



Federal Aviation  
Administration

Federal Aviation Administration (FAA)

# Annual EEO Program Status Report

Fiscal Year

# 2012

## EEOC Forms and Documents Included in this Report

- EEOC (Form 715-01 Part A-D) Tab 1
- FAA Executive Summary (Form 715-01 Part E) Tab 2
- FAA Statement of Establishment of Continuing EEO Programs (Form 715-01 Part F) Tab 3
- FAA Policy Statements Tab 4
- FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G) Tab 5
- FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H) Tab 6
- FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I) Tab 7
- FAA Special Program Plan for Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for Agencies with 1000 or more Employees (Form 715-01 Part J) Tab 8
- FAA Workforce Data Tables (“A” Tables) Tab 9
- FAA Disability Workforce Data Tables (“B” Tables) Tab 10
- FAA 462 Report Tab 11
- FAA UFAS/Section 504 Rehabilitation Act Assessment Tab 12
- FAA Organization Chart Tab 13

# TAB 1

Parts A-D

Agency Information

**Department of Transportation  
Federal Aviation Administration**

**MD715 - 2012**

**Parts**

**PARTS A Through E**

Enter your Agency or Component data for PARTs A through E below.

In PART E, the Executive Summary should be as short and concise as possible. Extraneous information, such as a complete iteration of the agency's strategic plan, should not be included in the Executive Summary. Remember that the Executive Summary is intended to be an introductory summary which catches the attention of the agency's top managers and supervisors. This is to ensure their understanding of the agency's overall EEO program direction and of their expected contributions necessary for the agency to become a Model Employer.

**PART A - Department or Agency Identifying Information**

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx-xxxx)	CPDF Code (xxxx)	FIPS Code
Department of Transportation	Federal Aviation Administration	800 Independence Avenue SW	Washington	DC	20591		

**PART B - Total Employment**

Total Employment	Permanent Workforce	Temporary Workforce	Non-Appropriated Workforce	Total Workforce
Number of Employees	46959	780	0	47739

**PART C.1 - Head of Agency and Head of Agency Designee**

Agency Leadership	Name	Title
Head of Agency	Michael P. Huerta	Administrator
Head of Agency Designee	Mamie W. Mallory	Assistant Administrator, Office of Civil Rights

**PART C.2 - Agency Official(s) Responsible For Oversight of EEO Program(s)**

<b>EEO Program Staff</b>	<b>Name</b>	<b>Title</b>	<b>Occupational Series (xxxx)cv</b>	<b>Pay Plan and Grade (xx-xx)</b>	<b>Phone Number (xxx-xxx-xxxx)</b>	<b>Email Address</b>
Principal EEO Director/Official	Mamie W. Mallory	Assistant Administrator, Office of Civil Rights		EV/SES 01	202-267-8087	Mamie.Mallory@faa.gov
Title VII Affirmative EEO Program Official	Myrna Rivera	Acting Director, Model EEO Program	0260	K band	202-267-3271	Myrna.Rivera@faa.gov
Section 501 Affirmative Action Program Official	Miriam Vega	Director, Outreach Program for Diversity and Inclusion	0260	K band	202-385-8440	Miriam.Vega@faa.gov
Complaint Processing Program Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Hispanic Program Manager (SEPM)	Carlos Manduley	Manager, Hispanic Employment Program (HEP)	0260	J band	202-385-8130	Carlos.Manduley@faa.gov
Women's Program Manager (SEPM)	Deena Collier	Manager, Federal Women's Program (FWP)	0260	J band	202-385-8128	Deena.Collier@faa.gov
Disability Program Manager (SEPM)	Michael Looney	Manager, People with Disability Program (PWD)	0260	J band	202-385-8127	Michael.Looney@faa.gov
ADR Program Manager	Harnetta Williams	Director, EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Compliance Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Principal MD-715 Preparer	Yvette Aine	Principal MD-715 Preparer	0343	J band	202-267-9928	Yvette.Aine@faa.gov

## PART D- Forms/Documents Included with This Report

Is the following Form or Document Uploaded?	(Please respond "Yes" or "No")	Comments
PART F - Statement of Establishment of Continuing EEO Programs	Yes	
EEO Policy Statement Issued During Reporting Period	Yes	
Facility Accessibility Survey Results Necessary to Support EEO Action Plan for Building Renovation Projects	Yes	
Organizational Chart	Yes	
FEORP Report	No	FAA is not covered by Title V, Section 7201 or its implementing regulations that require the FEORP.
Anti-Harassment Policy and Procedures	Yes	
Diversity Policy Statement	Yes	
Strategic Plan (excerpts of EEO goal only)	Yes	
Human Capital Strategic Plan	Yes	
EEO Strategic Plan	Yes	
Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

# TAB 2

Part E

Executive Summary

## **PART 1 - Executive Summary: Mission**

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. What sets us apart is the size and complexity of our infrastructure, the diversity of our user groups, our commitment to safety and excellence, and our history of innovation and leadership in the world's aviation community. Our long-term vision is a transformation of the Nation's aviation system in which air traffic will move safely, swiftly, efficiently, and seamlessly around the globe. Flights will take off and land on time, every time, without delay and there will be no fatal accidents. Air travel will be routine and uneventful for everyone involved: passengers, crews, ground support, and communities. Costs will be contained for both operators and passengers, and there will be no negative impact to the environment. Manned and unmanned flights will each achieve safe flight, as will commercial launches to space.

### **Results of the Agency's Annual Self-Assessment**

The agency conducted its annual self-assessment against Management Directive (MD) 715 "Essential Elements." FAA has met almost all of the measures successfully. The following highlights the agency's FY 2012 Equal Employment Opportunity (EEO) self-assessment results.

#### **Essential Element A: Demonstrated Commitment from Agency Leadership**

- In May 2012, Administrator Huerta affirmed his commitment to EEO and diversity at the FAA by issuing his policy statements and reinforcing with a video in support of EEO, diversity, and a workplace free of discriminatory harassment. Additionally, the FAA Administrator issued an EEO Awareness Day Proclamation and video.
- Annually, FAA issues a reminder to all management regarding their responsibilities to communicate their commitment and to post EEO materials throughout their organization. FAA websites also contain all pertinent legally required information on EEO Programs.
- EEO critical elements are included in all executives, managers and supervisors' performance plans. Additionally, FAA has a Table of Penalties that includes disciplinary actions to specifically address EEO violations. FAA also conducted extensive training to ensure that managers and supervisors are aware of their responsibilities to provide employees reasonable accommodations and report requests in a timely manner. FAA established a Reasonable Accommodation Team (ReAcT) as an advisory and consultant body to assist managers with complex reasonable accommodation requests. Additionally, FAA established an efficiency measure that 90% of reasonable accommodation requests be processed within 25 business days which was successfully met in FY 2012.

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

- The Assistant Administrator for Civil Rights (ACR-1) is under the direct supervision of the Agency Head. FAA also has 12 field EEO Directors that report directly to ACR-1.

- ACR-1 attends weekly meetings to inform the Agency Head and other top management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO program.
- Destination 2025, the FAA's strategic plan, creates and fosters a workplace of choice marked by integrity, fairness, diversity, and accountability.
- The strategic plan includes effective recruitment and talent management strategies to attract, retain, and develop a highly skilled and diverse pool of employees and management.
- In May 2012, FAA issued an updated Equal Employment Opportunity (EEO) Program Order 1400.8A which affirms the FAA's commitment to preventing and eliminating discrimination.
- FAA identified a deficiency on examining at regular intervals hidden impediments to EEO. In FY 2012, FAA created an action plan and schedule to examine policies, procedures and practices to identify any hidden impediments and to ensure EEO compliance in all programs.
- FAA's Office of Civil Rights (ACR) has limited staffing and funding. However, in collaboration with other FAA lines of business, ACR secured funding to conduct barrier analyses for certain job series. Within existing resources, FAA met its EEO legal obligations as indicated in the measures.
- FAA has three full-time Special Emphasis Program Managers. The Office of Human Resources (AHR) manages other special emphasis programs as part of their Minority Serving Institute Program initiatives.
- A deficiency was identified in the agency's ability to fund major renovation projects to ensure Uniform Federal Accessibility Standards (UFAS) compliance. The plan contains several actions and strategies to address this matter.

### **Essential Element C: Management and Program Accountability**

- ACR-1 chairs a bi-monthly EEO Action Committee meeting, whose primary purpose is to monitor EEO programs and develop short and long-term goals on how to meet EEO and diversity and inclusion requirements. This committee includes an executive representative from each line of business and staff office (LOB/SO).
- ACR-1 conducts monthly meetings with all the heads of each LOB to discuss EEO activity within their organization. Additionally, there are weekly meetings between the FAA's ACR, AHR and the Office of the General Counsel (AGC) to discuss EEO matters.
- In FY 2012, there were six findings of discrimination. The FAA's ACR, AHR, and AGC reviewed the decisions and case files for corrective actions.

### **Essential Element D: Proactive Prevention of Unlawful Discrimination**

- FAA continues to evaluate whether barriers to the realization of a Model EEO Program exist. In FY 2012, FAA procured a contractor to conduct a barrier analysis of the Air Traffic Control Specialist (2152 job series) hiring process. The 2152s represent the largest job series at the FAA. Agency officials from the Air Traffic Organization (ATO), AHR, and AGC were consulted throughout the process. The final report is expected in FY 2013.

- EEO data is tracked continuously to enable the FAA to conduct a thorough statistical analysis that looks at the impact of policies, practices, and procedures on EEO.
- FAA identified a deficiency in its ability to conduct trend analysis of personnel policies, practices and procedures. As indicated in Element B, the FAA has developed an action plan and schedule to remedy this deficiency.
- FAA has a very robust Alternate Dispute Resolution (ADR) program. Each LOB/SO has placed a goal in their business plan to ensure that 30% of all managers engage in mediation upon the employee request.

### **Essential Element E: Efficiency**

- FAA utilizes the iComplaint system that was selected by DOT as its complaint tracking system. FAA also utilizes the e-Complaint on-line system to provide employees 24/7 on-line access to file an EEO complaint. ACR prepares a quarterly report (documenting activity and complaint bases) for distribution to the heads of each LOB/SO.
- ACR established an efficiency measure to ensure that EEO counseling is completed within 30 days unless the aggrieved employee agrees in writing to an extension. The efficiency measure was to ensure that 75% of all EEO Pre-Complaints were processed without an extension. FAA met the goal by processing 88% of complaints without extension.
- FAA has full-time dedicated EEO Counselors and a small cadre of collateral duty Counselors. EEO Counselors and Mediators receive annual training to ensure their skills and knowledge is current and relevant.
- The FAA has an established ADR Program. ADR is immediately offered to all employees that initiate an EEO complaint. FAA managers receive information on the cost/benefits of early resolution through the ADR Program. Officials involved in the mediation process are required to identify settlement authorities in advance of mediation. Any settlements reached (in principle) are coordinated with AHR and AGC to ensure legal compliance. ADR usage increased over the last couple of years: from 27.7% in FY 2010 to 39.03% in FY 2012.
- FAA reestablished a review process (Matrix Team) to support management in taking a proactive look at EEO complaint activity and determining how to resolve the issue at the lowest possible level.
- FAA complies with EEO complaint data collection requirements and conducts quarterly data analysis of EEO complaints to identify trends.

### **Essential Element F: Responsiveness and Legal Compliance**

- FAA posted statistical complaint data on the website in compliance with the No FEAR Act requirements.
- FAA's ACR also conducts on-site facility assessments to ensure a Model EEO Program. In FY 2012, ACR conducted six facility assessments.
- The FAA timely implements necessary corrective actions such as facility postings, trainings, and reviews disciplinary actions as appropriate.

## Executive Summary: Workforce Analyses

In FY 2012 FAA had a total workforce of 47,739 compared to the 48,346 employees in FY 2011.

### Total Workforce by RNO – FAA

	Participation Rate for FY 2012		2000 CLF
	#	%	
Males	36,017	75.45%	53.23%
Females	11,722	24.55%	46.77%
Hispanic or Latino Males	2,417	5.06%	6.17%
Hispanic or Latino Females	795	1.67%	4.52%
White Males	28,719	60.16%	39.03%
White Females	8,010	16.78%	33.74%
Black or African American Males	2,648	5.55%	4.84%
Black or African American Females	2,104	4.41%	5.66%
Asian Males	1,378	2.89%	1.92%
Asian Females	505	1.06%	1.71%
NHOPI Males	105	0.22%	0.06%
NHOPI Females	36	0.08%	0.05%
AIAN Males	446	0.93%	0.34%
AIAN Females	117	0.37%	0.32%
Two or More Races Males	304	0.64%	0.88%
Two or More Races Females	95	0.20%	0.76%
Individuals with Targeted Disabilities	278	0.58%	CLF Not Available
*Numbers in red represent participation rates lower than the CLF			

In the beginning of FY 2012, the FAA employed 48,364 workers compared with 47,739 workers at the end of FY 2012. Therefore, during the course of FY 2012, the agency experienced a net loss of 625 employees or a net rate change of -1.29%.

During FY 2012, the number of FAA permanent and temporary employees reporting targeted disabilities reflects a negative change of -6 employees (FAA On-Board: 0.58% versus the Federal High: 2.95% resulting in a net change -2.11%).

## Summary of Fiscal Year 2012 Accomplishments

While the FAA has made significant progress in FY 2012, all of the focus areas in Part I of this report will carry over into FY 2013. The focus is on the recruitment and retention of women and minorities in the Air Traffic Control Specialist (2152), Aviation Safety Inspector (1825), and Airway Transportation Systems Specialist (2101) occupations. The FAA began a barrier analysis of the 2152 series hiring procedures in FY 2012 with a scheduled completion in FY 2013. In FY 2013, the agency intends to initiate a barrier analysis of the 2152 series Phase 2 from training to Certified Professional Controller, the 1825 series hiring process, to be followed by the 2101 series.

During FY 2012, FAA implemented a number of corporate-level initiatives to continue support for the Agency's Model EEO program required by MD 715, including:

- Collaborating with FAA AHR, Departmental Offices of Civil Rights and Human Resources by developing a strategic plan to support Executive Order 13548: Increasing Federal Employment of People with Disabilities. DOT's plan was submitted to the Office of Personnel Management (OPM) for approval on April 11, 2012. The plan included specific hiring goals for people with disabilities (PWD) and people with targeted disabilities (PWTD) and plans to create a training module for all AHR specialists on the subject of on-the-spot hiring authority.
- Setting up and meeting an efficiency measure to process 90% of its reasonable accommodation requests within the 25 day timeframe, as set forth in the agency reasonable accommodation procedures.

In FY 2012, the FAA trained 9,972 managers and employees on several EEO training topics. Additionally, 100% or 1,166 new Air Traffic Controllers and Airway Transportation System Specialist students (two of our largest job series) hired received training in EEO principles as part of the No FEAR requirements.

FAA identified several deficiencies in its Self-Assessment. Objectives-Action Plans were developed (Part H) to address these deficiencies. FAA developed a process in accordance with the requirements of MD 715 to conduct additional trend and barrier analyses of the agency's mission critical 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 UFAS at its facilities. Additionally, the National People with Disabilities Program Manager updated the "Hiring and Accommodating People with Disabilities" training module.

Several objectives were identified in Part I, focusing on recruitment, retention and selection of Aviation Safety Inspectors (1825), Air Traffic Control Specialist (2152), and Transportation Specialists (2101) to examine existing policies, procedures, and for any potential barriers. Additionally, goals have been set using Part J, regarding PWTD in an effort to meet or exceed the 3% hiring goal. Finally, the FAA plans to conduct several additional barrier analyses within the next few years.

# TAB 3

Part F

Certification

EEOC FORM  
715-01  
PART F

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

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

I,

Mamie W. Mallory, Assistant Administrator for Civil Rights,  
EV/340/SES

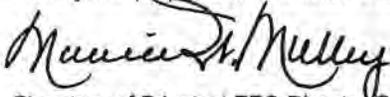
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Principal EEO Director/Official for Federal Aviation Administration

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.

4/25/13

Date



Signature of Agency Head or Agency Head Designee

**MAY 30 2013**

Date

# TAB 4

Policy Statements

# ADMINISTRATOR'S POLICY STATEMENT ON...

## NON-DISCRIMINATION

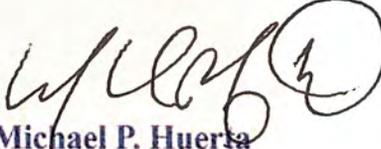
The Federal Aviation Administration is committed to compliance with all anti-discrimination laws, regulations and policies. We have zero tolerance for discrimination in the workplace on the basis of race, color, religion, sex (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), sexual orientation or reprisal for participating in protected Equal Employment Opportunity (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 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, color, religion, sex (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), 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 policy.

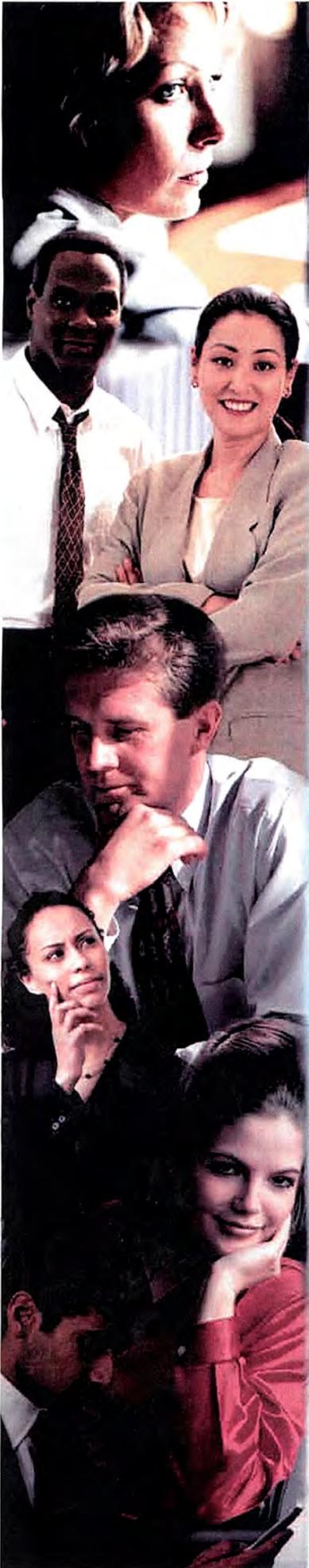
I expect all FAA employees to monitor their own conduct and behavior in the workplace and to act in conformance with applicable law and agency policy. I also expect any executive or manager who becomes aware of inappropriate or unlawful behavior or conduct to take immediate and appropriate action to 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.

For additional information, please contact your local Civil Rights Office or visit: [http://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/](http://www.faa.gov/about/office_org/headquarters_offices/acr/)

  
**Michael P. Huerta**  
Acting Administrator

Feb 2012





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 (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), sexual orientation 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 (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), sexual orientation 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 degrades a group.

Sexual harassment is also unlawful. Sexual harassment involves unwanted or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Offensive remarks about a person's sex, or any other type of harassment that is based on a person's sex, is also considered sexual harassment.

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/](http://www.faa.gov/about/office_org/headquarters_offices/acr/)



**Michael P. Huerta**  
*Acting Administrator*

Feb 2012



# TAB 5

Part G

Self Assessment

**PART G - Essential Element A, Demonstrated Commitment from Agency Leadership**

Element A, requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

**PART G, Essential Element A, Section 1 - Issuance of EEO Policy Statement Indicator**

Measures	Measure Met?	Comments
A.1.a. Was EEO policy statement issued within 6 - 9 months of installation of Agency Head? (Please list date of agency head installation and date of issuance in the comments column.)	Yes	Acting Administrator installed December 2011, policy issued February 2012.
A.1.b. During current Agency Head's tenure, has EEO policy statement been re-issued annually?	N/A	Re-issuance not required until 2013.
A.1.c. Are new employees provided a copy of the EEO policy statement during orientation?	Yes	
A.1.d. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	Yes	

**PART G, Essential Element A, Section 2 - Communication of EEO Policy Statements Indicator**

Measures	Measure Met?	Comments
A.2.a. Have the Heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	Yes	Annual reminder sent via email.
A.2.b. 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?	Yes	FAA websites (internet and intranet)
A.2.c. Has the agency prominently posted such written materials in all personnel and EEO offices, and on the agency's internal website? [29 CFR 1614.102(b)(5)]	Yes	FAA websites (internet and intranet) and sent to all facilities.

**PART G, Essential Element A, Section 3 - Evaluation of Managers and Supervisors on Their Commitment to EEO Principles Indicator**

Measures	Measure Met?	Comments
A.3.a. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles?	Yes	Model EEO program included in managers, supervisors, and executive performance standards. (Applies to A.3.a. thru A.3.i.)
A.3.b. Are managers and supervisors evaluated on their commitment to resolve problems/disagreements and other conflicts in their respective work environments as they arise?	Yes	
A.3.c. Are managers and supervisors evaluated on their commitment to address concerns, whether perceived or real, raised by employees and following up with appropriate action to correct or eliminate tension in the workplace?	Yes	
A.3.d. Are managers and supervisors evaluated on their commitment to support the agency's EEO program through allocation of mission personnel to participate in community outreach and recruitment programs with private employers, public schools and universities?	Yes	FAA EEO Program Order 1400.8A includes this language.
A.3.e. Are managers and supervisors evaluated on their commitment to ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?	Yes	
A.3.f. Are managers and supervisors evaluated on their commitment to ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	Yes	
A.3.g. Are managers and supervisors evaluated on their commitment to 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?	Yes	

Measures	Measure Met?	Comments
A.3.h. Are managers and supervisors evaluated on their commitment to ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	Yes	
A.3.i. Are managers and supervisors evaluated on their commitment to ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	Yes	Procedures for Processing Reasonable Accommodation Requests by DOT Job Applicants and Employees with Disabilities (DOT Order 1011.1) and Processing Accommodation Request for People with Disabilities (FAA Order 1400.12)
A.3.j. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? If yes, describe what means were utilized by the agency to inform its workforce about penalties for unacceptable behavior in the comments column.	Yes	New employee orientation, Frontline Managers Course (FMC)-1, AHR Training and the posting of the FAA Table of Penalties on the FAA websites. (Applies for A.3.j. thru A.3.l.)
A.3.k. 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 procedure available on the World Wide Web or Internet?	Yes	
A.3.l. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	Yes	

**PART G - Essential Element B, Integration of EEO into the Agency's Strategic Mission**

Element B requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

**PART G, Essential Element B, Section 1 - Reporting Structure for EEO Program Indicator**

Measures	Measure Met?	Comments
B.1.a. Is the EEO Director under the direct supervision of the Agency Head? [See 29 CFR 1614.102(b)(4)]	Yes	
B.1.b. 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?)	Yes	
B.1.c. Are the duties and responsibilities of the EEO officials clearly defined?	Yes	
B.1.d. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	Yes	
B.1.e. If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs? (If yes, attach them to this report.)	N/A	
B.1.f. If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for EEO programs within the subordinate reporting components? (If no, please describe how EEO program authority is delegated to subordinate reporting components, in Part H.)	N/A	

**PART G, Essential Element B, Section 2 - EEO Communication with Senior Leaders Indicator**

Measures	Measure Met?	Comments
B.2.a. Does the EEO Director/Officer have a regular, effective means of informing the Agency Head and other top management of the effectiveness, efficiency, and legal compliance of the agency's EEO program?	Yes	Weekly EEO program meetings are held with senior management and the Administrator, Monthly one-on-one with LOB/SO heads, and BI-monthly with EEO Action Committee.
B.2.b. After submission of the previous Form 715, did the EEO Director/Officer present a "State of the Agency" briefing to the Agency Head and other senior officials, including a performance assessment in each	Yes	February 21, 2012

Measures	Measure Met?	Comments
of the 6 elements of the Model EEO program, and report agency progress in completing its barrier analysis - including barriers identified, eliminated, or impact reduced?		
B.2.c. Are EEO officials present during agency pre-decisional deliberations regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	Yes	ACR participates in recruitment strategies and receives funds to conduct outreach and targeted recruitment. ACR received vacancy projections collected by AHR as part of the diversity and inclusion discussions and was intricately involved in discussions regarding Air Traffic Controller hiring procedures and sources (succession planning).
B.2.d. 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?	Yes	FAA EEO Program Order 1400.8A has language to include EEO officials in pre-decisional deliberations in re-organizations and realignments.
B.2.e. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are any 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)]	Yes	
B.2.f. 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?	Yes	

**PART G, Essential Element B, Section 3 - Sufficient EEO Program Staffing Indicator**

Measures	Measure Met?	Comments
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Measures	Measure Met?	Comments
B.3.a. 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?	Yes	The AHR and the ATO provided funding and will collaborate with ACR on the implementation of action plans identified in the barrier analysis process.
B.3.b. 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?	Yes	
B.3.c. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	Yes	
B.3.d. Is the Federal Women's Program sufficiently staffed - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204?	Yes	
B.3.e. Is the Hispanic Employment Program sufficiently staffed - Title 5 CFR, Subpart B, 720.204?	Yes	
B.3.f. Is the People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities sufficiently staffed - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(u); 5 CFR 315.709?	Yes	
B.3.g. 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; Black/African American; American Indian/Alaska Native; Asian; and Native Hawaiian/Other Pacific Islander Programs?	Yes	FAA has a Veterans Program and a Minority Serving Institute Program which includes special emphasis on Tribal and Asian education initiatives. FAA is not covered by Title V, Section 7201 or its implementing regulations that require the FEORP.

**PART G, Essential Element B, Section 4 - Sufficient EEO Program Funding Indicator**

Measures	Measure Met?	Comments
B.4.a. 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?	Yes	In FY 2012, the Agency allocated funds for barrier analysis for Air Traffic Controllers, 2152 (Both phases 1 and 2); Aviation Safety Inspectors, 1825; and Airway Transportation System Specialist, 2101.
B.4.b. 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?)	Yes	
B.4.c. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	Yes	
B.4.d. Is there a central funding or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	Yes	DOT Disability Resource Center
B.4.e. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	Yes	See Part H-1 and UFAS Report
B.4.f. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	Yes	
B.4.g. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [See 29 CFR 1614.102(b)(5)]	Yes	
B.4.h. Is there sufficient funding to ensure that all employees have access to the training and information identified in B.4.f?	Yes	Training is delivered via VTC, eLMS, Instructor led, Adobe Connect, and ATN Broadcast. (Applies to B.4.h. thru B.4.m.)

Measures	Measure Met?	Comments
B.4.i. Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	Yes	
B.4.j. Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide religious accommodations?	Yes	
B.4.k. Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide disability accommodations in accordance with the agency's written procedures?	Yes	
B.4.l. Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities in the EEO discrimination complaint process?	Yes	
B.4.m. Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to participate in ADR?	Yes	

**PART G - Essential Element C, Management and Program Accountability**

Element C 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.

PART G, Essential Element C, Section 1 - EEO Communication with Managers and Supervisors Indicator

Measures	Measure Met?	Comments
C.1.a. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	Yes	
C.1.b. Do EEO program officials coordinate the	Yes	Monthly with AGC and

Measures	Measure Met?	Comments
development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?		CIO, ongoing with AHR, bi-monthly with EEO Action Committee, and adhoc meetings with the Office of Budget and Finance (ABA)

**PART G, Essential Element C, Section 2 - EEO & Human Resources  
Collaboration & Coordination Indicator**

Measures	Measure Met?	Comments
C.2.a. 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?	Yes	
C.2.b. 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 promotion opportunities by all groups?	Yes	
C.2.c. 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?	Yes	

**PART G, Essential Element C, Section 3 - Disciplinary Action Taken Indicator**

Measures	Measures Met?	Comments
C.3.a. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	Yes	
C.3.b. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate	Yes	

Measures	Measures Met?	Comments
discriminatory behavior or for taking personnel actions based upon a prohibited basis?		
C.3.c. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If yes, in the “Comments” column, cite the number found to have discriminated and list penalty/disciplinary action for each type violation.	Yes	There were six findings of discrimination in FY 2012, one finding is pending review, the RMO has retired in one finding, no disciplinary action was taken in one finding, one finding resulted in a letter of reprimand for two managers, and two findings are under appeal. There were eight findings of discrimination in FY 2011, three findings are under review, the RMO had retired in three findings, no disciplinary action was taken in one finding, and discipline was issued for one finding.
C.3.d. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	Yes	
C.3.e. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problem, etc.?	Yes	

**PART G - Essential Element D, Proactive Prevention of Unlawful Discrimination**

Element D requires that the Agency Head makes early efforts to prevent discriminatory actions and eliminate barriers to Equal Employment Opportunity in the workplace.

**PART G, Essential Element D, Section 1 - Barrier Analysis Process Indicator**

Measures	Measure Met?	Comments
D.1.a. Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of	Yes	Currently addressing FAA mission critical occupations (MCO) through a collaborative effort with all key

Measures	Measure Met?	Comments
barriers that may be impeding the realization of equal employment opportunity?		LOB/SOs officials to address strategies for implementing corrective actions.
D.1.b. 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?	Yes	In FY 2012, FAA identified several barriers in response to the 2152 centralized hiring process (Phase 1). Subsequently FAA identified corrective action measures to mitigate systemic barriers.
D.1.c. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	Yes	
D.1.d. Are trend analyses of workforce profiles conducted by race, national origin, sex, and disability?	Yes	See data tables 1 A and B.
D.1.e. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?	Yes	
D.1.f. Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?	Yes	
D.1.g. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?	Yes	
D.1.h. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex, and disability?	Yes	Trend analyses for Air Traffic Control Specialist, was conducted in FY 2012.

**PART G, Essential Element D, Section 2 - Alternative Dispute Resolution (ADR) is Encouraged Indicator**

Measures	Measures Met?	Comments
D.2.a. Are all employees encouraged to use ADR?	Yes	

Measures	Measures Met?	Comments
D.2.b. Is the participation of supervisors and managers in the ADR process required?	No	Equal Employment Opportunity Mediation Program, Order 1400.10, encourages participation.

**PART G - Essential Element E, Efficiency**

Element E 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.

**PART G, Essential Element E, Section 1 - Sufficient Resources to Evaluation  
EEO Program Indicator**

Measures	Measure Met?	Comments
E.1.a. Does the EEO office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	Yes	
E.1.b. Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	Yes	See Part H-2.
E.1.c. 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?	Yes	
E.1.d. 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?	Yes	The FAA has an established (ReACT) process which is a best practice.
E.1.e. Are 90% of accommodation requests processed within the time frame set forth in the agency's procedures for reasonable accommodation?	Yes	

**PART G, Essential Element E, Section 2 - Effective Complaint Tracking and Monitoring System Indicator**

Measures	Measure Met?	Comments
E.2.a. 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?	Yes	
E.2.b. 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?	Yes	
E.2.c. Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, in the comments column, briefly describe how.	Yes	FAA performs the counseling function, and the Departmental Office of Civil Rights (DOCR) has authority for the formal phase.
E.2.d. 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?	Yes	FAA performs the counseling function, and the DOCR has the authority for the formal phase.
E.2.e. 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?	Yes	FAA annually conducts Refresher Training for counselors, and DOCR has the responsibility to meet the requirement for investigator training.

**PART G, Essential Element E, Section 3 - Timeliness in EEO Complaint Process Indicator**

Measures	Measure Met?	Comments
E.3.a. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR Part 1614?	Yes	

Measures	Measure Met?	Comments
E.3.b. 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?	Yes	Eighty-eight percent are processed within 30 days without an extension.
E.3.c. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	Yes	iComplaints tracks the dates.
E.3.d. Does the agency complete the investigations within the applicable prescribed time frame?	Yes	Verified through the DOT FY 2012 MD 715 report submission.
E.3.e. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	No	DOCR is meeting this requirement in 85% of the cases, which represents a 57 % improvement from FY 2011. See DOT FY 2012 MD 715 report submission.
E.3.f. 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?	Yes	See DOT FY 2012 MD 715 report submission. (Applies to E.3.f. thru E.3.h.)
E.3.g. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	Yes	There will be a working group established to ensure that proper tracking of settlements is completed.
E.3.h. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	Yes	

**PART G, Essential Element E, Section 4 - Efficient and Fair ADR Process Indicator**

Measures	Measure Met?	Comments
E.4.a. In accordance with 29 CFR 1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	Yes	

Measures	Measure Met?	Comments
E.4.b. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	N/A	
E.4.c. Does the responsible management official directly involved in the dispute have settlement authority?	Yes	

**PART G, Essential Element E, Section 5 - Effectiveness of EEO Data Collection Systems Indicator**

Measures	Measure Met?	Comments
E.5.a. 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?	Yes	The iComplaints system.
E.5.b. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR 1614.102(a)(1)?	Yes	Annually review iComplaints system for software updates.
E.5.c. 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 of the required data elements for submitting annual reports to the EEOC?	Yes	
E.5.d. Do the agency's EEO programs address all of the laws enforced by the EEOC?	Yes	The FAA's policy (FAA Order 1400.8A) is to maintain full compliance with all federal EEO laws, regulations and policies and adherence to its strategic plan and organizational goals to be a model EEO employer as defined by the EEOC.
E.5.e. Does the agency identify and monitor significant trends in complaint	Yes	The FAA, in addition to the EEOC 462 report, conducts quarterly trend analysis

Measures	Measure Met?	Comments
processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		on EEO complaint activity. Subsequent briefings are conducted with senior management teams to ascertain the significance of variable trends and determinations for resource allocations to address EEO variances.
E.5.f. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	Yes	Review of recruitment efforts for the Air Traffic Control Specialist was conducted in FY 2012.
E.5.g. Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	Yes	FAA attends an annual forum and quarterly CR directors meetings that is inclusive of DOT OAs.

**PART G, Essential Element E, Section 6 - Elimination of Conflict of Interest with Legal Defense Function Indicator**

Measures	Measure Met?	Comments
E.6.a. 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?	Yes	The FAA Civil Rights Office has independent authority and responsibility to conduct legal sufficiency reviews off all EEO matters. The FAA recently revised its Standard Operating Procedures to address the protocols regarding legal sufficiency reviews.
E.6.b. Does the agency discrimination complaint process ensure a neutral adjudication function?	Yes	The DOOCR maintains authority for the adjudication of all agency civil rights matters. DOT, in this capacity, operates independent of the FAA for adjudicatory purposes. FAA, however, maintains close relationships with DOT throughout the entire EEO process, and is often consulted on that basis.
E.6.c. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	N/A	The FAA's Office of Chief Counsel does not conduct legal sufficiency reviews for purposes of compliance with EEO policy. Legal sufficiency reviews for complaint processing is the responsibility of the FAA's Office of Civil

Measures	Measure Met?	Comments
		Rights. Processing timeframes, generally, are strictly adhered to within the FAA.

**PART G - Essential Element F, Responsiveness and Legal Compliance**

Element F requires that federal Agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

**PART G, Essential Element F, Section 1 - Timely Compliance With Administrative Judge Orders Indicator**

Measure	Measure Met?	Comments
F.1.a. Does the agency have a system of management control to ensure that the agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	Yes	

**PART G, Essential Element F, Section 2 - Timely Completion of Ordered Corrective Action Indicator**

Measures	Measure Met?	Comments
F.2.a. Does the agency have control over the payroll processing function of the agency? If yes, answer the two questions below.	Yes	
F.2.b. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	Yes	
F.2.c. Are procedures in place to promptly process other forms of ordered relief?	Yes	

**PART G, Essential Element F, Section 3 - Staff Accountability for Legal Compliance Indicator**

Measures	Measure Met?	Comments
F.3.a. Is compliance with EEOC orders encompassed in the performance standards of any agency employees? If yes, please	Yes	Assistant Administrator for the Office of Civil Rights: Four Headquarters EEO Managers and

Measures	Measure Met?	Comments
identify the employees by title in the comments column, and state how performance is measured.		eight Field Civil Rights Managers. Performance is measured annually through performance appraisals and included in every manager's performance standard.
F.3.b. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If no, please identify the unit in which it is located in the comments column.	Yes	
F.3.c. Have the involved employees received any formal training in EEO compliance?	Yes	FAA has annual training requirement for EEO Counselors and DOCR ensures investigators training is conducted.
F.3.d. Does the agency promptly provide the EEOC Attorney Fee documentation for completing compliance, such as a copy of the 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?	Yes	Documentation to EEOC is provided via DOCR. (Applies to F.3.d thru F.3.o.)
F.3.e. Does the agency promptly provide the EEOC awards documentation for completing compliance, such as a narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	Yes	
F.3.f. Does the agency promptly provide the EEOC documentation of back pay and interest for completing compliance, such as computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, or narrative statement by an appropriate agency official of total monies paid?	Yes	
F.3.g. Does the agency promptly provide the EEOC documentation regarding compensatory damages for completing compliance, such as the final agency	Yes	

Measures	Measure Met?	Comments
decision and evidence of payment, if made?		
F.3.h. Does the agency promptly provide the EEOC training documentation for completing compliance, such as the 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 certain date?	Yes	
F.3.i. Does the agency promptly provide the EEOC personnel action documentation for completing compliance (e.g., reinstatement, promotion, hiring, reassignment), such as copies of SF-50s?	Yes	
F.3.j. Does the agency promptly provide the EEOC documentation of the posting of Notice of Violation for completing compliance, such as the original, signed and dated notice, reflecting the dates of posting? (A copy will suffice if original is not available.)	Yes	
F.3.k. Does the agency promptly provide the EEOC documentation of supplemental investigation, such as: (1) a copy of the letter to complainant acknowledging receipt from EEOC of remanded case; (2) a copy of the letter to complainant transmitting the Report of Investigation (not the ROI itself, unless specified); and (3) a copy of the request for a hearing (complainant's request or agency's transmittal letter)?	Yes	
F.3.l. Does the agency promptly provide the EEOC the Final Agency Decision (FAD), such as the FAD or a copy of the complainant's request for a hearing?	Yes	
F.3.m. Does the agency promptly provide the EEOC documentation of restoration of leave, such as a print-out or statement identifying the amount of leave restored, if applicable? If no, provide an explanation or	Yes	

<b>Measures</b>	<b>Measure Met?</b>	<b>Comments</b>
statement in the comments column.		
F.3.n. Does the agency promptly provide the EEOC documentation of civil actions, such as a complete copy of the civil action complaint demonstrating same issues raised as in compliance matter?	Yes	
F.3.o. Does the agency promptly provide the EEOC settlement agreements, such as the signed and dated agreement with specific dollar amounts, and appropriate documentation of relief provided?	Yes	

# **TAB 6**

**Part H**

**Plan to Obtain Essential Elements of EEO Program**

**PART H. - Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

**Statement of Model Program Essential Element Deficiency**

<b>Essential Element</b>	<b>Type of Program Deficiency</b>	<b>Brief Description of Program Deficiency</b>
H.1 Element B - Integration of EEO into Agency's Strategic Plan	B.4.e. Uniform Federal Accessibility Standards	B.4.e.: The FAA funds major renovation projects to ensure compliance with UFAS and the Architectural Barriers Act Accessibility Standard (ABAAS) but there are still some facilities that are not in compliance.

**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Objective Initiated (mm/dd/yyyy)</b>	<b>Target Date for Completion of Objective (mm/dd/yyyy)</b>	<b>Date Objective Completed (mm/dd/yyyy)</b>
Fund renovation projects to ensure timely compliance with Architectural Barriers Act Accessibility Standards (ABAAS).	11/30/2005	09/30/2026	

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>
Acting, Fire Protection/Life Safety, ABA Compliance	Ryan Cummings

**Planned Activities Toward Completion of Objective**

<b>Planned Activities</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Completed?</b>	<b>Completion Date (mm/dd/yyyy)</b>
Prepare a training module that will be included in the supervisory training package.	09/30/2013	No	
Facility Accessibility Program Office (FAPO) and Regional Accessibility focal points will coordinate UFAS/Section 504	09/30/2016	No	

<b>Planned Activities</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Completed?</b>	<b>Completion Date (mm/dd/yyyy)</b>
Facility Surveys at all staff facilities. Survey results will be distributed locally and maintained in a national database.			

### **Report of Accomplishments and Modifications to Objective**

“Target Date for Completion” has been extended based on En Route and Oceanic Services estimates for the completion of the “Administrative Wing Renovation and Expansion” project.

UFAS / Section 504 Facility Accessibility Surveys and ABAAS Facility Accessibility Surveys continue to be conducted by FAPO. Suggested remediations for items or areas of non-compliance noted during the surveys are made in accordance with ABAAS.

The Program Office conducted two ABAAS training classes for the FAA Real Estate Contracting Officers on “ABAAS Requirements for Parking and Restroom Specific Issues.” Training will continue until all responsible parties have received training on accessibility requirements for federal facilities.

To date the Facility Accessibility Program Office and the Regional Accessibility Focal Points have conducted 271 facility surveys with a total staffing of 29,646. In addition, the Terminal Facilities Group has included UFAS compliance in 103 Government Transition Evaluations and 181 Condition Assessments. A total of 555 FAA staffed facilities have been surveyed for UFAS/ ABAAS compliance.

**Statement of Model Program Essential Element Deficiency**

<b>Essential Element</b>	<b>Type of Program Deficiency</b>	<b>Brief Description of Program Deficiency</b>
H-2 Element E - Efficiency	E.1.b. Other (Please Describe)	Although the Agency has completed the implementation of hiring, promotions, selections and awards data systems, it must establish a centralized system to track training and education data.

**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Objective Initiated (mm/dd/yyyy)</b>	<b>Target Date for Completion of Objective (mm/dd/yyyy)</b>	<b>Date Objective Completed (mm/dd/yyyy)</b>
To identify adequate data collection, monitoring and tracking systems through a collaborative and inclusive process involving AHR, AGC, and ACR, in accordance with EEOC, OPM, and DOT instructions and to secure resources to implement data collection, monitoring and tracking systems in accordance to MD-715.	11/30/2004	09/30/2015	

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>
Assistant Administrator for Civil Rights (ACR)	Mamie W. Mallory
Assistant Administrator for Human Resource Management (AHR)	Carrolyn Bostick

**Planned Activities Toward Completion of Objective**

<b>Planned Activities</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Completed?</b>	<b>Completion Date (mm/dd/yyyy)</b>
Establish a system to track training and education data on one centralized system.	09/30/2015	No	

## **Report of Accomplishments and Modifications to Objective**

There have been several meetings to discuss this initiative, and the Agency is currently working to establish a centralized tracking system for obtaining training and education data. Also, FAA is working to track internal vacancy announcements.

# **TAB 7**

**Part I**

**Barrier Analysis**

**PART I.1 - Agency EEO Plan to Eliminate Identified Barrier**

**Statement of Condition That Was a Trigger for a Potential Barrier:**

<b>Source of the Trigger</b>	<b>Specific Workforce Data Table (if applicable)</b>	<b>Row within Identified Workforce Data Table (if applicable)</b>	<b>Narrative Description of Trigger</b>
Workforce Data Tables (See tables below)	Tables A6/B6	Aviation Safety Inspector (1825) mission critical occupation	Lower than expected participation rate in several categories

**EEO Group(s) Affected by Trigger**

<b>EEO Group</b>	<b>Affected By Trigger?</b>
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	No
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	Yes
Two or More Races Males	Yes
Two or More Races Females	Yes
Individuals with Targeted Disabilities	Yes

## Barrier Analysis Process

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Workforce Data Tables Reviewed	Yes	
Complaint Data (i.e., Trends, Findings of Discrimination, etc.)	Yes	
Grievance Data	No	
Climate Assessment Survey	Yes	
Exit Interview Data	No	
Interviews	No	
Applicable Policies and Procedures	No	
Reports (OIG, EEOC, MSPB, GAO, etc.)	No	
Other (Please Describe)	No	

## Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
No	No

## Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
Other	Barrier analysis process is not completed.

## Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct a barrier analysis on this mission critical occupation	11/01/2006	09/30/2014	

**Responsible Official(s)**

Title	Name
Associate Administrator for Aviation Safety	Margaret Gilligan, Associate Administrator for Aviation Safety (AVS-1)

**Planned Activities Toward Completion of Objective**

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct a barrier analysis on the mission critical occupation.	09/30/2010	09/30/2014	No	
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2010	09/30/2015	No	

**Report of Accomplishments and Modifications to Objective**

A contractor has been selected to perform a barrier analysis on this mission critical occupation with a completion in FY 2014.

**PART I.2 - Agency EEO Plan to Eliminate Identified Barrier**

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table (if applicable)	Row within Identified Workforce Data Table (if applicable)	Narrative Description of Trigger
Workforce Data Tables (See tables below)	Tables A6/B6	Air Traffic Control Specialist (2152) mission critical occupation	Lower than expected participation rate in several categories

## EEO Group(s) Affected by Trigger

<b>EEO Group</b>	<b>Affected By Trigger?</b>
All Men	No
All Women	No
Hispanic or Latino Males	No
Hispanic or Latino Females	No
White Males	No
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	No
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	Yes
Two or More Races Females	Yes
Individuals with Targeted Disabilities	Yes

## Barrier Analysis Process

<b>Sources of Data</b>	<b>Has Source Been Reviewed?</b>	<b>Identify Information Collected</b>
Workforce Data Tables Reviewed	Yes	
Complaint Data (i.e., Trends, Findings of Discrimination, etc.)	Yes	
Grievance Data	No	
Climate Assessment Survey	Yes	
Exit Interview Data	Yes	

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Interviews	Yes	
Applicable Policies and Procedures	Yes	
Reports (OIG, EEOC, MSPB, GAO, etc.)	No	
Other (Please Describe)	Yes	Medical, Security, and Interview data

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed?	Barrier(s) Identified?
No	No

**Statement of Identified Barrier(s)**

Types of Barrier	Description of Policy, Procedure, or Practice
None	Barrier analysis process has not been completed.

**Objective(s) and Dates for EEO Plan**

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct barrier analysis on this mission critical occupation	11/30/2007	09/30/2014	

**Responsible Official(s)**

Title	Name
Vice President Management Services, ATO	Michael J. McCormick

**Planned Activities Toward Completion of Objective**

<b>Planned Activities</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completed?</b>	<b>Completion Date (mm/dd/yyyy)</b>
Conduct barrier analysis on this mission critical occupation.	09/30/2013	09/30/2014	No	
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2013	09/30/2015	No	

**Report of Accomplishments and Modifications to Objective**

A barrier analysis of the Air Traffic Control Specialist hiring process is currently underway with a completion of FY 2013.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

<b>Source of the Trigger</b>	<b>Specific Workforce Data Table (if applicable)</b>	<b>Row within Identified Workforce Data Table (if applicable)</b>	<b>Narrative Description of Trigger</b>
Workforce Data Tables (See tables below)	Tables A6/B6	Airway Transportation System Specialist (2101) mission critical occupation	Lower than expected participation rate for females in this occupation.

**EEO Group(s) Affected by Trigger**

<b>EEO Group</b>	<b>Affected By Trigger?</b>
All Men	No
All Women	Yes
Hispanic or Latino Males	No
Hispanic or Latino Females	Yes
White Males	No

<b>EEO Group</b>	<b>Affected By Trigger?</b>
White Females	Yes
Black or African American Males	No
Black or African American Females	Yes
Asian Males	No
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	Yes
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	Yes
Two or More Races Males	No
Two or More Races Females	Yes
Individuals with Targeted Disabilities	

### **Barrier Analysis Process**

<b>Sources of Data</b>	<b>Has Source Been Reviewed?</b>	<b>Identify Information Collected</b>
Workforce Data Tables Reviewed	Yes	
Complaint Data (i.e., Trends, Findings of Discrimination, etc.)	Yes	
Grievance Data		
Climate Assessment Survey	Yes	
Exit Interview Data		
Interviews		
Applicable Policies and Procedures		
Reports (OIG, EEOC, MSPB, GAO, etc.)		
Other (Please Describe)		

**Status of Barrier Analysis Process**

<b>Barrier Analysis Process Completed?</b>	<b>Barrier(s) Identified?</b>
No	No

**Statement of Identified Barrier(s)**

<b>Types of Barrier</b>	<b>Description of Policy, Procedure, or Practice</b>
None	Barrier Analysis has not been completed.

**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Objective Initiated (mm/dd/yyyy)</b>	<b>Target Date for Completion of Objective (mm/dd/yyyy)</b>	<b>Date Objective Completed (mm/dd/yyyy)</b>
Conduct barrier analysis on the mission critical occupation.	10/01/2009	09/30/2014	
Eliminate, when possible, any identified barriers to EEO.	10/01/2009	09/30/2015	

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>
Vice President Management Services, ATO	Michael J. McCormick

**Planned Activities Toward Completion of Objective**

<b>Planned Activities</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completed?</b>	<b>Completion Date (mm/dd/yyyy)</b>
Conduct barrier analysis on this mission critical occupation	09/30/2009	10/01/2014	No	

<b>Planned Activities</b>	<b>Target Date (mm/dd/yyyy)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completed?</b>	<b>Completion Date (mm/dd/yyyy)</b>
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2009	10/01/2014	No	

### **Report of Accomplishments and Modifications to Objective**

A contractor has been selected to perform a barrier analysis on this mission critical occupation with a completion in FY 2014.

# **TAB 8**

**Part J**

**Persons W/Targeted Disabilities**

**PART J - Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities**

Please describe the goals, objectives, strategies, and accomplishments for hiring and advancing employees with targeted disabilities below.

**PART J, SECTION 1 - Employment Trend and Special Recruitment for Individuals with Targeted Disabilities**

<b>Enter Actual Number at the...</b>	<b>...Beginning of FY</b>	<b>...End of FY</b>	<b>Net Change</b>
Total Workforce	48364	47739	-625
Reportable Disability	3168	3163	-5
Targeted Disability	284	278	-6

**PART J, SECTION 2 - Applications and Selections for Individuals with Targeted Disabilities**

<b>Measures</b>	<b>During the Current Fiscal Year</b>
Total Number of Applications Received from Individuals with Targeted Disabilities	1711
Total Number of Selections of Individuals with Targeted Disabilities	21

**PART J, SECTION 3 - Participation Rates in Agency Employment Programs**

<b>Other Employment/Personnel Programs</b>	<b>Total</b>	<b>Reportable Disability</b>	<b>Targeted Disability</b>	<b>Not Identified</b>	<b>No Disability</b>
Competitive Promotions					
Non-Competitive Promotions	947	54	7	27	866
Employee Career Development Programs					
Employee Career Development Programs: Grades 5 - 12					
Employee Career Development Programs:					

<b>Other Employment/Personnel Programs</b>	<b>Total</b>	<b>Reportable Disability</b>	<b>Targeted Disability</b>	<b>Not Identified</b>	<b>No Disability</b>
Grades 13 – 14					
Employee Career Development Programs: Grades 15 - SES					
Employee Recognition and Awards					
Time-Off Awards (Total hours awarded)	156043	9347	842	6236	140460
Cash Awards (Total \$\$\$ awarded)	11545099	747397	61075	564593	10233109
Quality-Step Increase (Total \$\$\$ awarded)	133091	12413	0	2727	117951

**PART J, SECTION 4 - Numerical Hiring Goal**

<b>Types of Numerical Goals</b>	<b>Goal Used?</b>	<b>Goal (# or %)</b>
% of PWTD in Total Workforce	0.58	%
# of PWTD in New Hires	8	#
% of PWTD in New Hires	0.67	%

**PART J, SECTION 5 - Objectives**

Please see the barrier statements and goals identified.

**PART J, SECTION 6 - Strategies**

DOCR has instructed FAA to use the format of the Part I form to include the goals for eliminating barriers for PWTD. The statements are labeled as Part J.

**PART J, SECTION 7 - Accomplishments**

**People with Disabilities:** Major accomplishments regarding people with disabilities are as follows:

- FAA participated on a panel for the Workforce Recruitment Program (WRP) kickoff event to speak about serving as a recruiter for the WRP. The event was attended by over 250 individuals from various federal agencies.
- The FAA National People with Disabilities program manager (PWDPM) authored an article for the FAA Managers Association quarterly magazine titled “Managing the Skies.” The article was about recruiting, hiring, and retaining people with disabilities.
- The FAA PWDPM attended the Naval Sea Systems Command (NAVSEA) Wounded Warrior Hiring and Support Conference. He also attended training sessions including the Veterans Administration’s Vocational Rehabilitation Program, Understanding Veterans Hiring Authorities, Integrating Veterans into the Workforce, and best practices on how to recruit, hire, train and retain wounded warriors.
- FAA hosted a meeting with employment specialists from MD, DC and VA vocational rehab offices to discuss how we can collaborate to increase the hiring of people with disabilities at the FAA.
- The FAA PWDPM created a handbook for managers outlining the overall picture of hiring PWTD at the FAA, information on the “On the Spot” hiring authority for hiring PWD, and information on resources to assist in the hiring of PWTD. The handbook is available on ACR’s internal website as a resource for managers and employees.

#### **FY 2012 Efficiency Measure for Reasonable Accommodations**

- ACR continues to monitor and provide weekly reports to regional Civil Rights Directors on open accommodation requests in the agency’s tracking system. These reports assist directors in ensuring requests are processed timely.
- Following are the agency’s increasing success rates (by fiscal year) in meeting the 25-day reasonable accommodation processing requirement:
  - FY 2010 – 80%
  - FY 2011 – 85%
  - FY 2012 – 90%
- The FAA PWDPM addressed the reasonable accommodation process on an AHR Employee Relations/Labor Relations (ER/LR) monthly conference call. Present on the call were ER/LR specialists from every regional office within the FAA.

#### **Other Accomplishments for FY 2012**

- Several ACR employees volunteered as recruiters for the Department of Defense/ Department of Labor (DoD/DOL) WRP. They visited five schools and interviewed over 50 students with disabilities for the WRP database. The WRP, co-sponsored by the US Departments of Labor and Defense, is a recruitment and referral program that connects federal sector employers nationwide with highly motivated postsecondary students and recent graduates with disabilities.
- The Office of Communications published an article about the FAA PWDPM and the People with Disabilities Program to help promote the program and everything that it does to increase the hiring and retention of people with disabilities.
- ACR participated in the Careers and Disabled Magazine’s Career Expo and collected 139 signatures at the event. ACR participated in the Rochester Institute of Technology Job Fair (Disability Outreach Event) and collected 59 signatures at the event.

## **Best Practices**

- Veterans with Disabilities
  - Increased FAA's visibility by attending military sponsored job fairs and disseminating information about career opportunities directly to military installations.
  - Partnered with the Department of Veterans Affairs to participate in their Non-Paid Work Experience (NPWE) program. NPWE provides eligible veterans and service members the opportunity to obtain training and practical job experience. Several employees have been hired through this program.
- Reasonable Accommodation Team (ReAct)
  - FAA established the ReAct as an advisory and consulting board to assist managers with complex reasonable accommodation requests.
- Video Teleconference (VTC)
  - FAA was able to utilize VTC for outreach to colleges and universities. The use of video conferencing saved the agency over \$8,000.
- Educational Partnerships
  - FAA collaborated with the DC Mayor and K-12 public schools to create a STEM pipeline to motivate youths who want to become STEM professionals.
  - Student Minority Mentees Program – The FAA's continued partnership with the University of Maryland, College Park and University of Eastern Shore allowed 17 students to obtain college credit through their participation in the mentorship program.
  - ACR develops and maintains educational partnerships with middle schools, high schools, and colleges. These educational partnerships focus on the Science, Technology, Engineering, and Mathematics (STEM) fields, and encourage students to pursue an education in STEM-related fields, and ultimately, a career in a STEM-related area with the FAA. Through these educational partnerships and outreach activities, ACR provides and educates students about career opportunities at the FAA and the requirements for these career fields.
  - ACR and members of the National Outreach Program for Diversity and inclusion worked on the planning, implementation, and coordination of the YMCA 18<sup>th</sup> Annual Thingamajig Convention at the Show Place Arena in Upper Marlboro, MD. The event was attended by over 4,000 students and aimed to promote education, creative expression, healthy habits, and self-confidence through hands-on challenges and activities. The event targeted students from the ages of 5-14 and emphasized the importance of science, technology, aeronautics, engineering, mathematics, and active fitness.
- EEO Matrix Team
  - The EEO Matrix Team review process was implemented to reduce the number of formal EEO complaints by providing procedural guidance to management officials addressing EEO matters. Management officials are encouraged to use this process as a tool for working through EEO matters.

- Leadership & Career Development Team (LCD)
  - LCD provides resources and tools to assist employees with their career development planning. The information helps employees see the varying paths toward achieving their career objectives.
 

The LCD partnership is confident that through recommendations a talent management model, proposing initiatives in succession planning, career progression, employee development, selection, and performance management, employees will come to realize that the FAA is an agency where employees can meet their career objectives. The LCD has developed a series of recommendations designed to enhance career opportunities available to all employees, while improving performance and increasing safety.
- Diversity and Inclusion Tiger Team
  - FAA formed a Tiger Team to develop a comprehensive strategy to increase outreach, diversity, and inclusion in its workforce. In addition, the Office of Aviation Safety (AVS) created their own Tiger Team to identify the causes, and make recommendations about improving the diversity of the AVS workforce. The team created a 5-year Diversity and Inclusion Work Plan to develop a robust talent pipeline. The work plan represents the AVS management team's commitment to recruit, hire, and retain a qualified, diverse workforce that better mirrors the nation we serve and continue to abide by anti-discrimination laws.
- EEO Awareness Day
  - On June 7, 2012, the FAA Administrator Michael P. Huerta provided a video for EEO Awareness Day. Mamie Mallory, Assistant Administrator for Civil Rights provided some insightful opening remarks. Our keynote speaker, Joe Gerstandt, co-founder of Talent Anarchy serves on the board of directors for the Global Diversity and Inclusion Foundation, a nonprofit that focuses on developing business leaders who create value for the communities where they work and live.

# TAB 9

Tables by RNO and Gender A1-A14

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

### **List of Workforce Data Tables**

**\*\*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 201121 to 201220

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>TOTAL WORKFORCE - Permanent and Temporary</b>																			
Prior FY	#	48364	36383	11981	2400	794	29110	8231	2684	2144	1351	502	99	36	464	191	275	83	
	%	100%	75.23%	24.77%	4.96%	1.64%	60.19%	17.02%	5.55%	4.43%	2.79%	1.04%	0.2%	0.07%	0.96%	0.39%	0.57%	0.17%	
Current FY	#	47739	36017	11722	2417	795	28719	8010	2648	2104	1378	505	105	36	446	177	304	95	
	%	100%	75.45%	24.55%	5.06%	1.67%	60.16%	16.78%	5.55%	4.41%	2.89%	1.06%	0.22%	0.08%	0.93%	0.37%	0.64%	0.2%	
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%	
Difference	#	-625	-366	-259	17	1	-391	-221	-36	-40	27	3	6	0	-18	-14	29	12	
Ratio Change	%	0.00%	0.22%	-0.22%	0.10%	0.02%	-0.03%	-0.24%	0.00%	-0.03%	0.09%	0.02%	0.02%	0.00%	-0.03%	-0.02%	0.07%	0.03%	
Net Change	%	-1.29%	-1.01%	-2.16%	0.71%	0.13%	-1.34%	-2.68%	-1.34%	-1.87%	2.00%	0.60%	6.06%	0.00%	-3.88%	-7.33%	10.55%	14.46%	
<b>PERMANENT WORKFORCE</b>																			
Prior FY	#	47515	35834	11681	2363	774	28687	8019	2624	2104	1338	490	99	35	455	183	268	76	
	%	100%	75.42%	24.58%	4.97%	1.63%	60.37%	16.88%	5.52%	4.43%	2.82%	1.03%	0.21%	0.07%	0.96%	0.39%	0.56%	0.16%	
Current FY	#	46959	35501	11458	2375	774	28321	7831	2607	2064	1360	491	103	35	439	172	296	91	
	%	100%	75.60%	24.40%	5.06%	1.65%	60.31%	16.68%	5.55%	4.40%	2.90%	1.05%	0.22%	0.07%	0.93%	0.37%	0.63%	0.19%	
Difference	#	-556	-333	-223	12	0	-366	-188	-17	-40	22	1	4	0	-16	-11	28	15	
Ratio Change	%	0%	0.18%	-0.18%	0.08%	0.02%	-0.06%	-0.20%	0.03%	-0.03%	0.08%	0.01%	0.01%	0.00%	-0.02%	-0.02%	0.07%	0.03%	
Net Change	%	-1.17%	-0.93%	-1.91%	0.51%	0.00%	-1.28%	-2.34%	-0.65%	-1.90%	1.64%	0.20%	4.04%	0.00%	-3.52%	-6.01%	10.45%	19.74%	
<b>TEMPORARY WORKFORCE</b>																			
Prior FY	#	849	549	300	37	20	423	212	60	40	13	12	0	1	9	8	7	7	
	%	100%	64.66%	35.34%	4.36%	2.36%	49.82%	24.97%	7.07%	4.71%	1.53%	1.41%	0	0.12%	1.06%	0.94%	0.82%	0.82%	
Current FY	#	780	516	264	42	21	398	179	41	40	18	14	2	1	7	5	8	4	
	%	100%	66.15%	33.85%	5.38%	2.69%	51.03%	22.95%	5.26%	5.13%	2.31%	1.79%	0.26%	0.13%	0.9%	0.64%	1.03%	0.51%	
Difference	#	-69	-33	-36	5	1	-25	-33	-19	0	5	2	2	0	-2	-3	1	-3	
Ratio Change	%	0%	1.49%	-1.49%	1.03%	0.34%	1.20%	-2.02%	-1.81%	0.42%	0.78%	0.38%	0.26%	0.01%	-0.16%	-0.30%	0.20%	-0.31%	
Net Change	%	-8.13%	-6.01%	-12.00%	13.51%	5.00%	-5.91%	-15.57%	-31.67%	0.00%	38.46%	16.67%	0%	0.00%	-22.22%	-37.50%	14.29%	-42.86%	

FEDERAL AVIATION ADMINISTRATION Pay Period 201220

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

Organizational Component	TOTAL EMPLOYEES		RACE/ETHNICITY																
			Hispanic or Latino				Non- Hispanic or Latino		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
			%			%	%	%	%	%	%	%	%	%	%	%	%	%	%
National CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%	
	#	3535	2270	1265	100	45	1819	925	173	146	79	65	4	1	67	71	28	12	
AERONAUTICAL CENTER (SB)	%	100%	64.21%	35.79%	2.83%	1.27%	51.46%	26.17%	4.89%	4.13%	2.23%	1.84%	0.11%	0.03%	1.90%	2.01%	0.79%	0.34%	
	#	936	741	195	31	5	620	163	26	10	21	6	2	0	31	7	10	4	
ALASKAN REGION (SB)	%	100%	79.17%	20.83%	3.31%	0.53%	66.24%	17.41%	2.78%	1.07%	2.24%	0.64%	0.21%	0.00%	3.31%	0.75%	1.07%	0.43%	
	#	2230	1757	473	47	21	1555	351	90	91	25	6	0	0	28	4	12	0	
CENTRAL REGION (SB)	%	100%	78.79%	21.21%	2.11%	0.94%	69.73%	15.74%	4.04%	4.08%	1.12%	0.27%	0.00%	0.00%	1.26%	0.18%	0.54%	0.00%	
	#	4906	3991	915	209	72	3317	687	301	117	119	27	2	1	22	5	21	6	
EASTERN REGION (SB)	%	100%	81.35%	18.65%	4.26%	1.47%	67.61%	14.00%	6.14%	2.38%	2.43%	0.55%	0.04%	0.02%	0.45%	0.10%	0.43%	0.12%	
	#	5690	4611	1079	169	50	4092	915	196	91	84	13	0	0	34	4	36	6	
GREAT LAKES REGION (SB)	%	100%	81.04%	18.96%	2.97%	0.88%	71.92%	16.08%	3.44%	1.60%	1.48%	0.23%	0.00%	0.00%	0.60%	0.07%	0.63%	0.11%	
	#	6397	3862	2535	207	138	2853	1393	483	839	240	129	8	4	49	18	22	14	
HEADQUARTERS (SB)	%	100%	60.37%	39.63%	3.24%	2.16%	44.60%	21.78%	7.55%	13.12%	3.75%	2.02%	0.13%	0.06%	0.77%	0.28%	0.34%	0.22%	
	#	1454	1157	297	28	9	1060	262	27	12	28	8	0	1	8	1	6	4	
NEW ENGLAND REGION (SB)	%	100%	79.57%	20.43%	1.93%	0.62%	72.90%	18.02%	1.86%	0.83%	1.93%	0.55%	0.00%	0.07%	0.55%	0.07%	0.41%	0.28%	
	#	4251	3238	1013	129	54	2807	816	76	54	157	62	6	3	38	17	25	7	
NORTHWEST MOUNTAIN REGION (SB)	%	100%	76.17%	23.83%	3.03%	1.27%	66.03%	19.20%	1.79%	1.27%	3.69%	1.46%	0.14%	0.07%	0.89%	0.40%	0.59%	0.16%	
	#	7015	5560	1455	566	128	4226	910	626	375	61	20	5	2	36	13	40	7	
SOUTHERN REGION (SB)	%	100%	79.26%	20.74%	8.07%	1.82%	60.24%	12.97%	8.92%	5.35%	0.87%	0.29%	0.07%	0.03%	0.51%	0.19%	0.57%	0.10%	
	#	4971	3952	1019	470	148	2924	681	357	139	93	23	5	0	71	19	32	9	
SOUTHWEST REGION (SB)	%	100%	79.50%	20.50%	9.45%	2.98%	58.82%	13.70%	7.18%	2.80%	1.87%	0.46%	0.10%	0.00%	1.43%	0.38%	0.64%	0.18%	
	#	790	550	240	32	8	445	154	28	60	39	15	0	1	4	2	2	0	
TECHNICAL CENTER (SB)	%	100%	69.62%	30.38%	4.05%	1.01%	56.33%	19.49%	3.54%	7.59%	4.94%	1.90%	0.00%	0.13%	0.51%	0.25%	0.25%	0.00%	
	#	4784	3812	972	387	96	2603	574	224	130	414	117	71	22	51	11	62	22	
WESTERN PACIFIC REGION (SB)	%	100%	79.68%	20.32%	8.09%	2.01%	54.41%	12.00%	4.68%	2.72%	8.65%	2.45%	1.48%	0.46%	1.07%	0.23%	1.30%	0.46%	
	#	46959	35501	11458	2375	774	28321	7831	2607	2064	1360	491	103	35	439	172	296	91	
Total	%	100%	75.60%	24.40%	5.06%	1.65%	60.31%	16.68%	5.55%	4.40%	2.90%	1.05%	0.22%	0.07%	0.93%	0.37%	0.63%	0.19%	

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201220

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	male	female	
<b>1. Officials and Managers</b>																			
Executive/Senior Level (Grades 15 and Above)	#	3935	3117	818	178	48	2530	589	260	142	73	20	8	3	49	8	19	8	
	%	100%	79.21%	20.79%	4.52%	1.22%	64.29%	14.97%	6.61%	3.61%	1.86%	0.51%	0.20%	0.08%	1.25%	0.20%	0.48%	0.20%	
Mid-Level (Grades 13-14)	#	2046	1640	406	135	33	1265	292	139	59	51	9	3	2	39	10	8	1	
	%	100%	80.16%	19.84%	6.60%	1.61%	61.83%	14.27%	6.79%	2.88%	2.49%	0.44%	0.15%	0.10%	1.91%	0.49%	0.39%	0.05%	
First-Level (Grades 12 and Below)	#	202	157	45	8	3	127	34	17	7	1	0	0	0	3	0	1	1	
	%	100%	77.72%	22.28%	3.96%	1.49%	62.87%	16.83%	8.42%	3.47%	0.50%	0.00%	0.00%	0.00%	1.49%	0.00%	0.50%	0.50%	
Other	#	10487	6963	3524	583	238	5154	2130	739	892	279	163	30	13	107	59	71	29	
	%	100%	66.40%	33.60%	5.56%	2.27%	49.15%	20.31%	7.05%	8.51%	2.66%	1.55%	0.29%	0.12%	1.02%	0.56%	0.68%	0.28%	
<b>Officials And Managers - TOTAL</b>	#	16670	11877	4793	904	322	9076	3045	1155	1100	404	192	41	18	198	77	99	39	
	%	100%	71.25%	28.75%	5.42%	1.93%	54.45%	18.27%	6.93%	6.60%	2.42%	1.15%	0.25%	0.11%	1.19%	0.46%	0.59%	0.23%	
<b>2. Professionals</b>	#	6004	4395	1609	275	104	3147	995	357	321	529	155	10	0	46	29	31	5	
	%	100%	73.20%	26.80%	4.58%	1.73%	52.42%	16.57%	5.95%	5.35%	8.81%	2.58%	0.17%	0.00%	0.77%	0.48%	0.52%	0.08%	
3. Technicians	#	18268	15172	3096	932	200	12720	2454	841	281	350	85	38	9	143	28	148	39	
	%	100%	83.05%	16.95%	5.10%	1.09%	69.63%	13.43%	4.60%	1.54%	1.92%	0.47%	0.21%	0.05%	0.78%	0.15%	0.81%	0.21%	
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	#	1840	305	1535	30	125	184	983	68	331	14	51	1	4	3	34	5	7	
	%	100%	16.58%	83.42%	1.63%	6.79%	10.00%	53.42%	3.70%	17.99%	0.76%	2.77%	0.05%	0.22%	0.16%	1.85%	0.27%	0.38%	
6. Craft Workers	#	107	107	0	8	0	83	0	2	0	5	0	2	0	7	0	0	0	
	%	100%	100.00%	0.00%	7.48%	0.00%	77.57%	0.00%	1.87%	0.00%	4.67%	0.00%	1.87%	0.00%	6.54%	0.00%	0.00%	0.00%	
7. Operatives	#	3940	3605	335	221	16	3084	286	177	22	58	5	10	3	42	2	13	1	
	%	100%	91.50%	8.50%	5.61%	0.41%	78.27%	7.26%	4.49%	0.56%	1.47%	0.13%	0.25%	0.08%	1.07%	0.05%	0.33%	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	#	130	40	90	5	7	27	68	7	9	0	3	1	1	0	2	0	0	
	%	100%	30.77%	69.23%	3.85%	5.38%	20.77%	52.31%	5.38%	6.92%	0.00%	2.31%	0.77%	0.77%	0.00%	1.54%	0.00%	0.00%	



DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201220

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

GS/GM, SES AND RELATED GRADES		TOTAL EMPLOYEES																		RACE/ETHNICITY									
																				Hispanic or Latino					White				Black or African American
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female									
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%										
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%										
GS-03	#	12	6	6	0	1	5	3	1	2	0	0	0	0	0	0	0	0	0										
	%	100%	50.00%	50.00%	0.00%	8.33%	41.67%	25.00%	8.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%										
GS-04	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0										
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%										
GS-05	#	220	57	163	4	15	37	109	8	28	7	7	0	1	0	1	1	1	2										
	%	100%	25.91%	74.09%	1.82%	6.82%	16.82%	49.55%	3.64%	12.73%	3.18%	3.18%	0.00%	0.45%	0.00%	0.45%	0.45%	0.45%	0.91%										
GS-06	#	249	50	199	10	20	32	126	8	40	0	8	0	1	0	3	0	0	1										
	%	100%	20.08%	79.92%	4.02%	8.03%	12.85%	50.60%	3.21%	16.06%	0.00%	3.21%	0.00%	0.40%	0.00%	1.20%	0.00%	0.40%	0.40%										
GS-07	#	696	111	585	11	48	60	351	31	142	5	25	1	1	1	16	2	2	2										
	%	100%	15.95%	84.05%	1.58%	6.90%	8.62%	50.43%	4.45%	20.40%	0.72%	3.59%	0.14%	0.14%	0.14%	2.30%	0.29%	0.29%	0.29%										
GS-08	#	680	548	132	28	10	440	97	29	12	24	4	4	0	4	0	19	9	9										
	%	100%	80.59%	19.41%	4.12%	1.47%	64.71%	14.26%	4.26%	1.76%	3.53%	0.59%	0.59%	0.00%	0.59%	0.00%	2.79%	1.32%	1.32%										
GS-09	#	1944	915	1029	75	87	685	669	96	220	35	24	4	5	5	18	15	6	6										
	%	100%	47.07%	52.93%	3.86%	4.48%	35.24%	34.41%	4.94%	11.32%	1.80%	1.23%	0.21%	0.26%	0.26%	0.93%	0.77%	0.31%	0.31%										
GS-10	#	1857	995	862	67	67	733	545	122	174	37	46	6	1	12	19	18	10	10										
	%	100%	53.58%	46.42%	3.61%	3.61%	39.47%	29.35%	6.57%	9.37%	1.99%	2.48%	0.32%	0.05%	0.65%	1.02%	0.97%	0.54%	0.54%										
GS-11	#	1560	1224	336	89	25	983	240	98	52	21	11	1	1	12	3	20	4	4										
	%	100%	78.46%	21.54%	5.71%	1.60%	63.01%	15.38%	6.28%	3.33%	1.35%	0.71%	0.06%	0.06%	0.77%	0.19%	1.28%	0.26%	0.26%										
GS-12	#	9100	7196	1904	565	150	5593	1252	586	348	247	94	22	8	105	28	78	24	24										
	%	100%	79.08%	20.92%	6.21%	1.65%	61.46%	13.76%	6.44%	3.82%	2.71%	1.03%	0.24%	0.09%	1.15%	0.31%	0.86%	0.26%	0.26%										
GS-13	#	8704	6672	2032	476	105	5145	1322	483	429	424	122	23	10	74	35	47	9	9										
	%	100%	76.65%	23.35%	5.47%	1.21%	59.11%	15.19%	5.55%	4.93%	4.87%	1.40%	0.26%	0.11%	0.85%	0.40%	0.54%	0.10%	0.10%										
GS-14	#	17253	14014	3239	841	184	11611	2426	834	445	462	125	32	4	159	40	75	15	15										
	%	100%	81.23%	18.77%	4.87%	1.07%	67.30%	14.06%	4.83%	2.58%	2.68%	0.72%	0.19%	0.02%	0.92%	0.23%	0.43%	0.09%	0.09%										
GS-15	#	4312	3416	896	191	58	2772	639	281	155	91	24	8	3	53	9	20	8	8										
	%	100%	79.22%	20.78%	4.43%	1.35%	64.29%	14.82%	6.52%	3.59%	2.11%	0.56%	0.19%	0.07%	1.23%	0.21%	0.46%	0.19%	0.19%										
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%										
Senior Executive Service	#	185	124	61	5	3	103	47	11	10	2	1	0	0	3	0	0	0	0										
	%	100%	67.03%	32.97%	2.70%	1.62%	55.68%	25.41%	5.95%	5.41%	1.08%	0.54%	0.00%	0.00%	1.62%	0.00%	0.00%	0.00%	0.00%										

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201220

Table A4-2: 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		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
GS-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%
GS-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%
GS-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%
GS-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%
GS-03	#	12	0.03%	6	0.02%	6	0.05%	0	0.00%	1	0.13%	5	0.02%	3	0.04%	1	0.10%	2	0.00%
GS-03	%	12	0.03%	6	0.02%	6	0.05%	0	0.00%	1	0.13%	5	0.02%	3	0.04%	1	0.10%	2	0.00%
GS-04	#	1	0.00%	0	0.00%	1	0.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
GS-04	%	1	0.00%	0	0.00%	1	0.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
GS-05	#	220	0.47%	57	0.16%	163	1.42%	4	0.17%	15	1.94%	37	0.13%	109	1.39%	8	1.36%	28	0.52%
GS-05	%	220	0.47%	57	0.16%	163	1.42%	4	0.17%	15	1.94%	37	0.13%	109	1.39%	8	1.36%	28	0.52%
GS-06	#	249	0.53%	50	0.14%	199	1.74%	10	0.42%	20	2.59%	32	0.11%	126	1.61%	8	1.94%	40	0.00%
GS-06	%	249	0.53%	50	0.14%	199	1.74%	10	0.42%	20	2.59%	32	0.11%	126	1.61%	8	1.94%	40	0.00%
GS-07	#	696	1.49%	111	0.31%	585	5.11%	11	0.47%	48	6.21%	60	0.21%	351	4.48%	31	1.20%	142	6.90%
GS-07	%	696	1.49%	111	0.31%	585	5.11%	11	0.47%	48	6.21%	60	0.21%	351	4.48%	31	1.20%	142	6.90%
GS-08	#	680	1.45%	548	1.55%	132	1.15%	28	1.19%	10	1.29%	440	1.56%	97	1.24%	29	1.12%	12	0.58%
GS-08	%	680	1.45%	548	1.55%	132	1.15%	28	1.19%	10	1.29%	440	1.56%	97	1.24%	29	1.12%	12	0.58%
GS-09	#	1944	4.16%	915	2.59%	1029	8.99%	75	3.18%	87	11.25%	685	2.43%	669	8.55%	96	3.71%	220	10.70%
GS-09	%	1944	4.16%	915	2.59%	1029	8.99%	75	3.18%	87	11.25%	685	2.43%	669	8.55%	96	3.71%	220	10.70%
GS-10	#	1857	3.97%	995	2.82%	862	7.53%	67	2.84%	67	8.67%	733	2.60%	545	6.96%	122	4.71%	174	8.46%
GS-10	%	1857	3.97%	995	2.82%	862	7.53%	67	2.84%	67	8.67%	733	2.60%	545	6.96%	122	4.71%	174	8.46%
GS-11	#	1560	3.34%	1224	3.46%	336	2.94%	89	3.77%	25	3.23%	983	3.49%	240	3.07%	98	3.79%	52	2.53%
GS-11	%	1560	3.34%	1224	3.46%	336	2.94%	89	3.77%	25	3.23%	983	3.49%	240	3.07%	98	3.79%	52	2.53%
GS-12	#	9100	19.46%	7196	20.37%	1904	16.64%	565	23.92%	150	19.40%	5593	16.00%	1252	22.64%	586	16.92%	348	18.23%
GS-12	%	9100	19.46%	7196	20.37%	1904	16.64%	565	23.92%	150	19.40%	5593	16.00%	1252	22.64%	586	16.92%	348	18.23%
GS-13	#	8704	18.61%	6672	18.89%	2032	17.75%	476	20.15%	105	13.58%	5145	18.25%	1322	16.89%	483	18.66%	429	20.86%
GS-13	%	8704	18.61%	6672	18.89%	2032	17.75%	476	20.15%	105	13.58%	5145	18.25%	1322	16.89%	483	18.66%	429	20.86%
GS-14	#	17253	36.89%	14014	39.67%	3239	28.30%	841	35.61%	184	23.80%	11611	41.18%	2426	31.00%	834	32.23%	445	21.63%
GS-14	%	17253	36.89%	14014	39.67%	3239	28.30%	841	35.61%	184	23.80%	11611	41.18%	2426	31.00%	834	32.23%	445	21.63%
GS-15	#	4312	9.22%	3416	9.67%	896	7.83%	191	8.09%	58	7.50%	2772	9.83%	639	8.16%	281	10.86%	155	7.54%
GS-15	%	4312	9.22%	3416	9.67%	896	7.83%	191	8.09%	58	7.50%	2772	9.83%	639	8.16%	281	10.86%	155	7.54%
All other (unspecified)	#	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
All other (unspecified)	%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Senior Executive Service	#	185	0.40%	124	0.35%	61	0.53%	5	0.21%	3	0.39%	103	0.37%	47	0.60%	11	0.43%	10	0.49%
Senior Executive Service	%	185	0.40%	124	0.35%	61	0.53%	5	0.21%	3	0.39%	103	0.37%	47	0.60%	11	0.43%	10	0.49%
TOTAL	#	46773	100%	35328	100%	11445	100%	2362	100%	773	100%	28199	100%	7827	100%	2588	100%	2057	100%
TOTAL	%	46773	100%	35328	100%	11445	100%	2362	100%	773	100%	28199	100%	7827	100%	2588	100%	2057	100%













DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201220

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

Job Title/Series Agency Rate Occupational CLF		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
	#	1704	1192	512	63	23	898	338	119	94	75	42	4	0	18	15	15	0
INFORMATION TECHNOLOGIST (0334)	%	100%	69.95%	30.05%	3.70%	1.35%	52.70%	19.84%	6.98%	5.52%	4.40%	2.46%	0.23%	0.00%	1.06%	0.88%	0.88%	0.00%
Occupational CLF	#	100%	66.73%	33.00%	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%
	#	823	690	133	49	13	475	64	59	34	98	20	1	0	5	2	3	0
GENERAL ENGINEERING (0801)	%	100%	83.84%	16.16%	5.95%	1.58%	57.72%	7.78%	7.17%	4.13%	11.91%	2.43%	0.12%	0.00%	0.61%	0.24%	0.36%	0.00%
Occupational CLF	#	100%	89.58%	10.30%	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%
	#	438	373	65	42	5	253	42	25	8	46	10	2	0	1	0	4	0
CIVIL ENGINEERING (0810)	%	100%	85.16%	14.84%	9.59%	1.14%	57.76%	9.59%	5.71%	1.83%	10.50%	2.28%	0.46%	0.00%	0.23%	0.00%	0.91%	0.00%
Occupational CLF	#	100%	89.83%	10.02%	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%
	#	813	728	85	53	12	455	35	63	14	145	22	1	0	11	1	0	1
ELECTRONICS ENGINEERING (0855)	%	100%	89.54%	10.46%	6.52%	1.48%	55.97%	4.31%	7.75%	1.72%	17.84%	2.71%	0.12%	0.00%	1.35%	0.12%	0.00%	0.12%
Occupational CLF	#	100%	91.28%	8.60%	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%
	#	767	659	108	34	6	494	78	41	10	80	14	2	0	4	0	4	0
AEROSPACE ENGINEERING (0861)	%	100%	85.92%	14.08%	4.43%	0.78%	64.41%	10.17%	5.35%	1.30%	10.43%	1.83%	0.26%	0.00%	0.52%	0.00%	0.52%	0.00%
Occupational CLF	#	100%	90.92%	8.97%	4.10%	0.54%	74.25%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%
	#	445	283	162	39	11	206	95	22	46	11	5	0	3	3	1	2	1
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	%	100%	63.60%	36.40%	8.76%	2.47%	46.29%	21.35%	4.94%	10.34%	2.47%	1.12%	0.00%	0.67%	0.67%	0.22%	0.45%	0.22%
Occupational CLF	#	100%	52.87%	46.74%	4.17%	3.52%	41.33%	34.08%	4.47%	6.95%	1.66%	1.41%	0.06%	0.05%	0.39%	0.44%	0.82%	0.65%
	#	4317	3981	336	237	13	3430	297	185	13	58	7	9	2	46	4	16	0
AVIATION SAFETY INSPECTOR (1825)	%	100%	92.22%	7.78%	5.49%	0.30%	79.45%	6.88%	4.29%	0.30%	1.34%	0.16%	0.21%	0.05%	1.07%	0.09%	0.37%	0.00%
Occupational CLF	#	100%	83.79%	15.90%	7.32%	1.65%	65.29%	10.99%	7.69%	2.72%	1.64%	0.31%	0.10%	0.00%	0.51%	0.18%	1.26%	0.31%
	#	6150	5630	520	508	36	4220	353	496	81	228	32	26	2	93	9	59	7
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	%	100%	91.54%	8.46%	8.26%	0.59%	68.62%	5.74%	8.07%	1.32%	3.71%	0.52%	0.42%	0.03%	1.51%	0.15%	0.96%	0.11%
Occupational CLF	#	100%	43.42%	56.05%	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%
	#	19880	16526	3354	1031	219	13863	2689	931	294	348	79	43	9	161	23	149	41
AIR TRAFFIC CONTROL SPECIALIST (2152)	%	100%	83.13%	16.87%	5.19%	1.10%	69.73%	13.53%	4.68%	1.48%	1.75%	0.40%	0.22%	0.05%	0.81%	0.12%	0.75%	0.21%
Occupational CLF	#	100%	81.57%	18.43%	3.79%	0.98%	69.03%	14.45%	5.37%	1.94%	1.36%	0.43%	0.12%	0.01%	0.49%	0.11%	1.41%	0.51%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2011-10-01 TO 2012-09-30 )

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

Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																	
	TOTAL EMPLOYEES						Non- Hispanic or Latino											
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>INFORMATION TECHNOLOGIST (0334)</b>																		
Accessions	#	11	9	2	0	0	7	2	2	0	0	0	0	0	0	0	0	0
	%	100%	81.82%	18.18%	0.00%	0.00%	63.64%	18.18%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	66.77%	33.23%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%
<b>GENERAL ENGINEERING (0801)</b>																		
Accessions	#	14	9	5	0	2	6	2	1	0	1	1	1	0	0	0	0	0
	%	100%	64.29%	35.71%	0.00%	14.29%	42.86%	14.29%	7.14%	0.00%	7.14%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	89.61%	10.39%	3.19%	0.60%	71.83%	7.15%	3.04%	0.77%	9.92%	1.63%	0.09%	0.01%	0.21%	0.05%	1.32%	0.18%
<b>CIVIL ENGINEERING (0810)</b>																		
Accessions	#	32	26	6	3	0	19	5	1	0	3	1	0	0	0	0	0	0
	%	100%	81.25%	18.75%	9.38%	0.00%	59.38%	15.63%	3.13%	0.00%	9.38%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	89.86%	10.14%	3.71%	0.61%	74.05%	7.53%	2.91%	0.62%	7.44%	1.09%	0.03%	0.01%	0.33%	0.08%	1.37%	0.21%
<b>ELECTRONICS ENGINEERING (0855)</b>																		
Accessions	#	13	12	1	1	0	10	1	0	0	1	0	0	0	0	0	0	0
	%	100%	92.31%	7.69%	7.69%	0.00%	76.92%	7.69%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	91.31%	8.69%	3.63%	0.45%	72.08%	5.51%	3.55%	0.92%	10.47%	1.62%	0.05%	0.01%	0.23%	0.03%	1.31%	0.16%
<b>AEROSPACE ENGINEERING (0861)</b>																		
Accessions	#	19	17	2	1	0	14	1	0	1	1	0	1	0	0	0	0	0
	%	100%	89.47%	10.53%	5.26%	0.00%	73.68%	5.26%	0.00%	5.26%	5.26%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	90.94%	9.06%	4.10%	0.54%	74.24%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%
<b>GENERAL INSPECTION, INVESTIGATION &amp; COMPLIANCE (1801)</b>																		
Accessions	#	16	16	0	2	0	12	0	0	0	1	0	0	0	0	0	0	1
	%	100%	100.00%	0.00%	12.50%	0.00%	75.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%
CLF	#	100%	52.91%	47.09%	4.17%	3.52%	41.32%	34.08%	4.47%	6.95%	1.66%	1.41%	0.06%	0.05%	0.39%	0.44%	0.82%	0.65%
<b>AVIATION SAFETY INSPECTOR (1825)</b>																		
Accessions	#	84	79	5	3	0	71	5	2	0	2	0	0	0	0	0	0	1
	%	100%	94.05%	5.95%	3.57%	0.00%	84.52%	5.95%	2.38%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.19%
CLF	#	100%	83.84%	16.16%	7.32%	1.65%	65.31%	10.99%	7.69%	2.72%	1.64%	0.31%	0.10%	0.00%	0.51%	0.18%	1.26%	0.31%
<b>AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)</b>																		
Accessions	#	168	167	1	18	0	121	1	11	0	10	0	1	0	0	0	0	6
	%	100%	99.40%	0.60%	10.71%	0.00%	72.02%	0.60%	6.55%	0.00%	5.95%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	3.57%
CLF	#	100%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
<b>AIR TRAFFIC CONTROL SPECIALIST (2152)</b>																		
Accessions	#	669	546	123	19	8	460	95	25	10	21	2	3	0	2	0	16	8
	%	100%	81.61%	18.39%	2.84%	1.20%	68.76%	14.20%	3.74%	1.49%	3.14%	0.30%	0.45%	0.00%	0.30%	0.00%	2.39%	1.20%
CLF	#	100%	81.58%	18.42%	3.79%	0.98%	69.03%	14.45%	5.37%	1.94%	1.36%	0.43%	0.12%	0.01%	0.49%	0.11%	1.41%	0.51%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2011-10-01 TO 2012-09-30 )

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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	816	628	188	43	8	496	139	39	30	32	8	3	0	2	1	13	2	
	%	100%	76.96%	23.04%	5.27%	0.98%	60.78%	17.03%	4.78%	3.68%	3.92%	0.98%	0.37%	0.00%	0.25%	0.12%	1.59%	0.25%	
Temporary	#	1170	899	271	40	24	743	191	49	33	34	11	5	1	4	0	24	11	
	%	100%	76.84%	23.16%	3.42%	2.05%	63.50%	16.32%	4.19%	2.82%	2.91%	0.94%	0.43%	0.09%	0.34%	0.00%	2.05%	0.94%	
TOTAL	#	1986	1527	459	83	32	1239	330	88	63	66	19	8	1	6	1	37	13	
	%	100%	76.89%	23.11%	4.18%	1.61%	62.39%	16.62%	4.43%	3.17%	3.32%	0.96%	0.40%	0.05%	0.30%	0.05%	1.86%	0.65%	
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 ( 201220 )

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

Permanent Workforce		TOTAL WORKFORCE			RACE/ETHNICITY															
					Non- Hispanic or Latino				Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					Hispanic or Latino		White		male		female		male		female		male		female	
					All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Total Employees Eligible for Career Ladder Promotions	#	947	717	230	52	18	542	152	72	36	31	16	3	0	7	4	10	4		
	%	100%	75.71%	24.29%	5.49%	1.90%	57.23%	16.05%	7.60%	3.80%	3.27%	1.69%	0.32%	0.00%	0.74%	0.42%	1.06%	0.42%		
<b>Time in grade in excess of miniumum</b>																				
1-12 Months	#	103	82	21	7	1	60	13	10	4	3	1	0	0	1	1	1	1		
	%	100%	79.61%	20.39%	6.80%	0.97%	58.25%	12.62%	9.71%	3.88%	2.91%	0.97%	0.00%	0.00%	0.97%	0.97%	0.97%	0.97%		
13-24 Months	#	24	16	8	1	0	11	7	2	0	1	1	0	0	1	0	0	0		
	%	100%	66.67%	33.33%	4.17%	0.00%	45.83%	29.17%	8.33%	0.00%	4.17%	4.17%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%		
25 + months	#	84	69	15	0	3	61	12	4	0	1	0	1	0	2	0	0	0		
	%	100%	82.14%	17.86%	0.00%	3.57%	72.62%	14.29%	4.76%	0.00%	1.19%	0.00%	1.19%	0.00%	2.38%	0.00%	0.00%	0.00%		

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2011-10-01 TO 2012-09-30 )

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

Type of Award	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					White		Black or African American		Asian		male							
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Time-Off Awards - 1-9 hours</b>																		
Total Time-Off	#	11001	8578	2423	454	145	7237	1901	512	243	205	65	16	10	96	42	58	17
Awards Given	%	100%	77.97%	22.03%	4.13%	1.32%	65.78%	17.28%	4.65%	2.21%	1.86%	0.59%	0.15%	0.09%	0.87%	0.38%	0.53%	0.15%
Total Hours		64243	49832	14411	2663	859	41927	11171	3010	1605	1267	410	90	50	538	253	337	63
Average Hours		6	6	6	6	6	6	6	6	7	6	6	6	5	6	6	6	4
<b>Time-Off Awards - 9+ hours</b>																		
Total Time-Off	#	5040	3622	1418	190	69	3010	1031	231	223	118	71	2	4	43	17	28	3
Awards Given	%	100%	71.87%	28.13%	3.77%	1.37%	59.72%	20.46%	4.58%	4.42%	2.34%	1.41%	0.04%	0.08%	0.85%	0.34%	0.56%	0.06%
Total Hours		91800	65367	26433	3429	1303	54617	19379	3998	3999	2039	1290	26	68	766	346	492	48
Average Hours		18	18	19	18	19	18	19	17	18	17	18	13	17	18	20	18	16
<b>Cash Awards - \$100 - \$500</b>																		
Total Cash	#	7357	5334	2023	341	173	4296	1396	389	332	209	65	15	5	55	41	29	11
Awards Given	%	100%	72.50%	27.50%	4.64%	2.35%	58.39%	18.98%	5.29%	4.51%	2.84%	0.88%	0.20%	0.07%	0.75%	0.56%	0.39%	0.15%
Total Amount		\$2,692,471	\$1,925,155	\$767,316	\$118,639	\$63,347	\$1,535,145	\$524,042	\$147,834	\$131,093	\$84,135	\$26,516	\$6,260	\$1,550	\$22,092	\$16,393	\$11,050	\$4,375
Average Amount		\$366	\$361	\$379	\$348	\$366	\$357	\$375	\$380	\$395	\$403	\$408	\$417	\$310	\$402	\$400	\$381	\$398
<b>Cash Awards - \$501+</b>																		
Total Cash	#	7247	4636	2611	282	149	3637	1751	372	533	228	105	10	5	70	46	37	22
Awards Given	%	100%	63.97%	36.03%	3.89%	2.06%	50.19%	24.16%	5.13%	7.35%	3.15%	1.45%	0.14%	0.07%	0.97%	0.63%	0.51%	0.30%
Total Amount		\$8,852,628	\$5,680,481	\$3,172,147	\$310,891	\$176,019	\$4,540,886	\$2,137,998	\$457,035	\$642,918	\$231,612	\$129,829	\$9,317	\$5,800	\$88,548	\$52,436	\$42,192	\$27,147
Average Amount		\$1,222	\$1,225	\$1,215	\$1,102	\$1,181	\$1,249	\$1,221	\$1,229	\$1,206	\$1,016	\$1,236	\$932	\$1,160	\$1,265	\$1,140	\$1,140	\$1,234
<b>Senior Executive Service Performance Awards</b>																		
Total Cash	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards Given	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Quality Step Increases(QS)</b>																		
Total QSIs	#	47	30	17	3	0	24	14	1	1	2	0	0	0	0	2	0	0
Awarded	%	100%	63.83%	36.17%	6.38%	0.00%	51.06%	29.79%	2.13%	2.13%	4.26%	0.00%	0.00%	0.00%	0.00%	4.26%	0.00%	0.00%
Total Benefit		\$133,091	\$88,519	\$44,572	\$7,771	\$0	\$70,797	\$36,208	\$3,075	\$2,909	\$6,876	\$0	\$0	\$0	\$0	\$5,455	\$0	\$0
Average Benefit		\$2,832	\$2,951	\$2,622	\$2,590	0	\$2,950	\$2,586	\$3,075	\$2,909	\$3,438	0	0	0	0	\$2,728	0	0

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2011-10-01 TO 2012-09-30 )

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		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	2316	1696	620	89	31	1429	463	102	90	40	15	2	0	26	14	8	7
	%	100%	73.23%	26.77%	3.84%	1.34%	61.70%	19.99%	4.40%	3.89%	1.73%	0.65%	0.09%	0.00%	1.12%	0.60%	0.35%	0.30%
Involuntary	#	104	82	22	6	2	53	12	11	6	6	0	1	0	0	1	5	1
	%	100%	78.85%	21.15%	5.77%	1.92%	50.96%	11.54%	10.58%	5.77%	5.77%	0.00%	0.96%	0.00%	0.00%	0.96%	4.81%	0.96%
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	#	2420	1778	642	95	33	1482	475	113	96	46	15	3	0	26	15	13	8
	%	100%	73.47%	26.53%	3.93%	1.36%	61.24%	19.63%	4.67%	3.97%	1.90%	0.62%	0.12%	0.00%	1.07%	0.62%	0.54%	0.33%

# **TAB 10**

**Tables by Disability**

**B1-B14**

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

### List of Workforce Data Tables

**\*\*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 201121 to 201220

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
<b>TOTAL WORKFORCE - Permanent and Temporary</b>															
Prior FY	#	48364	43320	1876	3168	284	21	25	16	60	17	40	2	98	5
	%	100%	89.57%	3.88%	6.55%	0.59%	0.04%	0.05%	0.03%	0.12%	0.04%	0.08%	0.00%	0.20%	0.01%
Current FY	#	47739	42665	1911	3163	278	21	25	15	61	18	40	3	91	4
	%	100%	89.37%	4.00%	6.63%	0.58%	0.04%	0.05%	0.03%	0.13%	0.04%	0.08%	0.01%	0.19%	0.01%
Federal High (FY08)	#					2.95%									
Difference	#	-625	-655	35	-5	-6	0	0	-1	1	1	0	1	-7	-1
Ratio Change	%	0.00%	-0.20%	0.12%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.01%	0.00%
Net Change	%	-1.29%	-1.51%	1.87%	-0.16%	-2.11%	0.00%	0.00%	-6.25%	1.67%	5.88%	0.00%	50.00%	-7.14%	-20.00%
<b>PERMANENT WORKFORCE</b>															
Prior FY	#	47515	42590	1840	3085	278	21	25	16	59	17	40	2	93	5
	%	100%	89.63%	3.87%	6.49%	0.59%	0.04%	0.05%	0.03%	0.12%	0.04%	0.08%	0.00%	0.20%	0.01%
Current FY	#	46959	42001	1870	3088	274	21	25	15	60	18	39	3	89	4
	%	100%	89.44%	3.98%	6.58%	0.58%	0.04%	0.05%	0.03%	0.13%	0.04%	0.08%	0.01%	0.19%	0.01%
Difference	#	-556	-589	30	3	-4	0	0	-1	1	1	-1	1	-4	-1
Ratio Change	%	0.00%	-0.19%	0.11%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.01%	0.00%
Net Change	%	-1.17%	-1.38%	1.63%	0.10%	-1.44%	0.00%	0.00%	-6.25%	1.69%	5.88%	-2.50%	50.00%	-4.30%	-20.00%
<b>TEMPORARY WORKFORCE</b>															
Prior FY	#	849	730	36	83	6	0	0	0	1	0	0	0	5	0
	%	100%	85.98%	4.24%	9.78%	0.71%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.59%	0.00%
Current FY	#	780	664	41	75	4	0	0	0	1	0	1	0	2	0
	%	100%	85.13%	5.26%	9.62%	0.51%	0.00%	0.00%	0.00%	0.13%	0.00%	0.13%	0.00%	0.26%	0.00%
Difference	#	-69	-66	5	-8	-2	0	0	0	0	0	1	0	-3	0
Ratio Change	%	0.00%	-0.86%	1.02%	-0.16%	-0.19%	0.00%	0.00%	0.00%	0.01%	0.00%	0.13%	0.00%	-0.33%	0.00%
Net Change	%	-8.13%	-9.04%	13.89%	-9.64%	-33.33%	0%	0%	0%	0.00%	0%	0%	0%	-60.00%	0%

FEDERAL AVIATION ADMINISTRATION Pay Period 201220

Table B2 - Permanent Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Federal High (FY07)	%				2.65%										
	#	3535	2963	162	410	37	6	2	1	11	2	8	0	5	2
AERONAUTICAL CENTER (SB)	%	100%	83.82%	4.58%	11.60%	1.05%	0.17%	0.06%	0.03%	0.31%	0.06%	0.23%	0.00%	0.14%	0.06%
	#	936	787	47	102	4	0	0	0	0	1	0	0	3	0
ALASKAN REGION (SB)	%	100%	84.08%	5.02%	10.90%	0.43%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.00%	0.32%	0.00%
	#	2230	2023	46	161	10	2	1	1	1	1	2	0	2	0
CENTRAL REGION (SB)	%	100%	90.72%	2.06%	7.22%	0.45%	0.09%	0.04%	0.04%	0.04%	0.04%	0.09%	0.00%	0.09%	0.00%
	#	4906	4605	87	214	25	1	3	4	5	2	3	0	7	0
EASTERN REGION (SB)	%	100%	93.86%	1.77%	4.36%	0.51%	0.02%	0.06%	0.08%	0.10%	0.04%	0.06%	0.00%	0.14%	0.00%
	#	5690	5170	257	263	16	5	2	2	2	0	1	0	4	0
GREAT LAKES REGION (SB)	%	100%	90.86%	4.52%	4.62%	0.28%	0.09%	0.04%	0.04%	0.04%	0.00%	0.02%	0.00%	0.07%	0.00%
	#	6397	5431	446	520	70	1	9	4	17	4	9	0	25	1
HEADQUARTERS (SB)	%	100%	84.90%	6.97%	8.13%	1.09%	0.02%	0.14%	0.06%	0.27%	0.06%	0.14%	0.00%	0.39%	0.02%
	#	1454	1352	22	80	10	0	0	0	2	1	2	0	5	0
NEW ENGLAND REGION (SB)	%	100%	92.98%	1.51%	5.50%	0.69%	0.00%	0.00%	0.00%	0.14%	0.07%	0.14%	0.00%	0.34%	0.00%
NORTHWEST MOUNTAIN REGION (SB)	#	4251	3646	328	277	26	0	0	0	3	6	5	1	11	0
	%	100%	85.77%	7.72%	6.52%	0.61%	0.00%	0.00%	0.00%	0.07%	0.14%	0.12%	0.02%	0.26%	0.00%
SOUTHERN REGION (SB)	#	7015	6481	145	389	28	3	3	2	6	0	3	2	9	0
	%	100%	92.39%	2.07%	5.55%	0.40%	0.04%	0.04%	0.03%	0.09%	0.00%	0.04%	0.03%	0.13%	0.00%
SOUTHWEST REGION (SB)	#	4971	4489	139	343	22	2	3	1	6	1	2	0	6	1
	%	100%	90.30%	2.80%	6.90%	0.44%	0.04%	0.06%	0.02%	0.12%	0.02%	0.04%	0.00%	0.12%	0.02%
TECHNICAL CENTER (SB)	#	790	698	13	79	13	1	1	0	4	0	2	0	5	0
	%	100%	88.35%	1.65%	10.00%	1.65%	0.13%	0.13%	0.00%	0.51%	0.00%	0.25%	0.00%	0.63%	0.00%
WESTERN PACIFIC REGION (SB)	#	4784	4356	178	250	13	0	1	0	3	0	2	0	7	0
	%	100%	91.05%	3.72%	5.23%	0.27%	0.00%	0.02%	0.00%	0.06%	0.00%	0.04%	0.00%	0.15%	0.00%
<b>Total</b>	#	46959	42001	1870	3088	274	21	25	15	60	18	39	3	89	4
	%	100%	89.44%	3.98%	6.58%	0.58%	0.04%	0.05%	0.03%	0.13%	0.04%	0.08%	0.01%	0.19%	0.01%





















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	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
	#	1704	1482	78	144	20	1	3	1	4	2	2	0	7	0
INFORMATION TECHNOLOGIST (0334)	%	100%	86.97%	4.58%	8.45%	1.17%	0.06%	0.18%	0.06%	0.23%	0.12%	0.12%	0.00%	0.41%	0.00%
	#	823	758	22	43	5	0	0	1	1	2	0	0	1	0
GENERAL ENGINEERING (0801)	%	100%	92.10%	2.67%	5.22%	0.61%	0.00%	0.00%	0.12%	0.12%	0.24%	0.00%	0.00%	0.12%	0.00%
	#	438	378	35	25	1	0	0	0	0	0	0	0	1	0
CIVIL ENGINEERING (0810)	%	100%	86.30%	7.99%	5.71%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%
	#	813	749	19	45	5	0	1	0	2	0	2	0	0	0
ELECTRONICS ENGINEERING (0855)	%	100%	92.13%	2.34%	5.54%	0.62%	0.00%	0.12%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%
	#	767	679	47	41	4	0	0	0	1	1	0	0	2	0
AEROSPACE ENGINEERING (0861)	%	100%	88.53%	6.13%	5.35%	0.52%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.00%	0.26%	0.00%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	#	445	362	40	43	1	0	0	0	1	0	0	0	0	0
	%	100%	81.35%	8.99%	9.66%	0.22%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	4317	3587	287	443	15	1	2	1	3	0	0	1	7	0
AVIATION SAFETY INSPECTOR (1825)	%	100%	83.09%	6.65%	10.26%	0.35%	0.02%	0.05%	0.02%	0.07%	0.00%	0.00%	0.02%	0.16%	0.00%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	#	6150	5299	299	552	25	2	4	1	3	0	4	0	11	0
	%	100%	86.16%	4.86%	8.98%	0.41%	0.03%	0.07%	0.02%	0.05%	0.00%	0.07%	0.00%	0.18%	0.00%
	#	19880	19050	317	513	38	1	0	6	8	4	4	0	15	0
AIR TRAFFIC CONTROL SPECIALIST (2152)	%	100%	95.82%	1.59%	2.58%	0.19%	0.01%	0.00%	0.03%	0.04%	0.02%	0.02%	0.00%	0.08%	0.00%



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

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	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	#	816	647	74	90	5	0	1	0	1	0	0	0	3	0
	%	100%	79.29%	9.07%	11.03%	0.61%	0.00%	0.11%	0.00%	0.11%	0.00%	0.00%	0.00%	0.32%	0.00%
Temporary	#	1170	1072	39	56	3	0	0	0	1	1	1	0	0	0
	%	100%	91.62%	3.33%	4.79%	0.26%	0.00%	0.00%	0.00%	0.08%	0.08%	0.08%	0.00%	0.00%	0.00%
Total	#	1986	1719	113	146	8	0	1	0	2	1	1	0	3	0
	%	100%	86.56%	5.69%	7.35%	0.40%	0.00%	0.05%	0.00%	0.09%	0.05%	0.05%	0.00%	0.14%	0.00%





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	#	2316	2016	80	220	19	1	2	1	4	0	3	0	8	0
	%	100%	87.05%	3.45%	9.50%	0.82%	0.04%	0.09%	0.04%	0.17%	0.00%	0.13%	0.00%	0.35%	0.00%
Involuntary	#	104	83	5	16	4	0	0	0	2	0	0	0	2	0
	%	%	79.81%	4.81%	15.38%	3.85%	0.00%	0.00%	0.00%	1.92%	0.00%	0.00%	0.00%	1.92%	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	#	2420	2099	85	236	23	1	2	1	6	0	3	0	10	0
	%	100%	86.74%	3.51%	9.75%	0.95%	0.04%	0.08%	0.04%	0.25%	0.00%	0.12%	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. INTENTIONALLY LEFT BLANK			
ADR INTAKE OFFICER		COUNSELINGS	INDIVIDUALS
B. INTENTIONALLY LEFT BLANK			
TOTAL COMPLETED/ENDED COUNSELINGS		COUNSELINGS	INDIVIDUALS
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		COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD			
2. INITIATED DURING THE REPORTING PERIOD			
3. COMPLETED/ENDED COUNSELINGS			
a. SETTLEMENTS (MONETARY AND NON-MONETARY)			
b. WITHDRAWALS/NO COMPLAINT FILED			
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD			
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD			
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD			

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

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

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

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

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

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

**PART II - FORMAL COMPLAINT ACTIVITIES**

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 (Complainants)

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

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

**A. AGENCY & CONTRACT RESOURCES**

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

**B. AGENCY & CONTRACT STAFF TRAINING**

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

**C. REPORTING LINE**

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

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

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?  
PERSON: \_\_\_\_\_  
TITLE: \_\_\_\_\_

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?  
PERSON: \_\_\_\_\_  
TITLE: \_\_\_\_\_

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

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

## PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE												
B. ASSIGNMENT OF DUTIES												
C. AWARDS												
D. CONVERSION TO FULL TIME												
E. DISCIPLINARY ACTION												
1. DEMOTION												
2. REPRIMAND												
3. SUSPENSION												
4. REMOVAL												
5.												
6.												
7.												
F. DUTY HOURS												
G. EVALUATION/APPRaisal												
H. EXAMINATION/TEST												
I. HARASSMENT												
1. NON-SEXUAL												
2. SEXUAL												
J. MEDICAL EXAMINATION												
K. PAY INCLUDING OVERTIME												
L. PROMOTION/NON-SELECTION												
M. REASSIGNMENT												
1. DENIED												
2. DIRECTED												
TOTAL ALL ISSUES BY BASES												
TOTAL ALL COMPLAINTS FILED BY BASES												
TOTAL ALL COMPLAINANTS BY BASES												

# 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 IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
N. REASONABLE ACCOMMODATION												
O. REINSTATEMENT												
P. RETIREMENT												
Q. TERMINATION												
R. TERMS/CONDITIONS OF EMPLOYMENT												
S. TIME AND ATTENDANCE												
T. TRAINING												
U. OTHER (Please specify below)												
1.												
2.												
3.												
4.												
5.												
TOTAL ALL ISSUES BY BASES												
TOTAL ALL COMPLAINTS FILED BY BASES												
TOTAL ALL COMPLAINANTS BY BASES												

# 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 IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA				
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE															
B. ASSIGNMENT OF DUTIES															
C. AWARDS															
D. CONVERSION TO FULL TIME															
E. DISCIPLINARY ACTION															
1. DEMOTION															
2. REPRIMAND															
3. SUSPENSION															
4. REMOVAL															
5.															
6.															
7.															
F. DUTY HOURS															
G. EVALUATION/APPRaisal															
H. EXAMINATION/TEST															
I. HARASSMENT															
1. NON-SEXUAL															
2. SEXUAL															
J. MEDICAL EXAMINATION															
K. PAY INCLUDING OVERTIME															
L. PROMOTION/NON-SELECTION															
M. REASSIGNMENT															
1. DENIED															
2. DIRECTED															
TOTAL ALL ISSUES BY BASES															
TOTAL ALL COMPLAINTS FILED BY BASES															
TOTAL ALL COMPLAINANTS BY BASES															

# 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 IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE		
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA					
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
N. REASONABLE ACCOMMODATION																
O. REINSTATEMENT																
P. RETIREMENT																
Q. TERMINATION																
R. TERMS/CONDITIONS OF EMPLOYMENT																
S. TIME AND ATTENDANCE																
T. TRAINING																
U. OTHER (Please specify below)																
1.																
2.																
3.																
4.																
5.																
TOTAL ALL ISSUES BY BASES																
TOTAL ALL COMPLAINTS FILED BY BASES																
TOTAL ALL COMPLAINANTS BY BASES																

**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		PDA	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	
<b>1. Counseling Settlement Allegations</b>																				
1a. Number of Counselings Settled																				
1b. Number of Counselors Settled With																				
<b>2. Complaint Settlement Allegations</b>																				
2a. Number of Complaints Settled																				
2b. Number of Complainants Settled With																				
<b>3. Final Agency Decision Findings</b>																				
3a. Number FADs with Findings																				
3b. Number Complainants Issued FAD Findings																				
<b>4. AJ Decision Findings</b>																				
4a. Number AJ Decisions With Findings																				
<b>5. Final Agency Order Findings Implemented</b>																				
5a. Number of Final Orders With Findings Implemented																				
5b. # of Complainants issued FOs with Findings Implemented																				
<b>TOTAL SETTLEMENT ALLEGATIONS</b>																				
<b>TOTAL FINAL ACTION FINDINGS</b>																				

**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					
					DEMOTION	REPRIMAND	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DENIED	DIRECTED					EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER		
<b>1. Counseling Settlement Allegations</b>																												
1a. Number of Counselings Settled																												
1b. Number of Counselors Settled With																												
<b>2. Complaint Settlement Allegations</b>																												
2a. Number of Complaints Settled																												
2b. Number of Complainants Settled With																												
<b>3. Final Agency Decision Findings</b>																												
3a. Number FADs with Findings																												
3b. Number Complainants Issued FAD Findings																												
<b>4. AJ Decision Findings</b>																												
4a. Number AJ Decisions With Findings																												
<b>5. Final Agency Order Findings Implemented</b>																												
5a. Number of Final Orders With Findings Implemented																												
5b. # of Complainants issued FOs with Findings Implemented																												
<b>TOTAL SETTLEMENT ALLEGATIONS</b>																												
<b>TOTAL FINAL ACTION FINDINGS</b>																												

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

## PART V - SUMMARY OF CLOSURES BY STATUTE

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

- 1. TITLE VII
- 1a. PREGNANCY DISCRIMINATION ACT (PDA)
- 2. AGE DISCRIMINATION 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+A1a+A2+A3+A4+A5)

## PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
<b>A. TOTAL NUMBER OF CLOSURES</b> (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>B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION</b> (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
<b>C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION</b> (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
<b>D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED</b> (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
<b>A. TOTAL COMPLAINTS CLOSED WITH BENEFITS</b>		
<b>B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT</b>		\$
1. BACK PAY/FRONT PAY		\$
2. LUMP SUM PAYMENT		\$
3. COMPENSATORY DAMAGES		\$
4. ATTORNEY FEES AND COSTS		\$
<b>D. INTENTIONALLY LEFT BLANK</b>		
<b>E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT</b>		
<b>F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES</b>	<small>NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL</small>	<small>NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS</small>
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+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)				
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

## PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

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

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

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

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

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

**INFORMAL PHASE (PRE-COMPLAINT)**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY				
2. REJECTED BY INDIVIDUAL (COUNSELEE)				
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (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.				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
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:**

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PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

**FORMAL PHASE (COMPLAINT FILED)**

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)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	INHOUSE				
2.	ANOTHER FEDERAL AGENCY				
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)				
5.	FEDERAL EXECUTIVE BOARD				
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
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**

<b>A. NO LONGER COLLECTED</b>			
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>			
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>			
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)			
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)			
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)			
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)			
<b>D. EEO ADR FUNDING SPENT</b>	<b>AMOUNT</b>		
	\$		

**E. EEO ADR CONTACT INFORMATION**

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER \_\_\_\_\_
2. TITLE \_\_\_\_\_
3. TELEPHONE NUMBER \_\_\_\_\_ 4. EMAIL \_\_\_\_\_

**F. EEO ADR PROGRAM INFORMATION**

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO 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 EEO 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, 2011 through September 30, 2012, is 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 2012 report (with the PIN entered) is due on or before October 31, 2012.**

## Appendix A - Comments

## Appendix A – Comments (continued)

## Appendix A – Comments (continued)

## Appendix A – Comments (continued)

# **TAB 12**

**UFAS/Section 504 Rehabilitation Act Assessment**

**UFAS / Section 504  
Rehabilitation Act and  
ABAAS Accessibility  
Assessments**

**Facility Accessibility  
Program Office**

**FY 2012**



**FAA  
Air Traffic Organization**

In FY 2012 the Facility Accessibility Program Office:

- Conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 44 FAA facilities 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);
- Conducted two classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS;
- Served as a resource to the FAA to resolve issues involving facility accessibility and ABAAS compliance.

**Conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 44 FAA facilities and transmitted the reports to the facility managers and Program Offices:**

The Facility Accessibility Program Office conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 44 FAA facilities and transmitted the reports to the facility managers and Program Offices during FY 2012. The forty four surveyed facilities had a combined staffing of 1379. The surveyed facilities were office spaces and air traffic control facilities. Construction of these facilities was completed between from the 1957 to 2011. 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>
Phoenix Certificate Management Office	51
Phoenix Security and Risk Management	2
Scottsdale Flight Standards District Office / Phoenix Manufacturing Inspection District Office	78
Central Arizona System Support Center	11
Continental Certificate Management Office	74
Houston Flight Standards District Office	30
San Antonio Flight Standards District Office	58
San Antonio Manufacturing Inspection District Office	11
Miramar Building (Fort Lauderdale, FL)	270
<ul style="list-style-type: none"> <li>• South Florida Flight Standards District Office</li> <li>• South Florida Certificate Management Office</li> <li>• Miami International Field Office</li> <li>• Safety Team (FAAST)</li> <li>• Drug Abatement Office (DACE)</li> <li>• AQS Office</li> </ul>	
Charles Grant Pkwy – AVS Building (Atlanta, GA)	350
<ul style="list-style-type: none"> <li>• Atlanta Flight Standards District Office</li> <li>• Atlanta Manufacturing Inspection District Office</li> <li>• AirTran Certificate Management Office</li> <li>• Delta Certificate Management Office</li> <li>• Atlanta Aircraft Certification Office</li> </ul>	
Barstow System Support Center	4
San Francisco Airports District Office	18
San Francisco Security Field Office	5
Sacramento Technical Service Center / Program Operations Group	40
Reno Flight Standards District Office	22
Northern Nevada System Support Center	5
Cincinnati Flight Standards District Office	60
Vandalia Manufacturing Inspection District Office	5
Columbus Flight Standards District Office	40
Cleveland Flight Standards District Office	31

Cleveland Manufacturing Inspection District Office	5
Pittsburgh Certificate Management Office	46
Coraopolis Technical Service Center	9
Allegheny Flight Standards District Office	23
New Castle Airport Traffic Control Tower	25
Molokai System Support Unit	2
Kauai System Support Center	10
Honolulu Flight Standards District Office / Certificate Management Office	56
Honolulu Security Field Office	3
Honolulu Airports District Office	11
Honolulu Preventive Maintenance Team Hanger	24
Honolulu AFSS Building (Being repurposed for use by Oahu SSC)	<u>0</u>
	<b>1379</b>

The reports that were transmitted to the facility managers and Program Offices included a spreadsheet of items not in compliance with UFAS / ABAAS or items that were 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. 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 271 facility surveys with a total staffing of 29,646. In addition, the Terminal Facilities Group has included UFAS / ABAAS compliance in 103 Government Transition Evaluations and 181 Condition Assessments. A total of 555 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.

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

The FAPO conducted two classes for Real Estate Contracting Officers on the "ABAAS Requirements for Parking and Restroom Specific Issues" for new or renewing leases. In response to additional concerns raised by the FAA Real Estate Contracting Officers, the FAPO

developed a class on “Accessible Route; Doors; Drinking Fountains; Break Room Requirements” that will be presented during FY13.

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

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

# TAB 13

FAA Organization Chart

