2009



FAA
Air Traffic Organization

In FY 2009 the Facility Accessibility Program Office:

- Conducted 39 *UFAS / Section 504* or *ABAAS 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*;
- Conducted 5 briefings for the Real Estate Contracting Officers on ABAAS specific leasing requirements;
- Conducted briefings for the Real Estate Contracting Officers on how the FAPO can assist in meeting ABAAS requirements.

Conducted 39 *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices:

The Facility Accessibility Program Office conducted 39 *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices during FY 2009. The thirty nine surveyed facilities had a combined staffing of 5429. The surveyed facilities were office spaces and air traffic control facilities. Construction of these facilities was completed between from the early 1950's to 2009. 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>
Chicago Tracon	175
AGL Regional Office	670
Atlanta Tracon	233
ASO Regional Office	1300
AEA Regional Office	450
Fort Worth FSDO	33
Dallas FSDO	55
Dallas IFO	12
American CMO	103
DFW Tracon	400
Cedar Breaks SSC	9
Las Vegas FSDO	45
LA Basin SSC	41
LA FSDO	51
Hawthorne ATCT	5
Riverside FSDO	27
Tulsa ATCT / Tracon	61
950 L'Enfant Plaza – 3 rd and 4 th Floors	341
Wichita FSDO	42
Wichita ACO	59
Wichita MIDO	8
Wichita MCO	7
Wichita SSC	17
San Diego FSDO	29
Mike Monroney Aeronautical Center (15 Buildings surveyed)	<u>1256</u>
	5429

The reports that were transmitted to the facility managers and Program Offices included a spreadsheet of items not in compliance with *UFAS / ABAAS* 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 / ABAAS 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 182 facility surveys with a total staffing of 25,885. In addition, the Terminal Facilities Group has included UFAS / ABAAS compliance in 103 Government Transition Evaluations and 145 Condition Assessments. A total of 430 FAA staffed facilities have been surveyed for UFAS / ABAAS 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 Great Lakes Regional Office. The FAA is planning to continue our relationship with the Access Board in conducting training classes at the Southern Regional Office and one other location during FY10.

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 briefing that directly pertains to the ABAAS leasing requirements. The briefing 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 briefing has been presented in five regions and plans are in place to roll out the training to the remaining regions during FY10.

Conducted briefings for the Real Estate Contracting Officers on how the FAPO can assist in meeting ABAAS lease requirements:

In April, 2009 the Real Estate Contracting Officers had a meeting at the FAA Center for Management and Executive Leadership. During this meeting two briefings were conducted on how the FAPO could assist the RECOs in meeting their obligations under ABAAS during the lease process.

Tab 13

FAA Organization Chart

FEDERAL AVIATION ADMINISTRATION

