



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2011

Prepared by FAA
Office of Civil Rights 2011

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
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TAB 1

Parts A-D

Agency Information

FIRES Exercise

Department of Transportation

DOT Federal Aviation Administration

MD715 - 2011

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	DOT 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	47415	847	0	48262

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

Agency Leadership	Name	Title
Head of Agency	Michael P. Huerta	Acting Administrator

Agency Leadership	Name	Title
Head of Agency Designee	Mamie Mallory	Acting Assistant Administrator, Office of Civil Rights

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

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Mamie Mallory	Acting Assistant Administrator, Office of Civil Rights	0340	EV/SES	202-267-3254	Mamie.Mallory@faa.gov
Title VII Affirmative EEO Program Official	Bobbie Moore	Director, Model EEO Program	0260	K band	202-267-7442	Bobbie.Moore@faa.gov
Section 501 Affirmative Action Program Official	Miriam Vega	Director, EEO Outreach Program	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)	Kimberly Castillo	Manager, Hispanic Employment Program (HEP)	0260	H band	202-385-8130	Kimberly.Castillo@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	Michael Looney	Manager, People with	0260	H band	202-385-	Michael.Looney@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Manager (SEPM)		Disability Program (PWD)			8127	
ADR Program Manager	Harnetta Williams	Director, National EEO Policy and ADR	0260	K band	609-485-6676	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	202-2679928	Yvette.Aine@faa.gov

PART D.2 - 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	
Anti-Harassment Policy and Procedures	Yes	
Diversity Policy Statement	No	
Strategic Plan (excerpts of EEO goal only)	No	
Human Capital Strategic Plan	No	
EEO Strategic Plan	No	
Federal Employee Viewpoint Survey or Annual Employee Survey	No	

TAB 2

Part E

Executive Summary

PART E.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. To ensure the success of our mission, the FAA is committed to achieving organizational excellence in managing its human resources. Our vision is to strive to reach the next level of safety, efficiency, environmental responsibility and global leadership. We are accountable to the American public and our stakeholders. Our values are the following: “Safety is our passion; excellence is our promise; integrity is our touchstone; people are our strength; and innovation is our signature.”

Results of the Agency’s Annual Self-Assessment

The FAA FY 2011 Annual Equal Employment Opportunity (EEO) Program Status Report has three purposes. First, the report identifies program deficiencies and barriers to achieving a Model EEO Program. Second, the report delineates the planned actions necessary to address and/or eliminate the program deficiencies and barriers. Finally, the report outlines the agency’s accomplishments toward rectifying the program deficiencies and barriers. An analysis of the FAA workforce for FY 2011 was conducted to complete this report.

The agency has conducted its annual self-assessment against the MD 715 “Essential Elements.” The following highlights the agency’s FY 2011 activities in support of a Model EEO Program.

PART E.2 - Executive Summary: Essential Element A

- In May 2011, Administrator Babbitt affirmed his commitment to EEO and diversity at the FAA by issuing his policy statements in support of EEO, diversity, and a workplace free of discriminatory harassment.
- EEO policy statements were communicated to all employees including notification that the policies would be vigorously enforced.
- Agency senior executives and managers were evaluated on the EEO critical element in their performance plans.

PART E.3 - Executive Summary: Essential Element B

- FAA continues to evaluate whether barriers may be impeding the realization of a Model EEO Program. The FAA’s tracking of employment data will allow us to conduct thorough statistical analyses looking at the detrimental impact of policies, practices, and procedures on the goal of a Model EEO Program.

PART E.4 - Executive Summary: Essential Element C

- The DOT average for formal complaints is 0.60%. The FAA formal complaint average is 0.54%.

PART E.5 - Executive Summary: Essential Element D

- FAA continues to evaluate whether barriers may be impeding the realization of a Model EEO Program. The FAA's tracking of employment data will allow us to conduct thorough statistical analyses looking at the detrimental impact of policies, practices, and procedures on the goal of a Model EEO Program.

PART E.6 - Executive Summary: Essential Element E

- ACR offered alternative dispute resolution (ADR) to employees who filed complaints and processed 100% of all pre-complaints timely. ADR usage has continued to increase from 27.7% in FY 2010 to 28.3% in FY 2011.

- ACR performs EEO counseling through full-time dedicated counselors employed by the FAA.

- FAA utilized the OPM Employee Viewpoint Survey to gather feedback on the services provided to the workforce. This annual survey allows Federal employees to express their views on the implementation of human capital management practices such as: Recruitment and Retention of Qualified Talent, Performance Management, Leadership, Rewards and Recognition, Training and Development, and Work/Life Balance.

PART E.7 - Executive Summary: Essential Element F

- FAA posted statistical complaint data on the website in compliance with the No FEAR Act.

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

PART E.8 - Executive Summary: Workforce Analyses

In the beginning of FY 2011, the FAA employed 48,648 workers compared with 48,262 workers at the end of FY 2011. In FY 2011, the agency lost 2,367 employees to attrition. In the same timeframe, FAA hired a total of 2,306 employees in permanent and temporary positions. Therefore, during the course of FY 2011, the agency's workforce decreased by 386 employees for a -0.79% net rate of change.

Among the FAA workforce, the following race/ethnic/gender groups are above or equal to the Civilian Labor Force (CLF) participation rates: White males, Black males, Asian males, Native Hawaiian or Other Pacific Islander males and females, and American Indian or Alaska Native males and females. From FY10 to FY11 the following race/ethnic/gender groups are lower than the expected CLF participation rates with Net Changes at FAA: Hispanic males (On-Board: 4.95%, CLF: 6.17%, Net Change: 2.57%) and Hispanic females (On-Board: 1.64%, CLF: 4.52%, Net Change: -0.50%), White females (On-Board: 17.02%, CLF: 33.74%, Net Change: -1.39%), Black females (On-Board: 4.42%, CLF: 5.66%, Net Change: -0.88%), Asian females (On-Board:

1.03%, CLF: 1.71%, Net Change: -0.20%), Two-or-more-races males (On-Board: 0.57%, CLF: 0.88%, Net Change 22.42%) and Two-or-more-races females (On-Board: 0.17%, CLF: 0.76%, Net Change 12.16%).

Note that although Hispanic males and Two-or-more-races males and females had a participation rate below the National 2000 CLF, their participation rate increased at the FAA during FY 2011. During FY 2011, the number of FAA permanent and temporary employees reporting targeted disabilities reflects a positive change of 12 employees (FAA On-Board: 0.59% versus the Federal High: 2.95%--although below the Federal High the FAA resulted in a net change of 4.41%).

PART E.9 - Executive Summary: Accomplishments

During the past fiscal year, FAA had the following accomplishments at the corporate level to move the agency closer to achieving MD 715's Model EEO program:

The FAA's onboard rate of PWTD increased from .56% in FY 10 to .59% in FY 11.

During FY11, the FAA Office of Civil Rights collaborated with the FAA Office of Human Resource Management (AHR), the Department of Transportation (DOT) Office of Civil Rights and Human Resources to develop our strategic plan for Executive Order 13548: Increasing Federal Employment of People with Disabilities. DOT's plan was submitted to OPM for approval on April 11, 2011. DOT's plan included specific hiring goals for people with disabilities and a sub goal for people with targeted disabilities. Also included is a proposed training module for all AHR specialists on the schedule A hiring authority. FAA's AHR and ACR collaborated on creating a proposed training module for AHR specialists on the On-the-Spot hiring authority.

During FY 11, the FAA processed 85% of reasonable accommodation requests within the 25 business day time frame set forth in our reasonable accommodation procedures. This is an increase from FY 10 when we processed 80% of reasonable accommodations requests within 25 business days.

EEO Training Institute

During FY 2011, ACR delivered 384 training sessions to 5,286 managers and employees. Additionally, of the 1,079 new Air Traffic Controllers and Technical Operation students hired, 1,012 (93.7%) of them received training at the EEO Training Institute.

Outreach Events

In FY 2011, the FAA ACR Outreach Team collaborated with AHR and all of the Agency lines of business/staff offices (LOB/SO) participated in 114 outreach events targeting women, Hispanics/Latinos, and people with disabilities. During the events, the Agency collected 7,511 signatures from attendees with expressed interest in specific job areas. In FY 2011, FAA ACR also purchased advertisement space in the IMAGE, Inc. Conference Program, an article in the

Latina Style Magazine, and a permanent on-line FAA advertisement in the Hispanic Network Magazine, Professionals Women Magazine, Black Equal Opportunity Employment Magazine, and the Asian American, African American, Hispanic, and Arab Yearbooks (TIYM P Publishing Company).

PART E.10 - Executive Summary: Planned Activities

The FAA identified program deficiencies in its Self-Assessment. Please see part H for the Agency's plan for addressing these deficiencies. The FAA has developed a process in accordance with the requirements of MD 715 to conduct additional trend analyses of the workforce's major occupations by race, national origin, sex and disability based upon the data gathered in the refined data tracking system. The FAA will also continue to monitor its compliance with the Uniform Federal Accessibility Standards (UFAS) at its facilities. In addition, the Agency implemented a process for timely processing of reasonable accommodation requests.

Several Barrier Statements were identified in Part I, focusing on recruitment and selection of Aviation Safety Inspectors (1825), Air Traffic Controllers (2152), and Transportation Specialists (2101) to determine if existing policies, procedures, and practices need to be modified. In addition, goals have been set using Part J, regarding People with Targeted Disabilities in an effort to meet or exceed the 3% hiring goal.

TAB 3

Part F

Certification

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

I, **Mamie Mallory, Acting Assistant Administrator for Civil Rights, EV/340/SES** I am the

Principal EEO Director/Official for **Federal Aviation Administration**

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

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

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

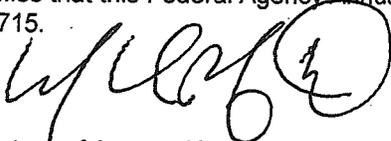


Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

2/24/2012



Signature of Agency Head or Agency Head Designee

Date

MAR 1 2012

TAB 4

Policy Statements

ADMINISTRATOR'S POLICY STATEMENT ON...

NON-DISCRIMINATION

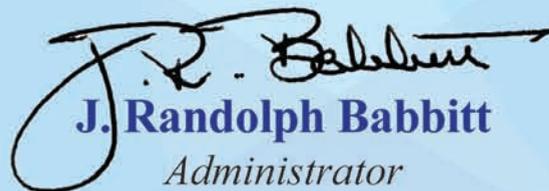
The Federal Aviation Administration is committed to compliance with all anti-discrimination laws, regulations and policies. We have zero tolerance for discrimination in the workplace on the basis of race, color, religion, sex, genetic information, national origin, age, disability (mental or physical), 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, 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/


J. Randolph Babbitt
Administrator

May 2011



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, 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.

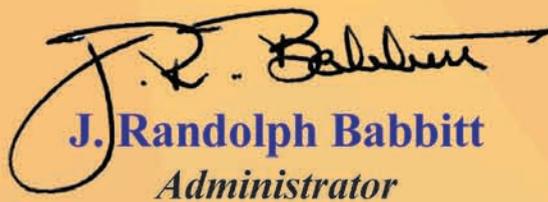
Harassment includes unwelcome verbal or physical conduct based on race, color, religion, sex, genetic information, national origin, age, disability (mental or physical), sexual orientation or reprisal for participating in protected EEO activity. Harassment becomes unlawful, where 1) enduring the conduct 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/


J. Randolph Babbitt
Administrator

May 2011



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	June 2009 August 2009
A.1.b. During current Agency Head's tenure, has EEO policy statement been re-issued annually?	Yes	May 2011
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	AHD-200 and AHA-1 courses

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	
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 Web and AHR Policies
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	

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 work environment and EEO included in manager, supervisor, and executive performance standards.
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	Managers - Building a Model EEO Program
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	Executives - Work Environment. Model work environment and EEO included in manager, supervisor, and executive performance standards.
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 out-reach and recruitment programs with private employers, public schools and universities?	Yes	
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	
A.3.h. Are managers and supervisors evaluated on their commitment to ensure the provision of	Yes	

Measures	Measure Met?	Comments
requested religious accommodations when such accommodations do not cause an undue hardship?		
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	DOT Order 1011.1
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	AHA-1 Training and the FAA Table of Penalties
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	Information located on the Intranet.
A.3.l. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	Yes	Frontline Managers' Course and ACR Reasonable Accommodation Training

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,	Yes	Regional CRDs report to ACR-1 who reports to the Administrator

Measures	Measure Met?	Comments
does the Regional EEO Officer report to the Regional Administrator?)		
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.)	Yes	
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.)	Yes	Regional CRDs report to ACR-1 who reports to the Administrator

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	
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 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?	Yes	January 2011
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?	No	See Part H.

Measures	Measure Met?	Comments
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	
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)]	No	See Part H.
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
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	
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	Yes	

Measures	Measure Met?	Comments
Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(u); 5 CFR 315.709?		
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, N/A for FEORP, and no compliance for all other Special Emphasis Programs

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	
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	
B.4.e. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	Yes	See Part H 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	Yes	

Measures	Measure Met?	Comments
CFR 1614.102(b)(5)}		
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	
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 & 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 development and implementation of EEO Plans with all appropriate agency managers	Yes	

Measures	Measure Met?	Comments
to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?		

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 discriminatory behavior or for taking personnel actions based upon a prohibited basis?	Yes	Managers and Supervisors are trained at FMC-1 and FMC-2
C.3.c. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found	Yes	In FY10 there were four (4) findings of discrimination and no disciplinary action was taken. There were eight

Measures	Measures Met?	Comments
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.		(8) findings of discrimination in FY2011. The Agency issued discipline for one (1) finding, for three (3) findings the RMO’s have since retired (precluding discipline), three (3) are under review, and no disciplinary action was taken in one (1).
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 barriers that may be impeding the realization of equal employment opportunity?	Yes	
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	
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,	Yes	

Measures	Measure Met?	Comments
national origin, sex, and disability?		
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?	No	See Part H.

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	
D.2.b. Is the participation of supervisors and managers in the ADR process required?	No	FAA Order 1400.10 encourages participation, but does not require it.

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	No	See Part H.

Measures	Measure Met?	Comments
analysis systems that permit tracking of the information required by MD-715 and these instructions?		
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	
E.1.e. Are 90% of accommodation requests processed within the time frame set forth in the agency's procedures for reasonable accommodation?	No	See Part H.

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 only performs the counseling function and our Departmental, Office of Civil Rights 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 only performs the counseling function and our Departmental, Office of Civil Rights has authority for the formal

Measures	Measure Met?	Comments
		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 only performs the counseling function and our Departmental, Office of Civil Rights has authority for the formal phase.

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	
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	
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	
E.3.d. Does the agency complete the investigations within the applicable prescribed time frame?	Yes	Departmental Office of Civil Rights (DOCR) performs investigations.
E.3.e. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	Yes	DOCR performs this function.
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	DOCR performs this function.
E.3.g. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	Yes	

Measures	Measure Met?	Comments
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	
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?	Yes	
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	
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	
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	

Measures	Measure Met?	Comments
E.5.e. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	Yes	
E.5.f. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	Yes	
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	

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	
E.6.b. Does the agency discrimination complaint process ensure a neutral adjudication function?	Yes	
E.6.c. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	Yes	

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.	No	Our payroll is processed by DOI
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 identify the employees by title in the comments column, and state how performance is measured.	Yes	Assistant Administrator and Deputy Assistant Administrator for Office of Civil Rights: 5 Headquarters EEO Managers and 8 Field Civil Rights Managers. Performance is measured annually through Performance Appraisals and included in every Managers 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	
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	Yes	

Measures	Measure Met?	Comments
agency official, or agency payment order stating the dollar amount of attorney fees paid?		
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 decision and evidence of payment, if made?	Yes	
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	Yes	

Measures	Measure Met?	Comments
posting? (A copy will suffice if original is not available.)		
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 statement in the comments column.	Yes	
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.1 - Agency EEO Plan To Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency
Element B - Integration of EEO into Agency's Strategic Plan	C: Agency Policies, Procedures, and Practices Are Not Regularly Reviewed	1. EEO program officials are not present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes. 2. Management/personnel policies, procedures and practices are not examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants.

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)
Establish a process by where EEO program officials are present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.	11/30/2004	09/30/2013	
Establish a process by which personnel policies, practices and procedures are regularly examined to assess any hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants and to determine conformity with EEO management directives.	11/30/2004	09/30/2012	

Responsible Official(s)

Title	Name
Office of Civil Rights	Mamie Mallory, Acting Assistant Administrator for Civil Rights and FAA Diversity Advocate (ACR)
Office Human Resource Management	Tina Amereihn, Acting Assistant Administrator for Human Resource Management (AHR)
Office of Chief Counsel	Kathryn Thomson, Chief Counsel (AGC)

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Establish a process by where EEO program officials are present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training career development opportunities, and other workforce changes.	09/30/2013		
Establish a process to review management/ personnel policies, procedures, and practices to assess whether there are impediments to EEO.	09/30/2012		
Identify the management/personnel policies, procedures, and practices;	09/30/2013		
Examine policies, practices and procedures to determine whether they impede EEO.	09/30/2013		

Report of Accomplishments and Modifications to Objective

PART H.2 - Agency EEO Plan To Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency
Element E - Efficiency	Other (Please Describe)	Although the Agency has completed the implementation of hiring, promotions, selections, awards, data systems, it must establish a system to track training and education data on one central system.

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)
To identify adequate, data collection, monitoring and tracking systems through a collaborative, inclusive process involving AHR, AGC, and ACR, in accordance with EEOC, OPM, DOT, and DOI instructions and to secure resources to implement data collection, monitoring and tracking systems in accordance to MD-715.	11/30/2004	09/30/12	

Responsible Official(s)

Title	Name
Office of Civil Rights	Mamie Mallory, Acting Assistant Administrator for Civil Rights and FAA Diversity Advocate (ACR)
Office of Human Resources	Tina Amereihn, Acting Assistant Administrator for Human Resource Management (AHR)
Office of Chief Counsel	Kathryn Thomson, Chief Counsel (AGC)

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Expand Applicant Flow Data System to capture all remaining job series.	09/30/2012		

Report of Accomplishments and Modifications to Objective

AHR, AGC, and ACR are working to complete this objective

PART H.3 - Agency EEO Plan To Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency
Element B - Integration of EEO into Agency's Strategic Plan	Other (Please Describe)	The FAA funds major renovation projects to ensure compliance with Uniform Federal Accessibility Standards (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

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Fund renovation projects to ensure timely compliance with Architectural Barriers Act Accessibility Standards.	11/30/2005	09/30/2016	

Responsible Official(s)

Title	Name
Acting Manager, Compliance Team, Air Traffic Organization Facilities	Michele Jayatilaka

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Prepare a training module that will be included in the supervisory training package.	09/30/2012	No	
Facility Accessibility Program Office (FAPO) and Regional Accessibility focal points will coordinate UFAS/Section 504 Facility Surveys at all staff facilities to include budget estimates and cost of renovation projects.	09/30/2016	No	
FAPO will develop a process to measure the impact of the UFAS surveys.	09/30/2011	Yes	09/30/2011 Completed, but monitoring is ongoing

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 (ADR)” project.

UFAS / Section 504 Facility Accessibility Surveys and ABAAS Facility Accessibility Surveys continue to be conducted by FAPO. Suggested remediation for items or areas of non-compliance noted during the surveys are made in accordance with ABAAS. The Program Office conducted three ABAAS training classes for the FAA Real Estate Contracting Officers on their specific responsibilities in complying with ABAAS. 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 227 facility surveys with a total staffing of 28,267. In addition, the Terminal Facilities Group has included UFAS compliance in 103 Government Transition Evaluations and 163 Condition Assessments. A total of 493 FAA staffed facilities have been surveyed for UFAS/ ABAAS compliance.

PART H.4 - Agency EEO Plan To Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency
Element C - Management and Program Accountability	C: Agency Policies, Procedures, and Practices Are Not Regularly Reviewed	FAA has not reviewed the agency Merit Promotion Program, Employee Recognition Awards Program, and the Employee Development Training Program to determine conformity with EEO management directives.

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)
Institutionalize a process to review the FAA's above referenced programs over a three year period.	11/30/2004	09/30/2012	

Responsible Official(s)

Title	Name
Office of Civil Rights	Mamie Mallory, Acting Assistant Administrator for Civil Rights and FAA Diversity Advocate (ACR)
Office of Human Resource Management	Tina Amereihn, Acting Assistant Administrator for Human Resource Management (AHR)
Office of Chief Counsel	Kathryn Thomson, Chief Counsel (AGC)

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
ACR, AHR, and AGC will collaborate to develop a process with a timeline for reviewing agency's Merit Promotion Program, Employee Recognition Awards Program, and Employee Development Training Program and finalize the process and timeline. The process will involve	09/30/2012		

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
collecting and analyzing the data regarding these programs. ACR, AHR, and AGC may make recommendations regarding these programs.			
Conduct review of Employee Recognition Awards Program.	09/30/2013		
Conduct review of Employee Merit Promotion Program Policy and Procedures	09/30/2014		
Conduct review of Employee Development Training Programs.	09/30/2015		

Report of Accomplishments and Modifications to Objective

ACR, in concert with AGC and AHR, is working to complete this objective.

PART H.5 - Agency EEO Plan To Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency
Element D - Proactive Prevention	D: Agency Does Not Conduct Trend Analysis on Workforce Data	The agency conducted a trend analysis on some of the Workforce Major Occupations, Compensation and Reward System, but not on the Effects of Management/Personnel Policies, Procedures and Practices.

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)
Establish a process to conduct additional trend analysis of all of the workforce's major occupations, compensation and reward system,	11/30/2008	09/30/2012	

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
and the effects of management /personnel policies, procedures and practices by race, national origin, sex, and disability.			

Responsible Official(s)

Title	Name
Office of Civil Rights	Mamie Mallory, Acting Assistant Administrator for Civil Rights and FAA Diversity Advocate (ACR)
Office of Human Resources Management	Tina Amereihn, Acting Assistant Administrator for Human Resource Management (AHR)
Office of Chief Counsel	Kathryn Thomson, Chief Counsel (AGC)

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct trend analysis of the workforce’s major occupations, compensation and reward system, and the effects of management /personnel policies, procedures and practices by race, national origin, sex, and disability.	09/30/2012		
Identify the workforce’s major occupations, compensation and reward system, and the effects of management /personnel policies, procedures and practices to be reviewed.	09/30/2012		
Gather data and other information related to the impact of the workforce’s major occupations, compensation and reward system, and the effects of management /personnel policies, procedures and practices.	09/30/2013		

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Analyze data and other information related to the impact of the workforce's major occupations, compensation and reward system, and the effects of management /personnel policies, procedures and practices to be in consultation with ACR, AHR and AGC.	09/30/2013		
If any barriers are identified, create an action plan to address and eliminate the barriers, if possible, in consultation with ACR, AHR and AGC.	09/30/2013		

Report of Accomplishments and Modifications to Objective

ACR has completed a trend analysis of the workforce's major occupations, compensation and reward system, but the effects of management /personnel policies, procedures and practices by race, national origin, sex, and disability are still pending.

ACR in concert with AGC and AHR are working to complete this objective.

PART H.6 - Agency EEO Plan To Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency
Element E - Efficiency	Other (Please Describe)	In FY 2011, FAA processed 85% of its reasonable accommodation requests within 25 business days, which did not meet the EEOC's 90% requirement within the 25 business days. FAA is striving to process all reasonable accommodation requests within the time frame set forth in the agency procedures for reasonable accommodation.

Objective(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)
Establish a process to ensure that accommodation requests are processed within the 25-day time frame set forth in DOT Order 1011.1 and FAA Order 1400.12, absent extenuating circumstances.	11/30/2007	09/30/2011	09/30/2011

Responsible Official(s)

Title	Name
Office of Civil Rights	Mamie Mallory, Acting Assistant Administrator for Civil Rights and FAA Diversity Advocate (ACR)

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Update and enhance FAA's on-line reasonable accommodation tracking system to include enabling decision makers to update information throughout the entire process, through the use of DOOCR's Online Accommodation Tracking System. (OATS)	09/30/2011	Yes	09/30/2011

Report of Accomplishments and Modifications to Objective

Decision makers can update the accommodation request throughout entire process within OATS. ACR checks all accommodation requests entered into OATS on a weekly basis to ensure requests are being processed in a timely manner.

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:

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)	Table A6/B6	Aviation Safety Inspector (1825) Major Occupation	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

EEO Group	Affected By Trigger?
All Men	
All Women	Yes
Hispanic or Latino Males	Yes
Hispanic or Latino Females	
White Males	
White Females	
Black or African American Males	Yes
Black or African American Females	
Asian Males	
Asian Females	
Native Hawaiian or Other Pacific Islander Males	
Native Hawaiian or Other Pacific Islander Females	
American Indian or Alaska Native Males	
American Indian or Alaska Native Females	
Two or More Races Males	
Two or More Races Females	
Individuals with Targeted Disabilities	

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.)	No	
Grievance Data	No	
Climate Assessment Survey	Yes	
Exit Interview Data	Yes	
Interviews	Yes	
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
None	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 of the 1825 occupational series.	3/1/2012	09/30/2013	
Develop a plan to	3/1/2012	09/30/2014	

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
eliminate, when possible any identified barriers.			

Responsible Official(s)

Title	Name
Associate Administrator for Aviation Safety / Assistant Administrator for Civil Rights and FAA Diversity Advocate	Margaret Gilligan, Associate Administrator for Aviation Safety (AVS)/ Mamie Mallory, Acting Assistant Administrator for Civil Rights and FAA Diversity Advocate

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Review the results of trend analysis conducted of the 1825 occupational series to identify any potential barriers.	09/30/2012		No	
Complete barrier analysis of 1825 occupational series.	09/30/2013		No	
Develop a plan to eliminate when possible any identified barriers.	09/30/2014		No	

Report of Accomplishments and Modifications to Objective

Participated in a trend analysis of the 1825 occupational series. The trend analysis is scheduled for completion FY2012.

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)	Table A6/B6	Air Traffic Control Specialist (2152) Major Occupation	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

EEO Group	Affected By Trigger?
All Men	
All Women	
Hispanic or Latino Males	
Hispanic or Latino Females	
White Males	
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	
Native Hawaiian or Other Pacific Islander Females	
American Indian or Alaska Native Males	
American Indian or Alaska Native Females	
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	

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Complaint Data (i.e., Trends, Findings of Discrimination, etc.)	No	
Grievance Data	No	
Climate Assessment Survey	No	
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
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)
Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO.	11/30/2007	09/30/2012	
Eliminate, when possible, any barriers to EEO.	11/30/2007	09/30/2012	

Responsible Official(s)

Title	Name
ACR, EEO Outreach Office, ACR-7, in Consultation with ATO	Miriam Vega, Director, EEO Outreach Program

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO.	09/30/2012	09/30/2010	No	
Eliminate, when possible, any barriers to EEO.	09/30/2012	09/30/2010	No	

Report of Accomplishments and Modifications to Objective

ATO is focusing on reviewing, analyzing, and researching its Outreach Plan along with the recruitment and selection process to determine if there are any barriers to EEO. A barrier analysis for this MCO is scheduled for completion in FY2012.

PART I.3 - 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)	Table A6/B6	Airway Transportation System Specialist (2101)	Lower than expected for females in this occupation.

EEO Group(s) Affected by Trigger

EEO Group	Affected By Trigger?
-----------	----------------------

EEO Group	Affected By Trigger?
All Men	
All Women	Yes
Hispanic or Latino Males	
Hispanic or Latino Females	
White Males	
White Females	
Black or African American Males	
Black or African American Females	
Asian Males	
Asian Females	
Native Hawaiian or Other Pacific Islander Males	
Native Hawaiian or Other Pacific Islander Females	
American Indian or Alaska Native Males	
American Indian or Alaska Native Females	
Two or More Races Males	
Two or More Races Females	
Individuals with Targeted Disabilities	

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.)		
Grievance Data		
Climate Assessment Survey		
Exit Interview Data		

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Interviews		
Applicable Policies and Procedures		
Reports (OIG, EEOC, MSPB, GAO, etc.)		
Other (Please Describe)		

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 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)
Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO.	10/01/2009	09/30/2012	
Eliminate, when possible, any identified barriers to EEO.	10/01/2009	09/30/2012	

Responsible Official(s)

Title	Name
ACR, EEO Outreach Office, ACR-7, in Consultation with ATO	Miriam Vega, Director, EEO Outreach Program

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Review and analyze current Outreach plan and recruitment and selection process to determine if there are any barriers to EEO.	09/30/2012	10/01/2009	No	
Eliminate, when possible, any identified barriers to EEO.	09/30/2012	10/01/2009	No	

Report of Accomplishments and Modifications to Objective

ATO is focusing on reviewing, analyzing, and researching its Outreach plan along with the recruitment and selection process to determine if there are any barriers to EEO. A barrier analysis is scheduled for completion in FY12.

TAB 8

Part J

Persons W/Targeted Disabilities

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

Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of persons with targeted disabilities in order to determine whether there are any barriers.

In Sections 4 - 7, agencies with 1,000 or more permanent employees should describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for persons with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of persons with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees 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

Enter Actual Number at the...	...Beginning of FY	...End of FY	Net Change
Total Workforce	48648	48262	-386
Reportable Disability	2890	3165	275
Targeted Disability	272	284	12

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

Measures	During the Current Fiscal Year
Total Number of Applications Received from Individuals with Targeted Disabilities	978
Total Number of Selections of Individuals with Targeted Disabilities	11

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

Other Employment/Personnel Programs	Total	Reportable Disability	Targeted Disability	Not Identified	No Disability
Competitive Promotions					
Non-Competitive Promotions	1189	73	13	36	1080
Employee Career Development Programs					
Employee Career Development Programs: Grades 5 - 12					
Employee Career Development Programs: Grades 13 - 14					
Employee Career Development Programs: Grades 15 - SES					
Employee Recognition and Awards					
Time-Off Awards (Total hours awarded)	113579	7960	592	5507	100112
Cash Awards (Total \$\$\$ awarded)	14925624	734526	61000	554051	13367047
Quality-Step Increase					

PART J, SECTION 4 - Numerical Hiring Goal

Types of Numerical Goals	Goal Used?	Goal (# or %)
% of PWTD in Total Workforce	Yes	3
# of PWTD in New Hires	No	
% of PWTD in New Hires	Yes	3

PART J, SECTION 5 - Objectives

The FAA, like the DOT policy, has set a goal that 3 percent of the persons hired be persons with targeted disabilities (PWTD). PART J, SECTION 6 - Strategies

DOCR has instructed us to use the format of the Part I form to include the goals for eliminating Barriers for People with Targeted Disabilities (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:

- Collaborated with ACR, AHR, and the DOT Office of Civil Rights and Human Resources to develop our strategic plan for Executive Order 13548: Increasing Federal Employment of People with Disabilities. The DOT Plan was submitted to OPM for approval on April 11, 2011. Our plan included specific hiring goals for people with disabilities and people with targeted disabilities along with plans to create a training module for all AHR specialists on the on-the-spot hiring authority.
- Collected reports quarterly from every FAA LOB/SO that outlined specific actions taken within the LOB/SO to increase their hiring of PWTD. ACR also provided consultation to each FAA LOB/SO POC on how to hire people with disabilities.
- Gave presentation to the Regional Management Team (RMT) in the Great Lakes and Central Regional Offices on the National People with Disabilities Program as well as information on providing reasonable accommodations and hiring people with disabilities.
- Gave presentation to the Southern Regional Office to honor National Disability Employment Awareness Month to the Southern Regional Office. The event was attended by 7 managers/supervisors and 38 employees.
- Continued to send out the OPM/Bender Consulting Services Monthly registry every month to a distribution list of 25. The Registry is now online through Max Federal Community and no longer distributed every month. Use of this registry and other resources gives hiring managers access to a pool of qualified applicants with targeted disabilities who can be hired non-competitively which will in turn help the FAA reach the 3% hiring goal set by DOT.
- Sent a broadcast message in February and June 2011 to all employees to remind them that they can voluntarily update their disability status in Employee Express.
- Provided DOT with an outline of issues we are having with OATS in order to resolve the issues so that we can accurately track reasonable accommodation requests. ACR participated in the Careers and Disabled Magazine's Career Expo on November 19, 2010. 119 signatures were collected at the event. The ACR Northeast Regional Office participated in the Rochester Institute of Technology Job Fair (Disability Outreach Event) on October 10, 2010 and 62 signatures were collected at the event.
- Submitted comments on the revision of the On-the-Spot (OTS) hiring authority HR Policy, EMP-1.26h PWTD. This policy is expected to be released in FY 2012.

EEO Awareness Day: On June 14, 2010, the FAA Administrator J. Randolph Babbitt provided a video for EEO Awareness Day on the importance of EEO. Fanny Rivera, Assistant Administrator for Civil Rights and FAA Diversity Advocate, and David Grizzle, Chief Operating Officer Air Traffic Organization provided some insightful opening remarks about the importance of diversity in the Agency's success. Luke Visconti, Chief Executive Officer, Diversity Inc., also reaches more than one million unique monthly visitors and Diversity Inc. magazine has an

audited circulation of more than 340,000 people. Mr. Visconti featured some dialogue with audience through a question and answer session regarding Diversity and his work with Diversity Inc.

TAB 9

Tables by RNO and Gender A1-A14

List of Workforce Data Tables

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

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

FEDERAL AVIATION ADMINISTRATION Pay Period from 201021 to 201120

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

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					White	Black or African American		Asian		male	female	male						
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL WORKFORCE - Permanent and Temporary																		
Prior FY	#	48648	36562	12086	2331	797	29414	8331	2680	2154	1342	498	93	34	479	198	223	74
	%	100%	75.16%	24.84%	4.79%	1.64%	60.46%	17.13%	5.51%	4.43%	2.76%	1.02%	0.19%	0.07%	0.98%	0.41%	0.46%	0.15%
Current FY	#	48262	36312	11950	2391	793	29061	8215	2675	2135	1350	497	99	36	463	191	273	83
	%	100%	75.24%	24.76%	4.95%	1.64%	60.22%	17.02%	5.54%	4.42%	2.80%	1.03%	0.21%	0.07%	0.96%	0.40%	0.57%	0.17%
Nat 2k CLF	%	100%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
Org CLF	%	%	75.45%	24.55%	3.66%	1.56%	59.10%	17.72%	3.88%	2.77%	7.27%	1.97%	0.07%	0.02%	0.26%	0.13%	1.21%	0.38%
Difference	#	-386	-250	-136	60	-4	-353	-116	-5	-19	8	-1	6	2	-16	-7	50	9
Ratio Change	%	0.00%	0.08%	-0.08%	0.16%	0.00%	-0.25%	-0.10%	0.03%	0.00%	0.04%	0.01%	0.01%	0.00%	-0.03%	-0.01%	0.11%	0.02%
Net Change	%	-0.79%	-0.68%	-1.13%	2.57%	-0.50%	-1.20%	-1.39%	-0.19%	-0.88%	0.60%	-0.20%	6.45%	5.88%	-3.34%	-3.54%	22.42%	12.16%
PERMANENT WORKFORCE																		
Prior FY	#	47716	35931	11785	2276	775	28954	8131	2610	2102	1316	479	92	33	471	194	212	71
	%	100%	75.30%	24.70%	4.77%	1.62%	60.68%	17.04%	5.47%	4.41%	2.76%	1.00%	0.19%	0.07%	0.99%	0.41%	0.44%	0.15%
Current FY	#	47415	35758	11657	2354	771	28627	8009	2618	2097	1340	486	99	35	455	183	265	76
	%	100%	75.41%	24.59%	4.96%	1.63%	60.38%	16.89%	5.52%	4.42%	2.83%	1.02%	0.21%	0.07%	0.96%	0.39%	0.56%	0.16%
Difference	#	-301	-173	-128	78	-4	-327	-122	8	-5	24	7	7	2	-16	-11	53	5
Ratio Change	%	0.00%	0.11%	-0.11%	0.19%	0.00%	-0.30%	-0.15%	0.05%	0.02%	0.07%	0.02%	0.02%	0.00%	-0.03%	-0.02%	0.11%	0.01%
Net Change	%	-0.63%	-0.48%	-1.09%	3.43%	-0.52%	-1.13%	-1.50%	0.31%	-0.24%	1.82%	1.46%	7.61%	6.06%	-3.40%	-5.67%	25.00%	7.04%
TEMPORARY WORKFORCE																		
Prior FY	#	932	631	301	55	22	460	200	70	52	26	19	1	1	8	4	11	3
	%	100%	67.70%	32.30%	5.90%	2.36%	49.36%	21.46%	7.51%	5.58%	2.79%	2.04%	0.11%	0.11%	0.86%	0.43%	1.18%	0.32%
Current FY	#	847	554	293	37	22	434	206	57	38	10	11	0	1	8	8	8	7
	%	100%	65.41%	34.59%	4.37%	2.60%	51.24%	24.32%	6.73%	4.49%	1.18%	1.30%	0.00%	0.12%	0.94%	0.94%	0.94%	0.83%
Difference	#	-85	-77	-8	-18	0	-26	6	-13	-14	-16	-8	-1	0	0	4	-3	4
Ratio Change	%	0.00%	-2.30%	2.30%	-1.53%	0.24%	1.88%	2.86%	-0.78%	-1.09%	-1.61%	-0.74%	-0.11%	0.01%	0.09%	0.52%	-0.24%	0.50%
Net Change	%	-9.12%	-12.20%	-2.66%	-32.73%	0.00%	-5.65%	3.00%	-18.57%	-26.92%	-61.54%	-42.11%	-100.00%	0.00%	0.00%	100.00%	-27.27%	133.33%

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

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY																
	All	male	female	Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers	#	3955	3150	805	173	47	2569	594	260	129	71	19	7	2	53	6	17	8	
Executive/Senior Level (Grades 15 and Above)	%	100%	79.65%	20.35%	4.37%	1.19%	64.96%	15.02%	6.57%	3.26%	1.80%	0.48%	0.18%	0.05%	1.34%	0.15%	0.43%	0.20%	
Mid-Level (Grades 13-14)	#	2055	1660	395	140	28	1283	286	132	59	52	8	3	1	43	12	7	1	
	%	100%	80.78%	19.22%	6.81%	1.36%	62.43%	13.92%	6.42%	2.87%	2.53%	0.39%	0.15%	0.05%	2.09%	0.58%	0.34%	0.05%	
First-Level (Grades 12 and Below)	#	209	164	45	9	3	137	35	16	7	0	0	0	0	2	0	0	0	
	%	100%	78.47%	21.53%	4.31%	1.44%	65.55%	16.75%	7.66%	3.35%	0.00%	0.00%	0.00%	0.00%	0.96%	0.00%	0.00%	0.00%	
Other	#	10608	6980	3628	576	242	5154	2196	761	918	276	162	31	15	114	68	68	27	
	%	100%	65.80%	34.20%	5.43%	2.28%	48.59%	20.70%	7.17%	8.65%	2.60%	1.53%	0.29%	0.14%	1.07%	0.64%	0.64%	0.25%	
Officials And Managers - TOTAL	#	16827	11954	4873	898	320	9143	3111	1169	1113	399	189	41	18	212	86	92	36	
	%	100%	71.04%	28.96%	5.34%	1.90%	54.34%	18.49%	6.95%	6.61%	2.37%	1.12%	0.24%	0.11%	1.26%	0.51%	0.55%	0.21%	
2. Professionals	#	6030	4403	1627	271	101	3166	1012	357	331	523	152	8	0	49	27	29	4	
	%	100%	73.02%	26.98%	4.49%	1.67%	52.50%	16.78%	5.92%	5.49%	8.67%	2.52%	0.13%	0.00%	0.81%	0.45%	0.48%	0.07%	
3. Technicians	#	18446	15340	3106	929	194	12924	2489	840	274	340	82	36	10	143	29	128	28	
	%	100%	83.16%	16.84%	5.04%	1.05%	70.06%	13.49%	4.55%	1.49%	1.84%	0.44%	0.20%	0.05%	0.78%	0.16%	0.69%	0.15%	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Administrative Support Workers	#	1908	290	1618	21	131	181	1041	64	343	17	55	1	4	3	37	3	7	
	%	100%	15.20%	84.80%	1.10%	6.87%	9.49%	54.56%	3.35%	17.98%	0.89%	2.88%	0.05%	0.21%	0.16%	1.94%	0.16%	0.37%	
6. Craft Workers	#	107	107	0	9	0	82	0	2	0	5	0	2	0	7	0	0	0	
	%	100%	100.00%	0.00%	8.41%	0.00%	76.64%	0.00%	1.87%	0.00%	4.67%	0.00%	1.87%	0.00%	6.54%	0.00%	0.00%	0.00%	
7. Operatives	#	3966	3626	340	221	18	3104	286	181	25	56	5	10	3	41	2	13	1	
	%	100%	91.43%	8.57%	5.57%	0.45%	78.27%	7.21%	4.56%	0.63%	1.41%	0.13%	0.25%	0.08%	1.03%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
9. Service Workers	#	131	38	93	5	7	27	70	5	11	0	3	1	0	0	2	0	0	
	%	100%	29.01%	70.99%	3.82%	5.34%	20.61%	53.44%	3.82%	8.40%	0.00%	2.29%	0.76%	0.00%	0.00%	1.53%	0.00%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201120

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

GS/GM, SES AND RELATED GRADES	RACE/ETHNICITY																
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		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
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	12	6	6	0	1	5	3	1	2	0	0	0	0	0	0	0
GS-03	%	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%
GS-04	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
GS-04	%	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%
GS-05	#	294	60	234	3	18	41	170	9	35	7	7	0	1	0	1	0
GS-05	%	100%	20.41%	79.59%	1.02%	6.12%	13.95%	57.82%	3.06%	11.90%	2.38%	2.38%	0.00%	0.34%	0.00%	0.34%	0.00%
GS-06	#	239	44	195	6	18	29	128	7	37	2	7	0	1	0	4	0
GS-06	%	100%	18.41%	81.59%	2.51%	7.53%	12.13%	53.56%	2.93%	15.48%	0.84%	2.93%	0.00%	0.42%	0.00%	1.67%	0.00%
GS-07	#	731	112	619	10	56	60	360	30	152	8	27	1	1	1	20	2
GS-07	%	100%	15.32%	84.68%	1.37%	7.66%	8.21%	49.25%	4.10%	20.79%	1.09%	3.69%	0.14%	0.14%	0.14%	2.74%	0.27%
GS-08	#	689	556	133	62	10	397	93	52	20	17	5	2	1	2	0	24
GS-08	%	100%	80.70%	19.30%	9.00%	1.45%	57.62%	13.50%	7.55%	2.90%	2.47%	0.73%	0.29%	0.15%	0.29%	0.00%	3.48%
GS-09	#	1961	922	1039	83	85	673	668	103	229	37	30	6	4	7	16	13
GS-09	%	100%	47.02%	52.98%	4.23%	4.33%	34.32%	34.06%	5.25%	11.68%	1.89%	1.53%	0.31%	0.20%	0.36%	0.82%	0.66%
GS-10	#	2057	1019	1038	65	88	752	641	128	220	37	52	7	3	13	26	17
GS-10	%	100%	49.54%	50.46%	3.16%	4.28%	36.56%	31.16%	6.22%	10.70%	1.80%	2.53%	0.34%	0.15%	0.63%	1.26%	0.83%
GS-11	#	1620	1253	367	81	27	1016	267	99	55	27	9	1	2	16	2	13
GS-11	%	100%	77.35%	22.65%	5.00%	1.67%	62.72%	16.48%	6.11%	3.40%	1.67%	0.56%	0.06%	0.12%	0.99%	0.12%	0.80%
GS-12	#	9219	7401	1818	553	129	5815	1219	589	327	249	91	21	5	106	29	68
GS-12	%	100%	80.28%	19.72%	6.00%	1.40%	63.08%	13.22%	6.39%	3.55%	2.70%	0.99%	0.23%	0.05%	1.15%	0.31%	0.74%
GS-13	#	8750	6674	2076	470	107	5152	1370	482	430	422	116	22	9	76	38	50
GS-13	%	100%	76.27%	23.73%	5.37%	1.22%	58.88%	15.66%	5.51%	4.91%	4.82%	1.33%	0.25%	0.10%	0.87%	0.43%	0.57%
GS-14	#	17124	13951	3173	814	175	11641	2394	807	427	435	117	30	6	164	40	60
GS-14	%	100%	81.47%	18.53%	4.75%	1.02%	67.98%	13.98%	4.71%	2.49%	2.54%	0.68%	0.18%	0.04%	0.96%	0.23%	0.35%
GS-15	#	4344	3459	885	186	52	2814	644	284	148	92	24	7	2	58	7	18
GS-15	%	100%	79.63%	20.37%	4.28%	1.20%	64.78%	14.83%	6.54%	3.41%	2.12%	0.55%	0.16%	0.05%	1.34%	0.16%	0.41%
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified)	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Executive Service	#	190	129	61	5	4	107	48	12	8	2	1	0	0	3	0	0
Senior Executive Service	%	100%	67.89%	32.11%	2.63%	2.11%	56.32%	25.26%	6.32%	4.21%	1.05%	0.53%	0.00%	0.00%	1.58%	0.00%	0.00%

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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			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	
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
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-03	12	0.03%	6	0.02%	6	0.05%	0	0.00%	1	0.13%	5	0.02%	3	0.04%	1	0.02%	2	0.10%
GS-04	1	0.00%	0	0.00%	1	0.01%	0	0.00%	0	0.00%	1	0.01%	0	0.00%	0	0.00%	0	0.00%
GS-05	294	0.62%	60	0.17%	234	2.01%	3	0.13%	18	2.34%	41	0.14%	170	2.12%	9	0.35%	35	1.67%
GS-06	239	0.51%	44	0.12%	195	1.67%	6	0.26%	18	2.34%	29	0.10%	128	1.60%	7	0.27%	37	1.77%
GS-07	731	1.55%	112	0.31%	619	5.32%	10	0.43%	56	7.27%	60	0.21%	360	4.50%	30	1.15%	152	7.27%
GS-08	689	1.46%	556	1.56%	133	1.14%	62	2.65%	10	1.30%	397	1.39%	93	1.16%	52	2.00%	20	0.96%
GS-09	1961	4.15%	922	2.59%	1039	8.92%	83	3.55%	85	11.04%	673	2.36%	668	8.34%	103	3.96%	229	10.96%
GS-10	2057	4.36%	1019	2.86%	1038	8.91%	65	2.78%	88	11.43%	752	2.64%	641	8.01%	128	4.92%	220	10.53%
GS-11	1620	3.43%	1253	3.52%	367	3.15%	81	3.46%	27	3.51%	1016	3.56%	267	3.33%	99	3.80%	55	2.63%
GS-12	9219	19.52%	7401	20.80%	1818	15.61%	553	23.65%	129	16.75%	5815	20.40%	1219	15.23%	589	22.63%	327	15.65%
GS-13	8750	18.53%	6674	18.75%	2076	17.83%	470	20.10%	107	13.90%	5152	18.08%	1370	17.11%	482	18.52%	430	20.57%
GS-14	17124	36.26%	13951	39.20%	3173	27.25%	814	34.82%	175	22.73%	11641	40.84%	2394	29.90%	807	31.00%	427	20.43%
GS-15	4344	9.20%	3459	9.72%	885	7.60%	186	7.96%	52	6.75%	2814	9.87%	644	8.04%	284	10.91%	148	7.08%
All other (unspecified)	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%
Senior Executive Service	190	0.40%	129	0.36%	61	0.52%	5	0.21%	4	0.52%	107	0.38%	48	0.60%	12	0.46%	8	0.38%
TOTAL	47231	100.00%	35586	100.00%	11645	100.00%	2338	100.00%	770	100.00%	28502	100.00%	8006	100.00%	2603	100.00%	2090	100.00%

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

Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																		
	TOTAL EMPLOYEES						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	Hispanic or Latino	male	female	White	female	male	female	male	female	male	female	male	female	male	female	
	#	%	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	
INFORMATION TECHNOLOGIST (0334)	#	1709	1195	514	63	22	908	344	119	95	70	39	4	0	20	14	11	0	
Occupational CLF	%	100%	69.92%	30.08%	3.69%	1.29%	53.13%	20.13%	6.96%	5.56%	4.10%	2.28%	0.23%	0.00%	1.17%	0.82%	0.64%	0.00%	
GENERAL ENGINEERING (0801)	#	844	713	131	52	11	494	64	62	36	98	18	0	0	5	2	2	0	
Occupational CLF	%	100%	84.48%	15.52%	6.16%	1.30%	58.53%	7.58%	7.35%	4.27%	11.61%	2.13%	0.00%	0.00%	0.59%	0.24%	0.24%	0.00%	
CIVIL ENGINEERING (0810)	#	405	350	55	39	6	241	33	21	8	42	8	2	0	1	0	4	0	
Occupational CLF	%	100%	86.42%	13.58%	9.63%	1.48%	59.51%	8.15%	5.19%	1.98%	10.37%	1.98%	0.49%	0.00%	0.25%	0.00%	0.99%	0.00%	
ELECTRONICS ENGINEERING (0855)	#	834	750	84	53	12	469	34	65	15	151	22	1	0	11	1	0	0	
Occupational CLF	%	100%	89.93%	10.07%	6.35%	1.44%	56.24%	4.08%	7.79%	1.80%	18.11%	2.64%	0.12%	0.00%	1.32%	0.12%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861)	#	763	653	110	33	8	494	80	38	9	79	13	1	0	4	0	4	0	
Occupational CLF	%	100%	85.58%	14.42%	4.33%	1.05%	64.74%	10.48%	4.98%	1.18%	10.35%	1.70%	0.13%	0.00%	0.52%	0.00%	0.52%	0.00%	
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	#	458	283	175	37	12	201	104	28	48	12	6	0	3	4	1	1	1	
Occupational CLF	%	100%	61.79%	38.21%	8.08%	2.62%	43.89%	22.71%	6.11%	10.48%	2.62%	1.31%	0.00%	0.66%	0.87%	0.22%	0.22%	0.22%	
AVIATION SAFETY INSPECTOR (1825)	#	4320	3989	331	230	13	3439	293	188	12	58	6	9	3	49	4	16	0	
Occupational CLF	%	100%	92.34%	7.66%	5.32%	0.30%	79.61%	6.78%	4.35%	0.28%	1.34%	0.14%	0.21%	0.07%	1.13%	0.09%	0.37%	0.00%	
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	#	6164	5619	545	509	36	4208	371	499	84	221	34	25	2	99	10	58	8	
Occupational CLF	%	100%	91.16%	8.84%	8.26%	0.58%	68.27%	6.02%	8.10%	1.36%	3.59%	0.55%	0.41%	0.03%	1.61%	0.16%	0.94%	0.13%	
AIR TRAFFIC CONTROL SPECIALIST (2152)	#	20115	16748	3367	1030	210	14107	2726	934	290	339	78	40	9	167	24	131	30	
Occupational CLF	%	100%	83.26%	16.74%	5.12%	1.04%	70.13%	13.55%	4.64%	1.44%	1.69%	0.39%	0.20%	0.04%	0.83%	0.12%	0.65%	0.15%	

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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													
	All	male	female	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		
INFORMATION TECHNOLOGIST (0334)																		
	#	32	28	4	2	0	20	3	1	1	4	0	0	0	0	0	1	0
Accessions	%	100%	87.50%	12.50%	6.25%	0.00%	62.50%	9.38%	3.13%	3.13%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	3.13%	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%
GENERAL ENGINEERING (0801)																		
	#	23	19	4	1	0	15	2	1	1	2	1	0	0	0	0	0	0
Accessions	%	100%	82.61%	17.39%	4.35%	0.00%	65.22%	8.70%	4.35%	4.35%	8.70%	4.35%	0.00%	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%
CIVIL ENGINEERING (0810)																		
	#	17	15	2	0	0	11	2	0	0	4	0	0	0	0	0	0	0
Accessions	%	100%	88.24%	11.76%	0.00%	0.00%	64.71%	11.76%	0.00%	0.00%	23.53%	0.00%	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%
ELECTRONICS ENGINEERING (0855)																		
	#	15	15	0	1	0	11	0	2	0	1	0	0	0	0	0	0	0
Accessions	%	100%	100.00%	0.00%	6.67%	0.00%	73.33%	0.00%	13.33%	0.00%	6.67%	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%
AEROSPACE ENGINEERING (0861)																		
	#	27	21	6	2	1	16	5	1	0	1	0	0	0	0	0	1	0
Accessions	%	100%	77.78%	22.22%	7.41%	3.70%	59.26%	18.52%	3.70%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%	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%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)																		
	#	14	11	3	1	0	10	2	0	1	0	0	0	0	0	0	0	0
Accessions	%	100%	78.57%	21.43%	7.14%	0.00%	71.43%	14.29%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
AVIATION SAFETY INSPECTOR (1825)																		
	#	115	102	13	8	0	87	13	6	0	0	0	0	0	1	0	0	0
Accessions	%	100%	88.70%	11.30%	6.96%	0.00%	75.65%	11.30%	5.22%	0.00%	0.00%	0.00%	0.00%	0.87%	0.00%	0.00%	0.00%	
CLF	#	100%	83.84%	16.16%	7.32%	1.65%	65.31%	10.99%	7.69%	2.72%	1.64%	0.31%	0.10%	0.00%	0.51%	0.18%	1.26%	0.31%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)																		
	#	302	294	8	28	0	229	5	17	2	9	0	1	0	2	0	8	1
Accessions	%	100%	97.35%	2.65%	9.27%	0.00%	75.83%	1.66%	5.63%	0.66%	2.98%	0.00%	0.33%	0.00%	0.66%	0.00%	2.65%	0.33%
CLF	#	100%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
AIR TRAFFIC CONTROL SPECIALIST (2152)																		
	#	650	543	107	56	9	406	79	36	13	14	3	1	0	2	0	28	3
Accessions	%	100%	83.54%	16.46%	8.62%	1.38%	62.46%	12.15%	5.54%	2.00%	2.15%	0.46%	0.15%	0.00%	0.31%	0.00%	4.31%	0.46%
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%

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

Employment Tenure	RACE/ETHNICITY																		
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	1144	864	280	68	12	673	192	64	56	35	13	2	1	7	1	15	5	
	%	100%	75.52%	24.48%	5.94%	1.05%	58.83%	16.78%	5.59%	4.90%	3.06%	1.14%	0.17%	0.09%	0.61%	0.09%	1.31%	0.44%	
Temporary	#	1162	867	295	75	27	658	206	73	35	24	12	2	2	5	6	30	7	
	%	100%	74.61%	25.39%	6.45%	2.32%	56.63%	17.73%	6.28%	3.01%	2.07%	1.03%	0.17%	0.17%	0.43%	0.52%	2.58%	0.60%	
TOTAL	#	2306	1731	575	143	39	1331	398	137	91	59	25	4	3	12	7	45	12	
	%	100%	75.07%	24.93%	6.20%	1.69%	57.72%	17.26%	5.94%	3.95%	2.56%	1.08%	0.17%	0.13%	0.52%	0.30%	1.95%	0.52%	
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

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

Permanent Workforce		RACE/ETHNICITY																			
		TOTAL WORKFORCE						Non- Hispanic or Latino													
		Hispanic or Latino			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career Ladder Promotions	#	1189	880	309	88	28	650	198	90	56	32	13	3	2	10	8	7	4			
	%	100%	74.01%	25.99%	7.40%	2.35%	54.67%	16.65%	7.57%	4.71%	2.69%	1.09%	0.25%	0.17%	0.84%	0.67%	0.59%	0.34%			
Time in grade in excess of miniumum																					
1-12 Months	#	133	99	34	11	4	60	21	16	5	9	3	0	0	2	1	1	0			
	%	100%	74.44%	25.56%	8.27%	3.01%	45.11%	15.79%	12.03%	3.76%	6.77%	2.26%	0.00%	0.00%	1.50%	0.75%	0.75%	0.00%			
13-24 Months	#	30	23	7	1	2	18	4	3	1	0	0	0	0	1	0	0	0			
	%	100%	76.67%	23.33%	3.33%	6.67%	60.00%	13.33%	10.00%	3.33%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%			
25 + months	#	99	81	18	2	2	72	15	3	1	1	0	1	0	1	0	1	0			
	%	100%	81.82%	18.18%	2.02%	2.02%	72.73%	15.15%	3.03%	1.01%	1.01%	0.00%	1.01%	0.00%	1.01%	0.00%	1.01%	0.00%			

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2010-10-01 TO 2011-09-30)

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		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours																			
	#	7483	5441	2042	283	163	4572	1470	343	296	125	50	11	3	65	49	42	11	
Total Time-Off Awards Given	%	100%	72.71%	27.29%	3.78%	2.18%	61.10%	19.64%	4.58%	3.96%	1.67%	0.67%	0.15%	0.04%	0.87%	0.65%	0.56%	0.15%	
Total Hours		46015	33312	12703	1770	896	27950	9084	2108	1970	767	362	48	16	413	301	256	74	
Average Hours		6	6	6	6	5	6	6	6	7	6	7	4	5	6	6	6	7	
Time-Off Awards - 9+ hours																			
	#	3653	2380	1273	109	67	2025	884	139	243	64	56	2	6	23	15	18	2	
Total Time-Off Awards Given	%	100%	65.15%	34.85%	2.98%	1.83%	55.43%	24.20%	3.81%	6.65%	1.75%	1.53%	0.05%	0.16%	0.63%	0.41%	0.49%	0.05%	
Total Hours		67564	42800	24764	1933	1421	36585	17245	2488	4530	1059	1113	28	104	385	319	322	32	
Average Hours		18	18	19	18	21	18	20	18	19	17	20	14	17	17	21	18	16	
Cash Awards - \$100 - \$500																			
	#	6282	4368	1914	273	133	3578	1316	270	342	153	59	11	5	54	48	29	11	
Total Cash Awards Given	%	100%	69.53%	30.47%	4.35%	2.12%	56.96%	20.95%	4.30%	5.44%	2.44%	0.94%	0.18%	0.08%	0.86%	0.76%	0.46%	0.18%	
Total Amount		\$2,282,349	\$1,550,627	\$731,722	\$96,669	\$48,255	\$1,261,094	\$500,003	\$101,490	\$133,954	\$57,169	\$24,273	\$3,300	\$2,250	\$20,603	\$18,685	\$10,300	\$4,300	
Average Amount		\$363	\$355	\$382	\$354	\$363	\$352	\$380	\$376	\$392	\$374	\$411	\$300	\$450	\$382	\$389	\$355	\$391	
Cash Awards - \$501+																			
	#	6325	3895	2430	230	145	3084	1604	332	524	162	96	5	6	62	39	20	16	
Total Cash Awards Given	%	100%	61.58%	38.42%	3.64%	2.29%	48.76%	25.36%	5.25%	8.28%	2.56%	1.52%	0.08%	0.09%	0.98%	0.62%	0.32%	0.25%	
Total Amount		\$12,643,275	\$9,183,619	\$3,459,656	\$393,924	\$168,881	\$7,570,092	\$2,339,488	\$834,799	\$699,113	\$204,157	\$119,550	\$6,750	\$5,354	\$123,795	\$109,824	\$50,104	\$17,450	
Average Amount		\$1,999	\$2,358	\$1,424	\$1,713	\$1,165	\$2,455	\$1,459	\$2,514	\$1,334	\$1,260	\$1,245	\$1,350	\$892	\$1,997	\$2,816	\$2,505	\$1,091	
Senior Executive Service Performance Awards																			
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Cash Awards Given	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Quality Step Increases(QSI)																			
	#	20	16	4	0	0	14	2	1	1	1	1	0	0	0	0	0	0	
Total QSIs Awarded	%	100%	80.00%	20.00%	0.00%	0.00%	70.00%	10.00%	5.00%	5.00%	5.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Benefit		\$48,119	\$42,487	\$5,632	\$0	\$0	\$37,671	\$2,404	\$3,590	\$2,097	\$1,226	\$1,131	\$0	\$0	\$0	\$0	\$0	\$0	
Average Benefit		\$2,406	\$2,655	\$1,408	\$0	\$0	\$2,691	\$1,202	\$3,590	\$2,097	\$1,226	\$1,131	\$0	\$0	\$0	\$0	\$0	\$0	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2010-10-01 TO 2011-09-30)

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

Type of Separation	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	White	female	male	female	male	female	male	female	male	female	male	female	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Voluntary	#	2233	1676	557	83	35	1408	394	109	85	33	20	4	1	30	13	9	9
	%	100%	75.06%	24.94%	3.72%	1.57%	63.05%	17.64%	4.88%	3.81%	1.48%	0.90%	0.18%	0.04%	1.34%	0.58%	0.40%	0.40%
Involuntary	#	134	100	34	4	5	73	20	11	8	7	0	0	1	0	4	1	
	%	100%	74.63%	25.37%	2.99%	3.73%	54.48%	14.93%	8.21%	5.97%	5.22%	0.00%	0.00%	0.00%	0.75%	0.00%	2.99%	0.75%
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%	
Total separation	#	2367	1776	591	87	40	1481	414	120	93	40	20	4	1	31	13	13	10
	%	100%	75.03%	24.97%	3.68%	1.69%	62.57%	17.49%	5.07%	3.93%	1.69%	0.84%	0.17%	0.04%	1.31%	0.55%	0.55%	0.42%

TAB 10

Tables by Disability

B1-B14

List of Workforce Data Tables

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****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 201021 to 201120

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	48648	43933	1825	2890	272	23	25	14	54	18	41	4	88	5
	%	100%	90.31%	3.75%	5.94%	0.56%	0.05%	0.05%	0.03%	0.11%	0.04%	0.08%	0.01%	0.18%	0.01%
Current FY	#	48262	43235	1862	3165	284	21	25	16	60	16	41	2	98	5
	%	100%	89.58%	3.86%	6.56%	0.59%	0.04%	0.05%	0.03%	0.12%	0.03%	0.08%	0.00%	0.20%	0.01%
Federal High (FY08)	#					2.95%									
Difference	#	-386	-698	37	275	12	-2	0	2	6	-2	0	-2	10	0
Ratio Change	%	0.00%	-0.72%	0.11%	0.62%	0.03%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.02%	0.00%
Net Change	%	-0.79%	-1.59%	2.03%	9.52%	4.41%	-8.70%	0.00%	14.29%	11.11%	-11.11%	0.00%	-50.00%	11.36%	0.00%
PERMANENT WORKFORCE															
Prior FY	#	47716	43132	1769	2815	263	23	25	14	52	18	39	4	83	5
	%	100%	90.39%	3.71%	5.90%	0.55%	0.05%	0.05%	0.03%	0.11%	0.04%	0.08%	0.01%	0.17%	0.01%
Current FY	#	47415	42513	1826	3076	277	21	25	16	59	16	40	2	93	5
	%	100%	89.66%	3.85%	6.49%	0.58%	0.04%	0.05%	0.03%	0.12%	0.03%	0.08%	0.00%	0.20%	0.01%
Difference	#	-301	-619	57	261	14	-2	0	2	7	-2	1	-2	10	0
Ratio Change	%	0.00%	-0.73%	0.14%	0.59%	0.03%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%
Net Change	%	-0.63%	-1.44%	3.22%	9.27%	5.32%	-8.70%	0.00%	14.29%	13.46%	-11.11%	2.56%	-50.00%	12.05%	0.00%
TEMPORARY WORKFORCE															
Prior FY	#	932	801	56	75	9	0	0	0	2	0	2	0	5	0
	%	100%	85.94%	6.01%	8.05%	0.97%	0.00%	0.00%	0.00%	0.21%	0.00%	0.21%	0.00%	0.54%	0.00%
Current FY	#	847	722	36	89	7	0	0	0	1	0	1	0	5	0
	%	100%	85.24%	4.25%	10.51%	0.83%	0.00%	0.00%	0.00%	0.12%	0.00%	0.12%	0.00%	0.59%	0.00%
Difference	#	-85	-79	-20	14	-2	0	0	0	-1	0	-1	0	0	0
Ratio Change	%	0.00%	-0.70%	-1.76%	2.46%	-0.14%	0.00%	0.00%	0.00%	-0.10%	0.00%	-0.10%	0.00%	0.05%	0.00%
Net Change	%	-9.12%	-9.86%	-35.71%	18.67%	-22.22%	0.00%	0.00%	0.00%	-50.00%	0.00%	-50.00%	0.00%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201120

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

Occupational Category		Total by Disability Status					Detail for Targeted Disabilities									
		Total	(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	
INFORMATION TECHNOLOGIST (0334)	#	1709	1483	81	145	20	1	3	1	3	2	2	0	8	0	
	%	100%	86.78%	4.74%	8.48%	1.17%	0.06%	0.18%	0.06%	0.18%	0.12%	0.12%	0.00%	0.47%	0.00%	
GENERAL ENGINEERING (0801)	#	844	778	26	40	6	0	0	1	1	2	0	0	2	0	
	%	100%	92.18%	3.08%	4.74%	0.71%	0.00%	0.00%	0.12%	0.12%	0.24%	0.00%	0.00%	0.24%	0.00%	
CIVIL ENGINEERING (0810)	#	405	348	31	26	1	0	0	0	0	0	0	0	1	0	
	%	100%	85.93%	7.65%	6.42%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	
ELECTRONICS ENGINEERING (0855)	#	834	769	20	45	5	0	1	0	2	0	2	0	0	0	
	%	100%	92.21%	2.40%	5.40%	0.60%	0.00%	0.12%	0.00%	0.24%	0.00%	0.24%	0.00%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861)	#	763	677	44	42	5	0	0	0	1	1	1	0	2	0	
	%	100%	88.73%	5.77%	5.50%	0.66%	0.00%	0.00%	0.00%	0.13%	0.13%	0.13%	0.00%	0.26%	0.00%	
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	#	458	370	41	47	1	0	0	0	1	0	0	0	0	0	
	%	100%	80.79%	8.95%	10.26%	0.22%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	
AVIATION SAFETY INSPECTOR (1825)	#	4320	3599	271	450	12	1	2	1	2	0	0	0	5	1	
	%	100%	83.31%	6.27%	10.42%	0.28%	0.02%	0.05%	0.02%	0.05%	0.00%	0.00%	0.00%	0.12%	0.02%	
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	#	6164	5338	286	540	28	2	4	1	4	0	4	0	13	0	
	%	100%	86.60%	4.64%	8.76%	0.45%	0.03%	0.06%	0.02%	0.06%	0.00%	0.06%	0.00%	0.21%	0.00%	
AIR TRAFFIC CONTROL SPECIALIST (2152)	#	20115	19286	312	517	39	1	0	7	9	3	4	0	15	0	
	%	100%	95.88%	1.55%	2.57%	0.19%	0.00%	0.00%	0.03%	0.04%	0.01%	0.02%	0.00%	0.07%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2010-10-01 TO 2011-09-30)

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

Occupational Category	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
INFORMATION TECHNOLOGIST (0334)															
Accessions	#	32	27	4	1	0	0	0	0	0	0	0	0	0	0
	%	100%	84.38%	12.50%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GENERAL ENGINEERING (0801)															
Accessions	#	23	21	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	91.30%	0.00%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CIVIL ENGINEERING (0810)															
Accessions	#	17	9	5	3	0	0	0	0	0	0	0	0	0	0
	%	100%	52.94%	29.41%	17.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ELECTRONICS ENGINEERING (0855)															
Accessions	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AEROSPACE ENGINEERING (0861)															
Accessions	#	27	23	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	85.19%	14.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)															
Accessions	#	14	11	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	78.57%	7.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AVIATION SAFETY INSPECTOR (1825)															
Accessions	#	115	101	8	6	0	0	0	0	0	0	0	0	0	0
	%	100%	87.83%	6.96%	5.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)															
Accessions	#	302	253	14	35	1	0	0	1	0	0	0	0	0	0
	%	100%	83.77%	4.64%	11.59%	0.33%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AIR TRAFFIC CONTROL SPECIALIST (2152)															
Accessions	#	650	620	13	17	1	0	0	0	0	0	0	0	1	0
	%	100%	95.38%	2.00%	2.62%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2010-10-01 TO 2011-09-30)

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

Type of Appointment	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Permanent	#	1144	906	125	113	11	0	1	1	2	1	1	0	5	0
	%	100%	79.20%	10.93%	9.88%	0.96%	0.00%	0.09%	0.09%	0.17%	0.09%	0.09%	0.00%	0.44%	0.00%
Temporary	#	1162	1065	35	62	3	0	0	0	0	0	0	0	3	0
	%	100%	91.65%	3.01%	5.08%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%
Total	#	2306	1971	160	175	14	0	1	1	2	1	1	0	8	0
	%	100%	85.47%	6.94%	6.98%	0.61%	0.00%	0.04%	0.04%	0.09%	0.04%	0.04%	0.00%	0.35%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2010-10-01 TO 2011-09-30)

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

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
Voluntary	#	2233	1969	79	185	13	0	3	1	1	1	1	1	5	0
	%	100%	88.18%	3.54%	8.28%	0.58%	0.00%	0.13%	0.04%	0.04%	0.04%	0.04%	0.04%	0.22%	0.00%
Involuntary	#	134	114	4	16	2	0	0	0	0	0	1	0	1	0
	%	100%	85.07%	2.99%	11.94%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.75%	0.00%	0.75%	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	#	2367	2083	83	201	15	0	3	1	1	1	2	1	6	0
	%	100%	88.00%	3.51%	8.49%	0.63%	0.00%	0.13%	0.04%	0.04%	0.04%	0.08%	0.04%	0.25%	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
1. WORK FORCE				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
2. COUNSELOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
3. INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

B. AGENCY & CONTRACT STAFF TRAINING

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

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: _____

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

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

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

4. WHO DOES THAT PERSON REPORT TO?
PERSON: _____
TITLE: _____

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(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

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

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

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

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

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

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

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		\$
1. BACK PAY/FRONT PAY		\$
2. LUMP SUM PAYMENT		\$
3. COMPENSATORY DAMAGES		\$
4. ATTORNEY FEES AND COSTS		\$
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT		
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
1. HIRES		
a. RETROACTIVE		
b. NON-RETROACTIVE		
2. PROMOTIONS		
a. RETROACTIVE		
b. NON-RETROACTIVE		
3. EXPUNGEMENTS		
4. REASSIGNMENTS		
5. REMOVALS RESCINDED		
a. REINSTATEMENT		
b. VOLUNTARY RESIGNATION		
6. ACCOMMODATIONS		
7. TRAINING		
8. APOLOGY		
9. DISCIPLINARY ACTIONS		
a. RESCINDED		
b. MODIFIED		
10. PERFORMANCE EVALUATION MODIFIED		
11. LEAVE RESTORED		
12		
13		
14		

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AGENCY OR DEPARTMENT:

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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:

REPORTING PERIOD: FY

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

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

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, 2010 through September 30, 2011, 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 2011 report (with the PIN entered) is due on or before October 31, 2011.

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 2011



**FAA
Air Traffic Organization**

In FY 2011 the Facility Accessibility Program Office:

- Conducted 25 UFAS / Section 504 or ABAAS Facility Accessibility Surveys and transmitted the reports to the facility managers and Program Offices;
- Disseminated GSA / Access Board implementation information and requirements for the Architectural Barriers Act Accessibility Standard (ABAAS);
- Conducted three 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.

The “Target Date for Completion” has been extended based on En Route and Oceanic Services schedule estimate for the completion of the “Administrative Wing Renovation and Expansion (ADR)” project.

Conducted 25 UFAS / Section 504 or ABAAS Facility Accessibility Surveys and transmitted the reports to the facility managers and Program Offices:

The Facility Accessibility Program Office conducted 25 UFAS / Section 504 or ABAAS Facility Accessibility Surveys and transmitted the reports to the facility managers and Program Offices during FY 2011. The twenty five surveyed facilities had a combined staffing of 1237. The surveyed facilities were office spaces and air traffic control facilities. Construction of these facilities was completed between from the early 1950’s 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>
New FAA Command Center	200
South Bend SSC	12
DuPage FSDO	33
Milwaukee FSDO	30
Potomac Consolidated Tracon	292
Detroit PSC	27
East Michigan FSDO	108
Detroit MISO	3
Battle Creek FIFO	37
Grand Rapids FSDO	21
South Bend FSDO	17
Indianapolis FSDO	100
United CMO	40
San Jose FSDO	30
San Jose SSC	11
Oakland FSDO	18
Sacramento FSDO	35
Sacramento FIFO	28
Alaska Airlines CMO	32
Ketchikan FSS	8
Ketchikan SSC	9
Juneau FSDO	17
Dallas FSDO	55
Dallas / Fort Worth IFO	25
Southwest Airlines CMO	<u>49</u>
	1237

The reports that were transmitted to the facility managers and Program Offices included a spreadsheet of items not in compliance with UFAS / ABAAS and items were that designated as “Section 504” which would be required to ensure Program Access at the facility. The reports

included suggested remediations per ABAAS. The Section 504 items were designated separately to allow those items to be prioritized and expedited to provide Program Access for the facility. In general, the facilities had structural modifications made to provide access for people with disabilities. Due to geographic dispersion, facility layout and purpose, and age of the facilities, the facility modifications varied both in their adherence to UFAS / ABAAS and in scope. The facilities built or modified after UFAS and ABAAS training was provided by the Facility Accessibility Program Office have been substantially in compliance with the applicable accessibility standard. To date the Facility Accessibility Program Office and the Regional Accessibility Focal Points have conducted 227 facility surveys with a total staffing of 28,267. In addition, the Terminal Facilities Group has included UFAS / ABAAS compliance in 103 Government Transition Evaluations and 163 Condition Assessments. A total of 493 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 three classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS:

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

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

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

TAB 13

FAA Organization Chart

