



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2010

Prepared by FAA
Office of Civil Rights 2010

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
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- FAA Policy Statements Tab 4
- FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G) Tab 5
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- FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I) Tab 7
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Tab 1

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

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
EEOC FORM 715-01 PART A - D			
For period covering October 1, <u>2009</u>, to September 30, <u>2010</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
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 47,582
	2. Enter total number of temporary employees		2. 1,012
	3. Enter total number employees paid from non-appropriated funds		3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 48,594
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. Bobbie Moore
	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	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		CPDF and FIPS codes
	Not Applicable		
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes: TAB 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, 2009 to September 30, 2010.
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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 continuing mission is to provide the safest, most efficient aerospace system in the world. To ensure the success of our mission, the FAA is committed to achieving organizational excellence in managing its human resources. Our vision is to strive to reach the next level of safety, efficiency, environmental responsibility and global leadership. We are accountable to the American public and our stakeholders. Our values are as follows: "Safety is our passion; excellence is our promise; integrity is our touchstone; people are our strength; and innovation is our signature."

Results of the Agency's Annual Self-Assessment

The FAA FY 2010 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 2010 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 2010 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. While all required policies and procedures have been issued and communicated, as required, there is a pending revision of existing policies regarding genetic information.
- 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.

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

- The Assistant Administrator for Civil Rights and FAA Diversity Advocate (ACR-1) reports 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.
- The agency is now able to track applicant flow data from the ASAP system. ASAP's name will be changed in mid-December to AVIATOR; however, included in this system will be medical and security.

Essential Element C: Management and Program Accountability

- The government wide average for formal complaints is .54%. The FAA formal complaint average is now .52%.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- In FY 2010, the FAA Office of Civil Rights (ACR) established an EEO Action Committee, consisting of senior leadership from every line of business (LOB) and staff office (SO). The Committee meets on a quarterly basis to review the "Six Essential Elements of the MD 715." It identifies areas where measures are not being met and take actions to meet those goals.
- In FY 2010, ACR established an MD-715 monthly meeting with key personnel from Air Traffic Organization, Aviation Safety, and Office of Human Resources. The monthly meeting is held to review MD-715 and brainstorm on ways key personnel can assist in overcoming any identified barriers/achieving any objectives.
- FAA continues to evaluate whether barriers may be impeding the realization of a Model EEO Program via surveys and analysis. Data is tracked which enables the FAA to conduct a thorough statistical analyses that looks at the impact of policies, practices, and procedures.
- In FY 2010 the EEO Training Institute, in collaboration with the entire ACR, conducted 463 briefings and trained approximately 6,337 managers and employees on EEO matters. Out of 1,197 Air Traffic Controllers hired, the Training Institute trained 1,151 students on appropriate behaviors on the job.

Essential Element E: Efficiency

- ACR offered alternative dispute resolution (ADR) to employees who filed complaints and processed 100% of all pre-complaints timely. ADR usage increased over the last couple of years: 13% in FY 2007, 14% in FY 2008, 25% in FY 2009 and 27.7% in FY 2010.
- ACR 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.
- FAA utilized OPM's Employee Viewpoint survey to gather feedback on the services provided to the workforce. This annual survey allows Federal employees to express their views on the implementation of human capital management practices such as: Recruitment and Retention of Qualified Talent, Performance Management, Leadership, Rewards and Recognition, Training and Development, and Work/Life Balance.

Essential Element F: Responsiveness and Legal Compliance

- The EEO Training Institute created the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) and Whistleblower Protection Laws training presentation.
- In FY 2010, FAA posted statistical complaint data on the website in compliance with the No FEAR Act.
- FAA holds agency personnel accountable for ensuring compliance with EEOC orders, completing actions, and reporting requirements.

Workforce Profile

In the beginning of FY 2010, the FAA employed 48,486 workers compared with 48,594 workers at the end of FY 2010. Therefore, during the course of FY 2010, the agency experienced an increase of 108 employees or a net rate of change of .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 appear to be lower than the expected CLF participation rates: Hispanic males (On-Board: 4.79%, CLF: 6.17%, Net Change: 3.65%) and Hispanic females (On-Board: 1.64%, CLF: 4.52%, Net Change: 2.97%), White females (On-Board: 17.14%, CLF: 33.74%, Net Change: -0.24%), Black females (On-Board: 4.42%, CLF: 5.66%, Net Change: 1.51%), and Asian females (On-Board: 1.02%, CLF: 1.71%, Net Change: 6.68%), Two or more races males (On-Board: 0.45%, CLF: 0.88%, Net Change 19.57%) and Two or more races females (On-Board: 0.15%, CLF: 0.76%, Net Change 10.45%). In conclusion, Black and Asian females, and Hispanic and Two or more races males and females had a participation rate below the National 2000 CLF, but had an increase in participation due to FAA new hires.

During FY 2010, the number of FAA permanent and temporary employees reporting targeted disabilities reflects a positive change of 47 employees of which 31 employees were new hires (FAA On-Board: 0.55% versus the Federal High: 2.95%--although below the Federal High the FAA resulted in a net change of 21.46%). The positive net change is attributed to the following initiatives that FAA embarked upon in FY 2010 to improve employment for persons with targeted disabilities (PWTDD):

- AHR and ACR provided training to Senior Executives concerning hiring resources, including special hiring authority for persons with disabilities (PWD).
- Renewed contract with Bender Consulting Services, Inc. to recruit people with targeted disabilities
- Implemented a new Standard Operating Procedure (SOP) for the Reasonable Accommodation Team (ReAcT). 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 developed (Part H) to address these deficiencies. FAA has developed 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.

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:

PWTDD Accomplishments

On October 1, 2008, ACR inserted a PWTDD initiative in the FAA Flight Plan and was able to garner support for this initiative from leadership in each Line of Business and Staff Office (LOB/SO). In FY 2010, FAA brought on board 3,144 new hires, with 31 individuals being PWTDD, for a share of .99 percent.

ACR created an on-line reasonable accommodation tracking system. However, the Departmental Office of Civil Rights (DOCR) subsequently created an on-line reasonable accommodation tracking system to provide data for all operating administrations. DOCR provided all the Operating Administrations with instructions on how to use the system to conduct trend analysis. This process enables 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.?"

Also, in support of this initiative, FAA developed and presented an ATN Broadcast to approximately 150 managers and supervisors entitled "Let's Talk" Know the Facts About Hiring & Obtaining Reasonable Accommodations for PWD, which is an eLMS accredited course. Additionally, FAA developed and recorded a

reasonable accommodation presentation, which is to be in eLMS, and will provide reasonable accommodation training to Aviation Safety managers. Lastly, we completed other training sessions to managers throughout the year on the hiring of PWTD.

FAA publicized the Bender contract by conducting a total of three (3) PWD briefings/training sessions, which specifically included information for hiring managers and administrative personnel on the hiring of PWTD.

FAA was the point of contact for coordinating the agency's participation in the Office of Personnel Management/Department of Labor "Call to Action" hiring event for PWD.

Outreach Events and EEO Training

ACR, collaborated with other LOB/SO's, external organizations, and employee associations, to assist in outreach efforts. ACR developed an outreach plan and participated in 139 outreach events, targeting minority, women, and people with disabilities. ACR also continues to collect e-mail addresses at all outreach events and, as a result, collected 10,122 e-mails from individuals, which are used to provide prospective applicants with vacancy announcement information.

ACR hosted a presentation by Jessica Cox, a nationally known motivational speaker, who shared her story about being the first woman pilot born without arms.

For Women's History Month, ACR coordinated a nationwide effort to show "The GLOW Project" movie at FAA HQs and all regional offices/centers.

We hosted a well-attended Information Session regarding the Graduate School Executive Leadership Program, which is a development program for future managers and leaders.

We published advertisements in magazines such as the Black Employment and Entrepreneur Magazine, the Professional Woman's Magazine, the Hispanic Network Magazine, as well as, the Hispanic Yearbook, Arab American Yearbook, and African American Yearbook. Outreach strategies and lessons learned were shared with the ACR management team to enhance outreach efforts in future years.

ATN broadcasts, lunch and learn activities, informational training sessions, and other venues were used to provide assistance and conduct training. Two (2) ATN Broadcasts were held, sixteen (16) lunch and learn sessions were conducted, and approximately fifteen (15) training sessions and consultations with LOB/SOs and external organizations were completed.

ACR also coordinated a 2-day Leadership Training ATN broadcast entitled "Executive Core Training: Growth Principles." The broadcast was viewed by approximately 330 FAA employees and was recorded and uploaded into eLMS.

Tab 3

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

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I,

Fanny Rivera, Assistant Administrator for Civil Rights,
FV/301/Senior Executive

am the

Principal EEO Director/Official for

Federal Aviation Administration

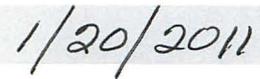
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for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

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

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



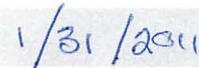
Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with
EEO MD-715.



Date



Signature of Agency Head or Agency Head Designee



Date

Tab 4

FAA Policy Statements

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

ADMINISTRATOR'S POLICY STATEMENT ON...

THE PREVENTION OF HARASSMENT

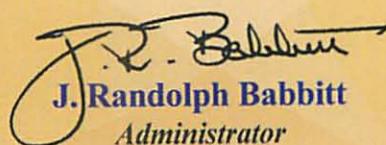
The Federal Aviation Administration is committed to being a model Equal Employment Opportunity (EEO) employer. Harassment based on race, color, religion, sex, sexual orientation, national origin, age, disability, or reprisal for participating in protected EEO activity will not be tolerated. To achieve 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



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		
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?			X		
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. - The Administrator affirmed the Agency's anti-discrimination policy statements which specify that discipline may be a consequence of inappropriate behavior. - During the new employee orientation, employees are provided information on Conduct and Discipline, which includes penalties for unacceptable behavior. - ACR provides training to every new air traffic controller and tech ops employee on the Model EEO Program, No FEAR, and EEO Overview, with specific modules on inappropriate conduct and the penalties associated with such inappropriate conduct; how to manage employees who have acted inappropriately; how to handle inappropriate behavior by others. EEO training is also provided to all employees and managers on an as needed basis. - Mandatory supervisory EEO training includes information on penalties for unacceptable behavior. - Annually, all supervisors and managers are briefed on ethics training, 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		X		

procedures available on the World Wide Web or Internet?			
A-11 Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	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
		Yes	No	
 Measures				
	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	See pages 21 and 22
	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 pages 21 and 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	Based on the financial freeze, the FAA is awaiting funding approval to complete a barrier analysis to be determined.
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	Based on the financial freeze, the FAA is awaiting funding approval to complete a barrier analysis to be

			determined.
B-15 Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
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 24. 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 26	
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 26	
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 26	
 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 2009, there was one finding of discrimination. During Fiscal Year 2010, there were two findings of discrimination. Thus far, no disciplinary actions were 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			X			

arbitrators, and District Court orders?				
Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
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		
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		
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 28
 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
		Yes	No	
 Measures				
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		
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 29
 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
		Yes	No	
 Measures				
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 Office of Civil Rights (DOCR) 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	DOCR 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	DOCR 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	The responsible management official directly involved in the dispute has settlement authority when appropriate.

 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
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 and included in every managers' Performance Standards		
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	DOCR performs this function.
F-5i Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	N/A	N/A	DOCR performs this function
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 2010	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B-8 B-8b	Management Personnel Policies, Practices and Procedures /Accountability 1. EEO program officials are not present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training career development opportunities, and other workforce changes. 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 where EEO program officials are present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training career development opportunities, and other workforce changes. 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, 2011	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<u>Objective 1</u> 1. Establish a process by where EEO program officials are present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training career development opportunities, and other workforce changes.	September 30, 2011	

2. Establish a process to review management/ personnel policies, procedures, and practices to assess whether there are impediments to EEO.	September 30, 2010 -2011
3. Identify the management/personnel policies, procedures, and practices;	September 30, 2010 -2011
5. Examine data and other information related to the impact of each. Cancel	September 30, 2010 -2011
4. Examine policies, practices and procedures to determine whether they impede EEO.	September 30, 2010 -2011
5. Implement process by where EEO program officials are present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training career development opportunities, and other workforce changes.	September 30, 2011
6. If a barrier is identified, eliminate to the extent possible.	September 30, 2011

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Office of Civil Rights revised the FAA EEO Program Order, which includes the coordination of EEO related organizational changes and Human Resources personnel policies, practices or procedures. The order provides a message from the FAA Administrator; the roles and responsibilities for all executives, offices, managers, and employees; program information on complaint processing, reasonable accommodations, outreach, special emphasis programs, EEO inclusion in strategic and business plans, management directive 715, and EEO training; and general EEO complaint program information related to informal and formal complaints, compliance, judgment fund, costs of EEO complaints, EEO object classification codes, EEO settlement agreements, withdrawal of complaints, record retention and additional information.

The order was circulated to all the lines of business and staff offices and provided significant feedback. The order was also coordinated with the Office of Human Resource Management and the Chief Counsel and provided additional comments.

The Office of Civil Rights will have to re-coordinate the FAA EEO Program Order to all the lines of business and staff offices.

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 2010	
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, 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 to secure resources to implement data collection, monitoring and tracking systems in accordance to MD-715.	
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, 2010–2012	
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 2012.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE The Office of Human Resource Management (AHR) is in the process of adding the remaining job series in the Automated Staffing and Automation Process (ASAP). ASAP name will change in mid-December to AVIATOR. This system will allow applicants to submit applications and voluntarily submit race, national origin (RNO) data electronically. The AVIATOR will screen 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 2010	
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. Completed	January 30, 2006 Completed	
Prepare a training module that will be included in the supervisory training package.	September 30, 2009 2010 2011	
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. Completed	January 30, 2006 (ongoing) September 30, 2009 2010 Completed but surveys are ongoing	
FAPO will develop a process to measure the impact of the UFAS surveys.	September 30, 2009 2010 2011	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>UFAS / Section 504 Facility Accessibility Surveys continue to be conducted by FAPO. Suggested remediation for items or areas of non-compliance noted during the surveys are made in accordance with the Architectural Barriers Act Accessibility Standards (ABAAS). Based on the financial freeze, the financial cost for accessibility must be minimized to be completed by 2018.</p>		
<p>The Access Board conducted one ABAAS training class for the FAA.</p>		
<p>Two classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS were conducted by the Program Office at the FAA's Center for Management and Executive Leadership.</p>		
<p>Specialized briefings are being presented to the Real Estate Contracting Officers on ABAAS specific leasing requirements.</p>		

To date the Facility Accessibility Program Office and the Regional Accessibility Focal Points have conducted 202 facility surveys with a total staffing of 27,030. In addition, the Terminal Facilities Group has included UFAS compliance in 103 Government Transition Evaluations and 145 Condition Assessments. A total of 430 FAA staffed facilities have been surveyed for UFAS / ABAAS compliance.

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 2010	
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 Program to determine conformity with EEO management directives.</p> <p>1. To develop a process with time-tables, in collaboration with ACR, AHR, and AGC, to review the agency Merit Promotion Program and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups, and to determine conformity with EEO management directives.</p> <p>2. To develop a process with time-tables, in collaboration with ACR, AHR, and AGC, to review the agency Employee Recognition Awards Program to determine conformity with EEO management directives.</p> <p>3. To develop a process with time-tables, in collaboration with ACR, AHR, and AGC, to review agency Employee Development Training Programs to determine conformity with EEO management directives.</p>	
OBJECTIVE:	Institutionalize a process and timeline to review the FAA 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)	

<p>2. ACR, AHR, and AGC will collaborate to develop a process with a timeline for reviewing agency's Merit Promotion Program, Employee Recognition Awards Program, and Employee Develop Training Program and finalize the process and timeline. The process will involve collecting and analyzing the data regarding these programs. ACR, AHR, and AGC may make recommendations regarding these programs.</p>	<p>September 30, 2009–2012</p>
<p>3. Conduct reviews for:</p> <ul style="list-style-type: none"> Employee Recognition Awards Program Employee Development Training Programs Merit Promotion Program Policy and Procedures. 	<p>September 30, 2009 2010 2012</p> <p>September 30, 2010 2011 2012</p> <p>September 30, 2011 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>ACR, in concert with AGC and AHR, is working to complete this objective. Given the financial restraints regarding barrier analysis related to contractual obligations, the awards, training and merit promotion barrier analysis for these programs must be minimized. AHR will provide data for these programs; however, the Civil Aerospace Medical Institute may provide services to conduct the barrier analysis, given financial restraints.</p>	

<p>FAA, Office's of Civil Rights (ACR), Human Resource Management (AHR), and Chief Counsel (AGC)</p>	<p>FY 2010</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, regarding 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, Human Resources Management, and the Chief Counsel</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 Completed trend analysis of the workforce's major occupations, compensation and reward system. Need to complete the effects of management/personnel policies, procedures and practices by race, national origin, sex, and disability.</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— 2012 Identified workforce's major occupations, compensation and reward system. (Completed) Need to complete review of the effects of management/personnel policies, procedures and practices by race, national origin, sex, and disability.</p>
<p>3 Gather data and other information related to the impact of each.</p>	<p>September 30, 2010—2012</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— 2012</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>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Activities 1 and 2 were partially completed and we are currently working to complete the remainder of this objective as specified above.

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 2010	
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 In FY 2010, FAA processed 80% of its reasonable accommodation requests within 25 business days, which did not meet the 85% within 25 business days. FAA is striving to process all reasonable 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 Administrator 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 continues to promote and monitor the processing of reasonable accommodation requests. The FAA anticipates accomplishing this objective on schedule with the on-line reasonable accommodation tracking system that DOCR implemented in December 2009. FAA, by May 2011, will use the data from the system to determine if negative trends are occurring (i.e., inappropriate denials of accommodation requests based on instructions provided by DOCR). Establishing this process also enables FAA to answer affirmatively to the MD 715 self assessment question.		

****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, AGC-2.**

Tab 7

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

EOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Aviation Safety (AVS)	FY 2010	
<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>There appears to be a lower than expected participation rate for Hispanic Aviation Safety Inspectors</p> <p>Job Series 1825, Aviation Safety Inspector, has a lower than expected participation rate for Hispanics.</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"> In FY '10, the FAA Hispanic workforce participation rate for 1825 is 5.47%, which is lower than the expected Hispanic RCLF rate of 8.97%. In FY '10, there were 869 Hispanic applicants or 4.33%, which is lower than the expected Hispanic RCLF rate of 8.97%. (total applicants, 20,032) In FY '10, there were 16 Hispanics selected or 4.61%, which is higher than the Hispanic applicant rate of 4.33%. (total selectees: 347) 	
<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 lower than anticipated 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"> Review and analyze current recruitment plan to identify any potential barriers. Review and analyze current selection processes to identify any potential barriers. Eliminate, when possible, any barriers identified. 	
<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> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current recruitment plan to identify any potential barriers.</p>	<p>September 30, 2012</p>	
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants. Canceled</p> <p>Review and analyze current selection processes to identify any potential barriers.</p>	<p>September 30, 2012</p>	
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity plan. Canceled</p> <p>Eliminate, when possible, any barriers identified.</p>	<p>September 30, 2012</p>	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all previous objectives to focus on reviewing, analyzing, and researching AVS's recruitment plan and selection process for 1825s to determine if any barriers impede EEO.</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 2010	
<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>There appears to be a lower than expected participation rate for Black Aviation Safety Inspectors</p> <p>Job Series 1825, Aviation Safety Inspector, has a lower than expected participation rate for Blacks.</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 '10, the FAA Black workforce participation rate for 1825 is 4.53%, which is lower than the expected Black RCLF rate of 10.41%. 2. In FY '10, there were 1172 Black applicants or 5.85%, which is lower than the expected Black RCLF rate of 10.41%. (total applicants, 20,032) 3. In FY'10 there were 9 Blacks selected or 2.59%, which is lower than the Black applicant rate of 5.85%. (total selectees: 347) 	
<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 lower than anticipated participation rate is unknown. Further examination of the recruitment and 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>	<ol style="list-style-type: none"> 1. Review and analyze current recruitment plan to identify any potential barriers. 2. Review and analyze current selection processes to identify any potential barriers. 3. Eliminate, when possible, any barriers identified. 	
<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>OBJECTIVE 1</u></p> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current recruitment plan to identify any potential barriers.</p>	September 30, 2012	
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants. Canceled</p> <p>Review and analyze current selection processes to identify any potential barriers.</p>	September 30, 2012	
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity plan. Canceled</p> <p>Eliminate, when possible, any barriers identified.</p>	September 30, 2012	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all previous objectives to focus on reviewing, analyzing, and researching AVS's recruitment plan and selection process for 1825s to determine if any barriers impede EEO.</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 2010	
<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>There appears to be a lower than expected participation rate for White Female Aviation Safety Inspectors</p> <p>Job Series 1825, Aviation Safety Inspector, 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 '10, the FAA White Female workforce participation rate for 1825 is 6.56%, which is lower than the expected Female RCLF rate of 10.99%, 2. In FY '10, there were 630 White Female applicants or 3.14%, which is lower than the expected White Female RCLF rate of 10.99%. (total applicants, 20,032) 3. In FY '10, there were 21 White Females selected or 6.05%, which is higher than the White Female applicant rate of 3.14%. (total selectees: 347) 	
<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 lower than anticipated 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 recruitment plan to identify any potential barriers. 2. Review and analyze current selection processes to identify any potential barriers. 3. Eliminate, when possible, any barriers identified. 	
<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 2012	

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> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current recruitment plan to identify any potential barriers.</p>	<p>September 30, 2012</p>	
<p><u>OBJECTIVE 2</u></p> <p>Create programs that will generate a diverse pool of applicants. Canceled</p> <p>Review and analyze current selection processes to identify any potential barriers.</p>	<p>September 30, 2012</p>	
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity Plan. Canceled</p> <p>Eliminate, when possible, any barriers identified.</p>	<p>September 30, 2012</p>	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all previous objectives to focus on reviewing, analyzing, and researching AVS's recruitment plan and selection process for 1825s to determine if any barriers impede EEO.</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 2010	
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?	There appears to be a lower than expected participation rate for Asian Aviation Safety Inspectors Job Series 1825, Aviation Safety Inspector, has a lower than expected participation rate for Asians.	
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 '10, the FAA Asian workforce participation rate for 1825 is 1.50% (1.36% Males, 0.14% Females), which is lower than the expected Asian RCLF rate of 1.95% (1.64% Males, 0.31% Females). 2. In FY '10, there were 356 Asian applicants or 1.78%, which is lower than the expected Female RCLF rate of 1.95%. (total applicants, 20,032) 3. In FY '10, there were 2 Asians selected or 0.58%, which is lower than the Asian applicant rate of 1.78%. (total selectees: 347) 	
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 lower than anticipated participation rate is unknown.. Further examination of the recruitment and selection process is needed.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<ol style="list-style-type: none"> 1. Review and analyze current recruitment plan to identify any potential barriers. 2. Review and analyze current selection processes to identify any potential barriers. 3. Eliminate, when possible, any barriers identified. 	
RESPONSIBLE OFFICIAL:	Associate Administrator for Aviation Safety	
DATE OBJECTIVE INITIATED:	November 1, 2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010 2012	

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> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current recruitment plan to identify any potential barriers.</p>	<p>September 30, 2012</p>	
<p><u>OBJECTIVE 2</u></p> <p>Create programs that will generate a diverse pool of applicants. Canceled</p> <p>Review and analyze current selection processes to identify any potential barriers.</p>	<p>September 30, 2012</p>	
<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity Plan. Canceled</p> <p>Eliminate, when possible, any barriers identified.</p>	<p>September 30, 2012</p>	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all previous objectives to focus on reviewing, analyzing, and researching AVS's recruitment plan and selection process for 1825s to determine if any barriers impede EEO.</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 2010	
<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>There appears to be a lower than expected participation rate for American Indian/Alaska Native (AIAN) Female Aviation Safety Inspectors</p> <p>Job Series 1825, Aviation Safety Inspector has a lower than expected participation rate for AIAN 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 '10, 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 '10, there were 2 American Indian/Alaska Native Female applicants or 0.03%, which is lower than the expected American Indian/Alaska Native Female RCLF rate of 0.32%. (total applicants, 7,693) 3. In FY '10, there were 0 American Indian/Alaska Native Females selected or 0.00% (total selectees: 1015), which is lower than the Indian/Alaska Native Female applicant rate of 0.03%. 	
<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 lower than anticipated applicant participation rate is unknown. Further examination of the recruitment and 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>	<ol style="list-style-type: none"> 1. Review and analyze current recruitment plan to identify any potential barriers. 2. Review and analyze current selection processes to identify any potential barriers. 3. Eliminate, when possible, any barriers identified. 	
<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>OBJECTIVE 1</u></p> <p>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.— Canceled</p> <p>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. Canceled</p> <p>Review and analyze current recruitment plan to identify any potential barriers.</p>	September 30, 2012
	<p><u>OBJECTIVE 2</u></p> <p>Create programs that will generate a diverse pool of applicants. Canceled</p> <p>Review and analyze current selection processes to identify any potential barriers.</p>	September 30, 2012
	<p><u>OBJECTIVE 3</u></p> <p>Implement activities outlined in the AVS Diversity Plan.— Canceled</p> <p>Eliminate, when possible, any barriers identified.</p>	September 30, 2012
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all previous objectives to focus on reviewing, analyzing, and researching AVS's recruitment plan and selection process for 1825s to determine if any barriers impeded EEO.</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 2010	
<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>There appears to be a lower than expected participation rate Asian Female Air Traffic Controllers</p> <p>Job Series 2152, Air Traffic Controller, has a lower than expected participation rate for Asian 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 '10, the FAA Asian female workforce participation rate for 2152s is 0.37%, which is lower than the expected Asian female RCLF rate of 1.71%. 2. In FY '10, there were 35 Asian female applicants or 0.45%, which is lower than the expected Asian female RCLF rate of 1.71%. (total applicants, 7,693) 3. In FY '10 there were 3 Asian female selected or 0.30%, which is below the Asian female applicant rate of 0.45%. (total selectees: 1015) 	
<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 lower than anticipated 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 plan and recruitment and selection process to determine if there are any barriers to EEO. 2. Eliminate, when possible, any barriers to EEO. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO, Diversity Office, AJG-9</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 30, 2007</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	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Air Traffic Organization (ATO)		TARGET DATE (Must be specific)
<p><u>OBJECTIVE 1</u> Develop an action plan to implement collection process in the 2152 application process. Canceled</p> <p>Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO.</p>		September 30, 2012
<p><u>OBJECTIVE 2</u> 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. Canceled</p> <p>Eliminate, when possible, any barriers to EEO.</p>		September 30, 2012
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all objectives to focus on reviewing, analyzing, and researching ATO's Outreach plan along with the recruitment and selection process to determine if there are any barriers to EEO.</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 2010	
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?	There appears to be a lower than expected participation rate for Black Air Traffic Controllers Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Black males and 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 '10, the FAA Black workforce participation rate for 2152s is 5.92% (4.54.% male, 1.38% female), which is lower than the expected Black RCLF rate of 10.5% (4.84% male, 5.66% female). 2. In FY '10, there were 1,564 Black 2152 applicants or 20.33%, which is higher than the expected Black RCLF rate of 10.50%. (total applicants, 7,693) 3. In FY '10 there were 83 Blacks selected or 8.18%, which is lower than the Black applicant rate of 20.33%. (total selectees: 1015) 	
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 selection process is needed.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<ol style="list-style-type: none"> 1. Review and analyze current selection process to determine if there are any barriers to EEO. 2. Eliminate, when possible, any barriers to EEO. 	
RESPONSIBLE OFFICIAL:	ATO, Diversity Office, AJG-9	
DATE OBJECTIVE INITIATED:	November 30, 2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010 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> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current selection process to determine if there are any barriers to EEO.</p>		September 30, 2012
<p><u>OBJECTIVE 2</u></p> <p>Implement activities outlined in ATO Outreach Plan that are for ATO's mission critical occupations. Canceled</p> <p>Eliminate, when possible, any barriers to EEO.</p>		September 30, 2012
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all objectives to focus on reviewing, analyzing, and researching ATO's selection process to determine if there are any barriers to EEO.</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 2010	
<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>There appears to be a lower than expected participation rate for Air Traffic Control Females</p> <p>Job series 2152, Air Traffic Controller, has a lower than expected participation rate for 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 '10, the FAA female workforce participation rate for 2152s is 16.57%, which is lower than the expected female RCLF rate of 46.77%. 2. In FY '10, there were 1,356 female 2152 applicants or 17.63%, which is lower than the expected female RCLF rate of 46.77%. (total applicants, 7,693) 3. In FY '10 there were 176 females selected or 17.34%, which is lower than the female applicant rate of 17.63%. (total selectees: 1015) 	
<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>	<ol style="list-style-type: none"> 1. Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO. 2. Eliminate, when possible, any barriers to EEO. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO, Diversity Office, AJG-9</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> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO.</p>		<p>September 30, 2012</p>
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants. Canceled</p> <p>Eliminate, when possible, any barriers to EEO.</p>		<p>September 30, 2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all objectives to focus on reviewing, analyzing, and researching ATO's Outreach plan along with the recruitment and selection process to determine if there are any barriers EEO.</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 2010	
<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>There appears to be a lower than expected participation rate for Hispanic Air Traffic Controllers</p> <p>Job series 2152, Air Traffic Controller, has a lower than expected participation rate for Hispanic males and 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 '10, the FAA Hispanic workforce participation rate for 2152s is 5.85% (4.83% male, 1.02% female) which is lower than the expected Hispanic RCLF rate of 10.69% (6.17% male, 4.52% female). 2. In FY '10, there were 406 Hispanic 2152 applicants or 5.28%, which is lower than the expected Hispanic workforce RCLF rate of 10.69%. (total applicants, (7,693) 3. In FY '10 there were 89 Hispanics selected or 8.76%, which is higher than the Hispanic applicant rate of 5.28%. (total selectees: 1015) 	
<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 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 plan and recruitment process to determine if there are any barriers to EEO. 2. Eliminate, when possible, any barriers to EEO. 	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ATO, Diversity Office, AJG-9</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> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current Outreach plan and recruitment and process to determine if there are any barriers to EEO.</p>		September 30, 2012
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants. Canceled</p> <p>Eliminate, when possible, any barriers to EEO.</p>		September 30, 2012
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all objectives to focus on reviewing, analyzing, and researching ATO's Outreach plan along with the recruitment process to determine if there are any barriers EEO.</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 2010	
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?	There appears to be a lower than expected participation rate for female Airway Transportation System Specialist 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 '10, the FAA female workforce participation rate for 2101s is 9.09%, which is lower than the expected female RCLF rate of 56.05%. 2. In FY '10, there were 534 female 2101 applicants or 5.16%, which is lower than the expected female RCLF rate of 56.05%. (total applicants, (10,343) 3. In FY '10 there were 5 females selected or 2.45%, which is lower than the female applicant rate of 5.16% (total selectees: 204) 	
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.	<ol style="list-style-type: none"> 1. Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO. 2. Eliminate, when possible, any identified barriers to EEO. 	
RESPONSIBLE OFFICIAL:	ATO, Diversity Office, AJG-9	
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> <p>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. Canceled</p> <p>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. Canceled</p> <p>Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO.</p>		September 30, 2012
<p><u>OBJECTIVE 2</u></p> <p>Create outreach programs that will generate a diverse pool of applicants. Canceled</p> <p>Eliminate, when possible, any identified barriers to EEO.</p>		September 30, 2012
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>Canceled all objectives to focus on reviewing, analyzing, and researching ATO's Outreach plan along with the recruitment and selection process to determine if there are any barriers to EEO.</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, AGC-2.**

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						
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PART I Department or Agency Information	1. Agency	1. Federal Aviation Administration (FAA)
	1.a. 2 nd Level Component	1.a. 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 FY10.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	48,486	100.00%	48,594	100.00%	108	.22%
	Reportable Disability	2442	5.04%	2879	5.92%	437	15.18%
	Targeted Disability*	219	0.45%	266	0.55%	47	17.67%
	* 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.					778		
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					30		

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	N/A	N/A		N/A		N/A		N/A	
4. Non-Competitive Promotions	1251	54	4.32%	10	0.80%	29	2.32%	1168	93.37%
5. Employee Career Development Programs	N/A	N/A		N/A		N/A		N/A	
5.a. Grades 5 - 12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.b. Grades 13 - 14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.c. Grade 15/SES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6. Employee Recognition and Awards	N/A	N/A		N/A		N/A		N/A	
6.a. Time-Off Awards (Total hrs awarded)	105,583	6507	6.16%	486	0.47%	4595	4.35%	93,995	89.02%

6.b. Cash Awards (total \$\$\$ awarded)	13,478,373	752,590	5.58%	67,208	0.50%	637,324	4.72%	12,021,251	89.18%
6.c. Quality-Step Increase	53	1	1.89%	0	0%	5	9.43%	47	88.68%
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
Part IV Identification and Elimination of Barriers	DOCR has instructed us to use the format of the Part I form to include the goals for eliminating Barriers for People with Targeted Disabilities. The statements are labeled as Part J.								
Part V Goals for Targeted Disabilities	The FAA follows the DOT-mandated hiring goal of 3 percent. Please also see the following Barrier Statements and Goals identified.								

****This is a statistical snapshot of the workforce demographics. Conclusions concerning the existence of workplace barriers must not be drawn from gross numerical assessments. The use of this data in any employment decision is PROHIBITED without the express written authorization of the Deputy Chief Counsel, AGC-2.**

EEOC FORM 715-01 PART J	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FAA, Offices of Civil Rights (ACR) and Human Resource Management (AHR)	FY 2010	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p style="text-align: center;">3% Hiring Goal for People with Targeted Disabilities</p> <p>The percentage of employees with targeted disabilities at FAA is significantly lower than the federal agency with the highest percentage of persons with targeted disabilities.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of the data of the FAA workforce during Fiscal Year (FY) 2010 reveals the following information:</p> <ol style="list-style-type: none"> 1. The total number of permanent employees at FAA as of the end of FY 2010 was 48,594. The total number of permanent employees with targeted disabilities at FAA at the end of FY 2010 was 266 or .55% of the total permanent FAA workforce. During FY 2010, there were a total of 1,529 permanent employees hired at FAA. The total number of permanent employees with targeted disabilities hired during FY 2010 was 19. 2. The total number of applicants to positions at FAA during FY 2010 was 132,119. The total number of persons with targeted disabilities applicants was 778 or .58%. 	
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Current recruitment and selection procedures for persons with targeted disabilities may be a barrier to equal employment.</p>	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>FAA will make every effort to meet or exceed the 3% of the total employees hired during the FY and will include persons with targeted disabilities.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Administrators for Human Resource Management and Civil Rights</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>November 16, 2006</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2009-2010 2012</p>	

EEOC FORM 715-01 PART J	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: FAA, Offices of Civil Rights (ACR) and Human Resource (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 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. 9a. Will coordinate a FAA National Disability Mentoring/Shadow Day. 9b. FAA will participate in the OPM FY 2010 Disability Hiring Fair.	9a and 9b September 30, 2010 (Completed)	
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>FAA 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>FAA maintained an organizational excellence Flight Plan initiative to apply accountability throughout the agency for hiring people with targeted disabilities.</p> <p>FAA hosted Jody Wildy, the Diversity Outreach Program Manager from the Department of Health and Human Services. Jody presented "Not in my Neighborhood: Stirring Disability into the Diversity Mix"</p> <p>FAA presented "Triumph in the Mist of a Storm", Jessica Cox's story of being the first woman pilot to fly with her feet.</p> <p>FAA hosted an Aviation Training Network (ATN) broadcast in conjunction with the FAA Managers Association on hiring and obtaining reasonable accommodations for people with disabilities on March 10, 2010.</p> <p>FAA participated in the Office of Personnel Management (OPM) hiring event for people with disabilities on April, 26, 2010.</p> <p>FAA hosted Disability Mentoring Day at the William J Hughes Technical Center on September 29, 2010. There were 8 mentees from NJ Division of Vocational Rehabilitation, HireAbility, and Career Services for the Deaf. Representatives from the Tech Center spoke about different types of technical positions, someone from HR spoke about the hiring process, and an FAA employee with a disability spoke about her experiences of working for the Tech Center. The mentees were then given a tour of the STARS lab.</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

****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, AGC-2.**

FEDERAL AVIATION ADMINISTRATION Pay Period from 200920 to 201020

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

Employment Tenure	TOTAL WORKFORCE			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		
						White	White	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL WORKFORCE - Permanent and Temporary																		
Prior 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
Current FY	#	48594	36517	12077	2327	797	29378	8329	2678	2150	1340	495	96	34	478	198	220	74
	%	100%	75.15%	24.85%	4.79	1.64	60.46	17.14	5.51	4.42	2.76	1.02	0.2	0.07	0.98	0.41	0.45	0.15
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	#	108	38	70	82	23	-141	-20	31	32	39	31	5	5	-14	-8	36	7
Ratio Change	%	0.00%	-0.09%	0.09%	0.16%	0.04%	-0.43%	-0.08%	0.05%	0.06%	0.07%	0.06%	0.01%	0.01%	-0.03%	-0.02%	0.07%	0.01%
Net Change	%	0.22%	0.10%	0.58%	3.65%	2.97%	-0.48%	-0.24%	1.17%	1.51%	3.00%	6.68%	5.49%	17.24%	-2.85%	-3.88%	19.57%	10.45%
PERMANENT WORKFORCE																		
Prior 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%
Current FY	#	47582	35823	11759	2260	773	28885	8116	2598	2097	1307	477	93	32	469	193	211	71
	%	100%	75.29%	24.71%	4.75%	1.62%	60.71%	17.06%	5.46%	4.41%	2.75%	1.00%	0.20%	0.07%	0.99%	0.41%	0.44%	0.15%
Difference	#	548	425	123	68	23	245	31	38	34	50	33	6	4	-15	-9	33	7
Ratio Change	%	0%	0.03%	-0.03%	0.09%	0.03%	-0.19%	-0.13%	0.02%	0.02%	0.07%	0.06%	0.01%	0.01%	-0.04%	-0.02%	0.06%	0.01%
Net Change	%	1.17%	1.20%	1.06%	3.10%	3.07%	0.86%	0.38%	1.48%	1.65%	3.98%	7.43%	6.90%	14.29%	-3.10%	-4.46%	18.54%	10.94%
TEMPORARY WORKFORCE																		
Prior 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
Current FY	#	1012	694	318	67	24	493	213	80	53	33	18	3	2	9	5	9	3
	%	100%	68.58%	31.42%	6.62	2.37	48.72	21.05	7.91	5.24	3.26	1.78	0.3	0.2	0.89	0.49	0.89	0.3
Difference	#	-440	-387	-53	14	0	-386	-51	-7	-2	-11	-2	-1	1	1	1	3	0
Ratio Change	%	0%	-5.87%	5.87%	2.97%	0.72%	-11.82%	2.87%	1.91%	1.45%	0.23%	0.40%	0.02%	0.13%	0.34%	0.22%	0.48%	0.09%
Net Change	%	-30.30%	-35.80%	-14.29%	26.42%	0.00%	-43.91%	-19.32%	-8.05%	-3.64%	-25.00%	-10.00%	-25.00%	100.00%	12.50%	25.00%	50.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201020

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	3948	3148	800	177	50	2571	589	263	125	65	19	8	2	52	8	12	7
	%	100%	79.74%	20.26%	4.48%	1.27%	65.12%	14.92%	6.66%	3.17%	1.65%	0.48%	0.20%	0.05%	1.32%	0.20%	0.30%	0.18%
Mid-Level (Grades 13-14)	#	2011	1621	390	136	30	1256	281	129	54	53	8	2	38	14	7	1	
	%	100%	80.61%	19.39%	6.76%	1.49%	62.46%	13.97%	6.41%	2.69%	2.64%	0.40%	0.10%	0.10%	1.89%	0.70%	0.35%	0.05%
First-Level (Grades 12 and Below)	#	201	156	45	8	2	132	36	14	7	0	0	0	0	2	0	0	0
	%	100%	77.61%	22.39%	3.98%	1.00%	65.67%	17.91%	6.97%	3.48%	0.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%
Other	#	10503	6844	3659	555	236	5077	2256	743	902	268	157	27	13	116	68	58	27
	%	100%	65.16%	34.84%	5.28%	2.25%	48.34%	21.48%	7.07%	8.59%	2.55%	1.49%	0.26%	0.12%	1.10%	0.65%	0.55%	0.26%
Officials And Managers - TOTAL	#	16663	11769	4894	876	318	9036	3162	1149	1088	386	184	37	17	208	90	77	35
	%	100%	70.63%	29.37%	5.26%	1.91%	54.23%	18.98%	6.90%	6.53%	2.32%	1.10%	0.22%	0.10%	1.25%	0.54%	0.46%	0.21%
2. Professionals	#	6058	4428	1630	263	99	3211	1012	353	339	515	145	8	1	55	29	23	5
	%	100%	73.09%	26.91%	4.34%	1.63%	53.00%	16.71%	5.83%	5.60%	8.50%	2.39%	0.13%	0.02%	0.91%	0.48%	0.38%	0.08%
3. Technicians	#	18645	15526	3119	875	191	13204	2520	835	264	330	82	36	8	150	30	96	24
	%	100%	83.27%	16.73%	4.69%	1.02%	70.82%	13.52%	4.48%	1.42%	1.77%	0.44%	0.19%	0.04%	0.80%	0.16%	0.51%	0.13%
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	#	1989	278	1691	24	137	169	1074	63	372	12	58	2	4	5	41	3	5
	%	100%	14.12%	85.88%	1.22%	6.96%	8.58%	54.55%	3.20%	18.89%	0.61%	2.95%	0.10%	0.20%	0.25%	2.08%	0.15%	0.25%
6. Craft Workers	#	119	118	1	10	0	85	0	7	1	7	0	2	0	7	0	0	0
	%	100%	99.16%	0.84%	8.40%	0.00%	71.43%	0.00%	5.88%	0.84%	5.88%	0.00%	1.68%	0.00%	5.88%	0.00%	0.00%	0.00%
7. Operatives	#	4000	3667	333	209	19	3151	281	186	23	57	5	8	2	44	2	12	1
	%	100%	91.68%	8.33%	5.23%	0.48%	78.77%	7.03%	4.65%	0.58%	1.43%	0.13%	0.20%	0.05%	1.10%	0.05%	0.30%	0.03%
8. Laborers and Helpers	#	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%
9. Service Workers	#	128	37	91	3	9	29	67	5	10	0	3	0	0	0	1	0	1
	%	100%	28.91%	71.09%	2.34%	7.03%	22.66%	52.34%	3.91%	7.81%	0.00%	2.34%	0.00%	0.00%	0.00%	0.78%	0.00%	0.78%

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

GS/GM, SES AND RELATED GRADES	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		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	
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%
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%
GS-03	#	16	8	8	1	1	6	4	1	3	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	6.25%	6.25%	37.50%	25.00%	6.25%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	2	1	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
GS-05	#	325	56	269	3	26	44	193	6	36	3	8	0	1	0	3	0	2
	%	100%	17.23%	82.77%	0.92%	8.00%	13.54%	59.38%	1.85%	11.08%	0.92%	2.46%	0.00%	0.31%	0.00%	0.92%	0.00%	0.62%
GS-06	#	254	45	209	6	18	29	139	8	39	2	8	0	1	0	4	0	0
	%	100%	17.72%	82.28%	2.36%	7.09%	11.42%	54.72%	3.15%	15.35%	0.79%	3.15%	0.00%	0.39%	0.00%	1.57%	0.00%	0.00%
GS-07	#	831	120	711	8	61	61	409	35	181	10	34	2	1	1	22	3	3
	%	100%	14.44%	85.56%	0.96%	7.34%	7.34%	49.22%	4.21%	21.78%	1.20%	4.09%	0.24%	0.12%	0.12%	2.65%	0.36%	0.36%
GS-08	#	954	773	181	56	13	598	121	69	33	35	6	3	1	4	1	8	6
	%	100%	81.03%	18.97%	5.87%	1.36%	62.68%	12.68%	7.23%	3.46%	3.67%	0.63%	0.31%	0.10%	0.42%	0.10%	0.84%	0.63%
GS-09	#	1854	857	997	63	78	651	647	90	213	25	33	4	3	8	16	16	7
	%	100%	46.22%	53.78%	3.40%	4.21%	35.11%	34.90%	4.85%	11.49%	1.35%	1.78%	0.22%	0.16%	0.43%	0.86%	0.86%	0.38%
GS-10	#	2107	1038	1069	59	91	788	671	126	222	32	48	5	3	17	26	11	8
	%	100%	49.26%	50.74%	2.80%	4.32%	37.40%	31.85%	5.98%	10.54%	1.52%	2.28%	0.24%	0.14%	0.81%	1.23%	0.52%	0.38%
GS-11	#	1786	1369	417	72	28	1113	311	121	59	35	12	1	2	15	3	12	2
	%	100%	76.65%	23.35%	4.03%	1.57%	62.32%	17.41%	6.77%	3.30%	1.96%	0.67%	0.06%	0.11%	0.84%	0.17%	0.67%	0.11%
GS-12	#	9293	7469	1824	557	125	5918	1249	571	320	237	78	23	4	106	32	57	16
	%	100%	80.37%	19.63%	5.99%	1.35%	63.68%	13.44%	6.14%	3.44%	2.55%	0.84%	0.25%	0.04%	1.14%	0.34%	0.61%	0.17%
GS-13	#	8648	6579	2069	461	112	5118	1360	465	421	401	122	15	8	84	38	35	8
	%	100%	76.08%	23.92%	5.33%	1.30%	59.18%	15.73%	5.38%	4.87%	4.64%	1.41%	0.17%	0.09%	0.97%	0.44%	0.40%	0.09%
GS-14	#	16780	13728	3052	760	161	11505	2323	784	408	431	104	30	6	162	39	56	11
	%	100%	81.81%	18.19%	4.53%	0.96%	68.56%	13.84%	4.67%	2.43%	2.57%	0.62%	0.18%	0.04%	0.97%	0.23%	0.33%	0.07%
GS-15	#	4332	3456	876	190	54	2818	638	282	144	86	22	8	2	59	9	13	7
	%	100%	79.78%	20.22%	4.39%	1.25%	65.05%	14.73%	6.51%	3.32%	1.99%	0.51%	0.18%	0.05%	1.36%	0.21%	0.30%	0.16%
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior Executive Service	#	194	131	63	7	4	105	47	14	10	3	2	0	0	2	0	0	0
	%	100%	67.53%	32.47%	3.61%	2.06%	54.12%	24.23%	7.22%	5.15%	1.55%	1.03%	0.00%	0.00%	1.03%	0.00%	0.00%	0.00%

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Table A5-2 - Participation Rates For Wage Grades by Race/Ethnicity and Sex - Permanent Workforce

WD/WG, WL/WS & Other Wage Grades	RACE/ETHNICITY																					
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
	#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%		
Grade-01	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-02	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-03	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-04	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-05	2	0.97%	2	1.04%	0	0.00%	2	1.53%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-06	18	8.74%	14	9.33%	4	5.88%	1	6.11%	0	0.00%	8	66.67%	2	15.38%	4	25.00%	0	0.00%	0	0.00%		
Grade-07	28	13.59%	21	14.51%	7	23.53%	4	8.40%	0	0.00%	1	33.33%	4	15.38%	5	62.50%	0	0.00%	0	0.00%		
Grade-08	22	10.68%	20	11.40%	2	17.65%	3	9.16%	1	0.00%	12	19.23%	0	0.00%	5	12.50%	0	0.00%	0	0.00%		
Grade-09	3	1.46%	3	1.55%	0	0.00%	0	0.76%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-10	51	24.76%	51	26.42%	0	0.00%	4	28.24%	0	0.00%	37	11.54%	0	0.00%	3	42.86%	0	0.00%	0	0.00%		
Grade-11	66	32.04%	66	34.20%	0	0.00%	4	35.11%	0	0.00%	0	26.92%	0	0.00%	7	57.14%	0	100.00%	0	0.00%		
Grade-12	4	1.94%	4	2.07%	0	0.00%	1	2.29%	0	0.00%	3	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-13	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-14	5	2.43%	5	2.59%	0	0.00%	0	3.82%	0	0.00%	5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Grade-15	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
All Other Wage Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
TOTAL	206	100%	193	100%	13	100%	17	100%	1	100%	131	100%	3	100%	26	100%	8	100%	7	100%	2	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2009-10-01 TO 2010-09-30)

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			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	#	27	14	13	1	0	13	7	0	5	0	1	0	0	0	0	0	
CLF	%	100%	51.85%	48.15%	3.70%	0.00%	48.15%	25.93%	0.00%	18.52%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	
Accessions	#	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%
INFORMATION TECHNOLOGY MANAGEMENT (2210,0334)																		
Accessions	#	79	63	16	1	1	53	10	2	1	5	4	0	0	2	0	0	0
CLF	%	100%	79.75%	20.25%	1.27%	1.27%	67.09%	12.66%	2.53%	1.27%	6.33%	5.06%	0.00%	0.00%	2.53%	0.00%	0.00%	0.00%
Accessions	#	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%
MANAGEMENT PROGRAM ANALYSIS (0343)																		
Accessions	#	103	51	52	2	1	41	31	4	16	2	3	0	0	0	0	2	1
CLF	%	100%	49.51%	50.49%	1.94%	0.97%	39.81%	30.10%	3.88%	15.53%	1.94%	2.91%	0.00%	0.00%	0.00%	0.00%	1.94%	0.97%
Accessions	#	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%	0.03%	0.82%	0.55%
GENERAL ENGINEERING (0801)																		
Accessions	#	42	31	11	4	0	18	6	4	3	4	2	0	0	0	0	1	0
CLF	%	100%	73.81%	26.19%	9.52%	0.00%	42.86%	14.29%	9.52%	7.14%	9.52%	4.76%	0.00%	0.00%	0.00%	0.00%	2.38%	0.00%
Accessions	#	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	#	28	24	4	0	0	22	2	1	1	0	1	0	0	0	0	1	0
CLF	%	100%	85.71%	14.29%	0.00%	0.00%	78.57%	7.14%	3.57%	3.57%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%
Accessions	#	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	#	23	20	3	2	0	13	2	1	1	4	0	0	0	0	0	0	0
CLF	%	100%	86.96%	13.04%	8.70%	0.00%	56.52%	8.70%	4.35%	4.35%	17.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Accessions	#	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	#	34	25	9	0	0	21	7	0	0	3	2	1	0	0	0	0	0
CLF	%	100%	73.53%	26.47%	0.00%	0.00%	61.76%	20.59%	0.00%	0.00%	8.82%	5.88%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%
Accessions	#	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	#	276	260	16	13	0	235	15	7	0	2	0	0	1	2	0	1	0
CLF	%	100%	94.20%	5.80%	4.71%	0.00%	85.14%	5.43%	2.54%	0.00%	0.72%	0.00%	0.00%	0.36%	0.72%	0.00%	0.36%	0.00%
Accessions	#	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	#	185	181	4	13	0	143	3	14	1	6	0	2	0	0	0	3	0
CLF	%	100%	97.84%	2.16%	7.03%	0.00%	77.30%	1.62%	7.57%	0.54%	3.24%	0.00%	1.08%	0.00%	0.00%	0.00%	1.62%	0.00%
Accessions	#	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	#	800	659	141	54	13	532	107	46	12	15	5	2	2	5	0	5	2
CLF	%	100%	82.38%	17.63%	6.75%	1.63%	66.50%	13.38%	5.75%	1.50%	1.88%	0.63%	0.25%	0.25%	0.63%	0.00%	0.63%	0.25%
Accessions	#	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%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2009-10-01 TO 2010-09-30)

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
Permanent	#	1529	1082	447	56	24	895	300	63	88	44	32	3	1	11	1	10	1
	%	100%	70.77%	29.23%	3.66%	1.57%	58.53%	19.62%	4.12%	5.76%	2.88%	2.09%	0.20%	0.07%	0.72%	0.07%	0.65%	0.07%
Temporary	#	1615	1177	438	98	29	897	299	108	68	42	24	6	5	9	4	17	9
	%	100%	72.88%	27.12%	6.07%	1.80%	55.54%	18.51%	6.69%	4.21%	2.60%	1.49%	0.37%	0.31%	0.56%	0.25%	1.05%	0.56%
TOTAL	#	3144	2259	885	154	53	1792	599	171	156	86	56	9	6	20	5	27	10
	%	100.00%	71.83%	28.18%	4.90%	1.69%	57.00%	19.05%	5.44%	4.96%	2.74%	1.78%	0.29%	0.19%	0.64%	0.16%	0.86%	0.32%
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 (201020)

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Permanent Workforce	TOTAL WORKFORCE	RACE/ETHNICITY																	
		Hispanic or Latino		Non- Hispanic or Latino								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
		male	female	White	Black or African American	Asian	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career Ladder Promotions	#	1251	982	269	67	21	758	188	91	40	43	13	1	1	14	5	8	1	
	%	100%	78.50%	21.50%	5.36%	1.68%	60.59%	15.03%	7.27%	3.20%	3.44%	1.04%	0.08%	0.08%	1.12%	0.40%	0.64%	0.08%	
Time in grade in excess of miniumum																			
1-12 Months	#	109	84	25	6	3	60	15	12	6	1	0	0	0	3	1	2	0	
	%	100%	77.06%	22.94%	5.50%	2.75%	55.05%	13.76%	11.01%	5.50%	0.92%	0.00%	0.00%	0.00%	2.75%	0.92%	1.83%	0.00%	
13-24 Months	#	26	21	5	0	0	20	2	0	3	0	0	1	0	0	0	0	0	
	%	100%	80.77%	19.23%	0.00%	0.00%	76.92%	7.69%	0.00%	11.54%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	
25 + months	#	116	95	21	2	2	86	18	3	1	2	0	0	0	1	0	1	0	
	%	100%	81.90%	18.10%	1.72%	1.72%	74.14%	15.52%	2.59%	0.86%	1.72%	0.00%	0.00%	0.00%	0.86%	0.00%	0.86%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2009-10-01 TO 2010-09-30)

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

Type of Award	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		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	
Time-Off Awards - 1-9 hours																		
	#	8227	6189	2038	367	160	5203	1479	338	283	145	55	8	4	83	46	45	11
Total Time-Off Awards Given	%	100%	75.23%	24.77%	4.46%	1.94%	63.24%	17.98%	4.11%	3.44%	1.76%	0.67%	0.10%	0.05%	1.01%	0.56%	0.55%	0.13%
Total Hours		50884	38070	12814	2259	1001	31850	9201	2177	1929	932	367	61	26	519	228	272	62
Average Hours		6	6	6	6	6	6	6	6	7	6	7	8	7	6	5	6	6
Time-Off Awards - 9+ hours																		
	#	3136	2094	1042	120	71	1718	714	151	206	69	33	2	1	22	13	12	4
Total Time-Off Awards Given	%	100%	66.77%	33.23%	3.83%	2.26%	54.78%	22.77%	4.82%	6.57%	2.20%	1.05%	0.06%	0.03%	0.70%	0.41%	0.38%	0.13%
Total Hours		54699	35528	19171	1943	1355	29238	12990	2582	3923	1201	556	35	16	338	249	191	82
Average Hours		17	17	18	16	19	17	18	17	19	17	17	18	16	15	19	16	21
Cash Awards - \$100 - \$500																		
	#	10793	7701	3092	568	217	6148	2162	512	529	287	105	15	5	121	63	50	11
Total Cash Awards Given	%	100%	71.35%	28.65%	5.26%	2.01%	56.96%	20.03%	4.74%	4.90%	2.66%	0.97%	0.14%	0.05%	1.12%	0.58%	0.46%	0.10%
Total Amount		\$3,796,120	\$2,655,521	\$1,140,599	\$194,355	\$78,523	\$2,104,894	\$786,148	\$187,461	\$207,910	\$103,799	\$38,572	\$4,700	\$2,196	\$41,979	\$23,000	\$18,333	\$4,250
Average Amount		\$352	\$345	\$369	\$342	\$362	\$342	\$364	\$366	\$393	\$362	\$367	\$313	\$439	\$347	\$365	\$367	\$386
Cash Awards - \$501+																		
	#	8484	5364	3120	293	188	4277	2074	415	665	248	102	10	10	96	66	25	15
Total Cash Awards Given	%	100%	63.22%	36.78%	3.45%	2.22%	50.41%	24.45%	4.89%	7.84%	2.92%	1.20%	0.12%	0.12%	1.13%	0.78%	0.29%	0.18%
Total Amount		\$9,682,253	\$6,008,975	\$3,673,278	\$301,742	\$206,939	\$4,841,130	\$2,457,057	\$462,492	\$798,671	\$253,946	\$124,808	\$11,124	\$9,100	\$107,517	\$63,223	\$31,024	\$13,480
Average Amount		\$1,141	\$1,120	\$1,177	\$1,030	\$1,101	\$1,132	\$1,185	\$1,114	\$1,201	\$1,024	\$1,224	\$1,112	\$910	\$1,120	\$958	\$1,241	\$899
Senior Executive Service Performance Awards																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cash Awards Given	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(QSI)																		
	#	54	38	16	3	1	33	12	0	0	1	2	0	1	1	0	0	0
Total QSIs Awarded	%	100%	70.37%	29.63%	5.56%	1.85%	61.11%	22.22%	0.00%	0.00%	1.85%	3.70%	0.00%	1.85%	1.85%	0.00%	0.00%	0.00%
Total Benefit		\$157,225	\$119,964	\$37,261	\$9,572	\$1,667	\$104,259	\$32,393	\$0	\$0	\$2,910	\$2,134	\$0	\$1,067	\$3,223	\$0	\$0	\$0
Average Benefit		\$2,912	\$3,157	\$2,329	\$3,191	\$1,667	\$3,159	\$2,699	0	0	\$2,910	\$1,067	0	\$1,067	\$3,223	0	0	0

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2009-10-01 TO 2010-09-30)

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

Type of Separation	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
				male	female	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		
Voluntary	# 2038	1479	559	58	26	1240	414	106	89	33	15	4	1	28	8	10	6	
	% 100%	72.57%	27.43%	2.85%	1.28%	60.84%	20.31%	5.20%	4.37%	1.62%	0.74%	0.20%	0.05%	1.37%	0.39%	0.49%	0.29%	
Involuntary	# 179	132	47	8	4	93	32	19	9	9	1	0	0	2	1	1	0	
	% 100%	73.74%	26.26%	4.47%	2.23%	51.96%	17.88%	10.61%	5.03%	5.03%	0.56%	0.00%	0.00%	1.12%	0.56%	0.56%	0.00%	
RIF	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total separation	# 2217	1611	606	66	30	1333	446	125	98	42	16	4	1	30	9	11	6	
	% 100%	72.67%	27.33%	2.98%	1.35%	60.13%	20.12%	5.64%	4.42%	1.89%	0.72%	0.18%	0.05%	1.35%	0.41%	0.50%	0.27%	

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

****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, AGC-2.**

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period from 200920 to 201020

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	#	48486	43943	2101	2442	219	22	17	14	44	19	35	2	62	4
	%	100%	90.63%	4.33%	5.04%	0.45%	0.05%	0.04%	0.03%	0.09%	0.04%	0.07%	0.00%	0.13%	0.01%
Current FY	#	48594	43894	1821	2879	266	23	24	14	52	18	41	4	86	4
	%	100%	90.33%	3.75%	5.92%	0.55%	0.05%	0.05%	0.03%	0.11%	0.04%	0.08%	0.01%	0.18%	0.01%
Federal High (FY08)	#					2,95%									
Difference	#	108	-49	-280	437	47	1	7	0	8	-1	6	2	24	0
Ratio Change	%	0.00%	-0.30%	-0.59%	0.89%	0.10%	0.00%	0.01%	0.00%	0.02%	0.00%	0.01%	0.00%	0.05%	0.00%
Net Change	%	0.22%	-0.11%	-13.33%	17.90%	21.46%	4.55%	41.18%	0.00%	18.18%	-5.26%	17.14%	100.00%	38.71%	0.00%
PERMANENT WORKFORCE															
Prior FY	#	47034	42939	1720	2375	209	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%
Current FY	#	47582	43021	1759	2802	255	22	24	14	51	18	39	3	80	4
	%	100%	90.41%	3.70%	5.89%	0.54%	0.05%	0.05%	0.03%	0.11%	0.04%	0.08%	0.01%	0.17%	0.01%
Difference	#	548	82	39	427	46	2	7	1	10	-1	6	1	20	0
Ratio Change	%	0.00%	-0.88%	0.04%	0.84%	0.09%	0.00%	0.01%	0.00%	0.02%	0.00%	0.01%	0.00%	0.04%	0.00%
Net Change	%	1.17%	0.19%	2.27%	17.98%	22.01%	10.00%	41.18%	7.69%	24.39%	-5.26%	18.18%	50.00%	33.33%	0.00%
TEMPORARY WORKFORCE															
Prior 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%
Current FY	#	1012	0	0	0	0	1	0	0	1	0	2	1	6	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.10%	0.00%	0.20%	0.10%	0.59%	0.00%
Difference	#	-440	-1004	-381	-67	-10	-1	0	-1	-2	0	0	1	4	0
Ratio Change	%	0.00%	-69.15%	-26.24%	-4.61%	-0.69%	-0.04%	0.00%	-0.07%	-0.11%	0.00%	0.06%	0.10%	0.46%	0.00%
Net Change	%	-30.30%	-100.00%	-100.00%	-100.00%	-100.00%	-50.00%	0%	-100.00%	-66.67%	0%	0.00%	0%	200.00%	0%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201020

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)	# 1118	944	51	123	16	0	3	0	2	2	2	0	7	0	
	% 100%	84.44%	4.56%	11.00%	1.43%	0.00%	0.27%	0.00%	0.18%	0.18%	0.18%	0.00%	0.63%	0.00%	
INFORMATION TECHNOLOGY MANAGEMENT (2210.0334)	# 1688	1468	81	139	19	1	3	1	3	2	2	0	7	0	
	% 100%	86.97%	4.80%	8.23%	1.13%	0.06%	0.18%	0.06%	0.18%	0.12%	0.12%	0.00%	0.41%	0.00%	
MANAGEMENT PROGRAM ANALYSIS (0343)	# 2288	1962	160	166	22	0	3	2	2	0	8	0	7	0	
	% 100%	85.75%	6.99%	7.26%	0.96%	0.00%	0.13%	0.09%	0.09%	0.00%	0.35%	0.00%	0.31%	0.00%	
GENERAL ENGINEERING (0801)	# 816	753	28	35	3	0	0	0	1	2	0	0	0	0	
	% 100%	92.28%	3.43%	4.29%	0.37%	0.00%	0.00%	0.00%	0.12%	0.25%	0.00%	0.00%	0.00%	0.00%	
CIVIL ENGINEERING (0810)	# 405	355	26	24	2	0	0	0	0	1	0	0	1	0	
	% 100%	87.65%	6.42%	5.93%	0.49%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.25%	0.00%	
ELECTRONICS ENGINEERING (0855)	# 854	792	20	42	5	0	1	0	2	0	2	0	0	0	
	% 100%	92.74%	2.34%	4.92%	0.59%	0.00%	0.12%	0.00%	0.23%	0.00%	0.23%	0.00%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861)	# 761	678	43	40	5	0	0	0	1	1	1	0	2	0	
	% 100%	89.09%	5.65%	5.26%	0.66%	0.00%	0.00%	0.00%	0.13%	0.13%	0.13%	0.00%	0.26%	0.00%	
AVIATION SAFETY (1825)	# 4326	3658	267	401	9	0	1	1	2	0	0	0	4	1	
	% 100%	84.56%	6.17%	9.27%	0.21%	0.00%	0.02%	0.02%	0.05%	0.00%	0.00%	0.00%	0.09%	0.02%	
TRANSPORTATION SPECIALIST (2101)	# 6105	5349	278	478	25	2	4	0	2	0	4	0	13	0	
	% 100%	87.62%	4.55%	7.83%	0.41%	0.03%	0.07%	0.00%	0.03%	0.00%	0.07%	0.00%	0.21%	0.00%	
AIR TRAFFIC CONTROL (2152)	# 20339	19556	299	484	34	1	0	7	9	3	4	0	10	0	
	% 100%	96.15%	1.47%	2.38%	0.17%	0.00%	0.00%	0.03%	0.04%	0.01%	0.02%	0.00%	0.05%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2009-10-01 TO 2010-09-30)

Table B7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Occupational Category	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
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)														
Accessions	#	27	18	4	5	1	0	1	0	0	0	0	0	0
	%	100%	66.67%	14.81%	18.52%	3.70%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INFORMATION TECHNOLOGY MANAGEMENT (2210,0334)														
Accessions	#	79	60	14	5	1	0	0	1	0	0	0	0	0
	%	100%	75.95%	17.72%	6.33%	1.27%	0.00%	0.00%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%
MANAGEMENT PROGRAM ANALYSIS (0343)														
Accessions	#	103	70	22	11	1	0	0	0	0	1	0	0	0
	%	100%	67.96%	21.36%	10.68%	0.97%	0.00%	0.00%	0.00%	0.00%	0.97%	0.00%	0.00%	0.00%
GENERAL ENGINEERING (0801)														
Accessions	#	42	37	2	3	2	0	0	0	0	1	0	0	1
	%	100%	88.10%	4.76%	7.14%	4.76%	0.00%	0.00%	0.00%	0.00%	2.38%	0.00%	0.00%	2.38%
CIVIL ENGINEERING (0810)														
Accessions	#	28	24	2	2	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ELECTRONICS ENGINEERING (0855)														
Accessions	#	23	20	3	0	0	0	0	0	0	0	0	0	0
	%	100%	86.96%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AEROSPACE ENGINEERING (0861)														
Accessions	#	34	32	1	1	1	0	0	0	0	0	0	1	0
	%	100%	94.12%	2.94%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%	0.00%
AVIATION SAFETY (1825)														
Accessions	#	276	234	19	23	1	0	0	0	0	0	0	1	0
	%	100%	84.78%	6.88%	8.33%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%
TRANSPORTATION SPECIALIST (2101)														
Accessions	#	185	165	6	14	2	0	0	0	1	0	0	1	0
	%	100%	89.19%	3.24%	7.57%	1.08%	0.00%	0.00%	0.00%	0.54%	0.00%	0.00%	0.54%	0.00%
AIR TRAFFIC CONTROL (2152)														
Accessions	#	800	770	13	17	2	0	0	1	0	0	0	1	0
	%	100%	96.25%	1.63%	2.13%	0.25%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.13%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2009-10-01 TO 2010-09-30)

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

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Permanent	#	1529	1256	147	107	19	0	2	1	4	1	3	1	7	0
	%	100%	82.15%	9.61%	7.00%	1.24%	0.00%	0.13%	0.07%	0.26%	0.07%	0.20%	0.07%	0.46%	0.00%
Temporary	#	1615	1490	68	45	12	0	0	2	1	0	1	1	7	0
	%	100%	92.26%	4.21%	2.79%	0.74%	0.00%	0.00%	0.12%	0.06%	0.00%	0.06%	0.06%	0.43%	0.00%
Total	#	3144	2746	215	152	31	0	2	3	5	1	4	2	14	0
	%	100%	87.34%	6.84%	4.83%	0.99%	0.00%	0.06%	0.10%	0.16%	0.03%	0.13%	0.06%	0.45%	0.00%

3144

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2009-10-01 TO 2010-09-30)

Table B14 - Separations by Type of Separation - Distribution by Disability - Permanent Workforce

Type of Separation		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	#	2038	1801	89	148	17	1	0	3	4	2	2	0	5	0
	%	100%	88.37%	4.37%	7.26%	0.83%	0.05%	0.00%	0.15%	0.20%	0.10%	0.10%	0.00%	0.25%	0.00%
Involuntary	#	179	152	12	15	4	0	0	0	0	0	0	0	4	0
	%	%	84.92%	6.70%	8.36%	2.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.23%	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	#	2217	1953	101	163	21	1	0	3	4	2	2	0	9	0
	%	100%	88.09%	4.56%	7.35%	0.95%	0.05%	0.00%	0.14%	0.18%	0.09%	0.09%	0.00%	0.41%	0.00%

Tab 11

FAA 462 Report

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART I - PRE-COMPLAINT ACTIVITIES

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. PRE-COMPLAINT 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/FROTPAY			\$
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/FROTPAY			\$
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

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

B. COMPLAINTS FILED

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

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

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

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

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

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

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

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

J. INDIVIDUALS FILING COMPLAINTS

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
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 IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																		
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations																			
1a. Number of Counselings Settled																			
1b. Number of Counselors Settled With																			
2. Complaint Settlement Allegations																			
2a. Number of Complaints Settled																			
2b. Number of Complainants Settled With																			
3. Final Agency Decision Findings																			
3a. Number FADs with Findings																			
3b. Number Complainants Issued FAD Findings																			
4. AJ Decision Findings																			
4a. Number AJ Decisions With Findings																			
5. Final Agency Order Findings Implemented																			
5a. Number of Final Orders With Findings Implemented																			
5b. # of Complainants issued FOs with Findings Implemented																			
TOTAL SETTLEMENT ALLEGATIONS																			
TOTAL FINAL ACTION FINDINGS																			

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																									
	APPOINTMENT/ HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION				DUTY HOURS	EVAL/ APPRAISAL	EXAM/ TEST	HARASSMENT		MEDICAL EXAM	PAY/ OVERTIME	PROMOTION NON- SELECTION	REASSIGNMENT		REASONABLE ACCOMM.	REIN- STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER
					DEMOTION	REPRIMAND	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DENIED	DIRECTED								
1. Counseling Settlement Allegations																										
1a. Number of Counselings Settled																										
1b. Number of Counselors Settled With																										
2. Complaint Settlement Allegations																										
2a. Number of Complaints Settled																										
2b. Number of Complainants Settled With																										
3. Final Agency Decision Findings																										
3a. Number FADs with Findings																										
3b. Number Complainants Issued FAD Findings																										
4. AJ Decision Findings																										
4a. Number AJ Decisions With Findings																										
5. Final Agency Order Findings Implemented																										
5a. Number of Final Orders With Findings Implemented																										
5b. # of Complainants issued FOs with Findings Implemented																										
TOTAL SETTLEMENT ALLEGATIONS																										
TOTAL FINAL ACTION FINDINGS																										

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)
5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

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

(A1+A2+A3+A4+A5)

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		
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

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 RESOURCES

A. NO LONGER COLLECTED			
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, 2010 are accurate and complete.

NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF 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: _____

The FY 2010 report (with the PIN entered) is due on or before November 1, 2010.

Appendix A - Comments

Appendix A – Comments (continued)

Appendix A – Comments (continued)

Appendix A – Comments (continued)

Tab 12

FAA Facility Accessibility Survey

UFAS / Section 504 Rehabilitation Act Assessment

**Facility Accessibility
Program Office**

FY 2010



**FAA
Air Traffic Organization**

In FY 2010 the Facility Accessibility Program Office:

- Conducted 20 *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 two classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS;
- Assisted in developing the *ABAAS Compliance Report* in AMS to be included as a standard attachment to all FAA space leases;
- Served as a resource to the FAA to resolve issues involving facility accessibility and ABAAS compliance.

Conducted 20 *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 20 *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* and transmitted the reports to the facility managers and Program Offices during FY 2010. The twenty surveyed facilities had a combined staffing of 1145. The surveyed facilities were office spaces and air traffic control facilities. Construction of these facilities was completed between from the early 1950's to 2010. 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>
Camp Creek – Policies & Requirements Engineering	400
Kenai AFSS	57
Kenai SSC	18
Anchorage Consolidated Maintenance Facility	105
Juneau SSC	10
Juneau AFSS	27
Richmond FSDO	25
Long Beach FSDO	32
Long Beach ACO	81
Long Beach MIDO	15
Long Beach AEG	14
Van Nuys FSDO	58
Van Nuys MIDO	11
Fresno FSDO	25
United CMFO	24
Northern Mountain Region Technical Operations Center	182
OKC MIDO	10
OKC SSC / PCS	23
Tulsa SSC & NE OK SSC – New Space	20
Wichita MIDO – New Space	<u>8</u>
	1145

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 and ABAAS training was provided by the Facility Accessibility Program Office have been substantially in compliance with the applicable accessibility standard. To date the Facility Accessibility Program Office and the Regional Accessibility Focal Points have conducted 202 facility surveys with a total staffing of 27,030. In addition, the Terminal Facilities Group has included UFAS / ABAAS compliance in 103 Government Transition Evaluations and 161 Condition Assessments. A total of 466 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 one 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 Eastern Service Area office in Atlanta. The FAA will continue to work with the Access Board to provide ABAAS training on an as requested basis to the various ATO Service Area and FAA Regional Offices.

Conducted two classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS:

Conducted two classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS at the FAA's Center for Management and Executive Leadership. In response to concerns raised by the FAA Real Estate Contracting Officers, the FAPO developed a class that directly pertains to the ABAAS leasing requirements. Class covers the GSA implementing language and ABAAS requirements for new or renewing leases. .

Assisted in developing the *ABAAS Compliance Report* in AMS to be included as a standard attachment to all FAA space leases:

Worked with the Real Estate Policy Office to modify the *ABAAS Compliance Report* in AMS. This form is included as a standard attachment to all FAA space leases. The form is to help ensure compliance with 41-102-76.95.

Served as a resource to the FAA to resolve issues involving facility accessibility and ABAAS compliance:

Served as a point of contact for FAA program offices, architects, engineers, space coordinators and real estate for questions involving facility accessibility and ABAAS compliance, interpretation and analysis.

Tab 13

FAA Organization Chart

FEDERAL AVIATION ADMINISTRATION

