



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2014

EEOC Forms and Documents Included in this Report

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TAB 1

Parts A-D
Agency Information

Department of Transportation

Federal Aviation Administration MD 715 - 2014

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 (xxxxxx-xxxx)	CPDF Code (xxxx)	FIPS Code
Department of Transportation	Federal Aviation Administration	800 Independence Avenue SW	Washington	DC	20591		

PART B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Non-Appropriated Workforce	Total Workforce
Number of Employees	45,028	533	0	45,561

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

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

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

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Mamie W. Mallory	Assistant Administrator, Office of Civil Rights	0340	EV/SES 01	202-267-8087	Mamie.Mallory@faa.gov
Title VII Affirmative EEO Program Official	Harnetta Williams	Director, National EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Section 501 Affirmative Action Program Official	Harnetta Williams	Director, National EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@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)	Sadie Alvarado	National Hispanic Employment Program Manager (HEP)	0260	J band	202-385-8130	Sadie.Alvarado@faa.gov
Women's Program Manager (SEPM)	Deena Collier	National Federal Women's Program Manager (FWP)	0260	J band	202-385-8128	Deena.Collier@faa.gov
Disability Program Manager (SEPM)	Michael Looney	National People with Disabilities Program Manager (PWD)	0260	J band	202-385-8127	Michael.Looney@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
ADR Program Manager	Harnetta Williams	Director, National EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Compliance Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Principal MD-715 Preparer	Yvette Aine	Principal MD-715 Preparer	0343	J band	202-267-9928	Yvette.Aine@faa.gov

PART D- Forms/Documents Included with This Report

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

Is the following Form or Document Uploaded?	(Please respond "Yes" or "No")	Comments
EEO Strategic Plan	Yes	
Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

TAB 2

**Part E
Executive Summary**

PART 1 - Executive Summary: Mission

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

Results of the Agency's Annual Self-Assessment

The agency conducted its annual self-assessment against the Management Directive (MD) 715 "Essential Elements." FAA has met almost all of the measures successfully. The following summarizes the agency's FY 2014 Equal Employment Opportunity (EEO) self-assessment results.

Essential Element A: Demonstrated Commitment from Agency Leadership

- In 2014, Administrator Huerta affirmed his commitment to EEO and diversity at the FAA by issuing new policy statements on Non-Discrimination and The Prevention of Harassment.
- Annually, FAA issues a reminder to all management regarding their responsibilities to communicate their commitment to post EEO materials throughout their organization. FAA websites also contain all pertinent legally required information on EEO Programs.
- FAA conducted extensive training to ensure that managers and supervisors are aware of their responsibilities to provide employees reasonable accommodations and report requests in a timely manner.
- Senior leadership participation in the EEO Diversity and Inclusion Action Committee strongly demonstrates commitment.

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

- The Assistant Administrator for Civil Rights (ACR-1) is under the direct supervision of the Agency Head (AOA-1). FAA also has eight field EEO Directors that are direct reports to ACR-1.
- ACR-1 attends weekly meetings to inform AOA-1 and other top management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO program.
- ACR participates in recruitment strategies and receives funds to conduct outreach and targeted recruitment. ACR, with the FAA Office of Human Resources (AHR), was

intricately involved in ongoing discussions regarding Air Traffic Controller hiring procedures and hiring sources (succession planning) in FY 2014.

- A barrier analysis of the Aviation Safety Inspector (1825) occupation series was conducted, and FAA is currently finalizing the report.

Essential Element C: Management and Program Accountability

- ACR-1 chairs a bi-monthly EEO Diversity and Inclusion Action Committee meeting, with the primary purpose of monitoring EEO programs and developing short and long-term goals to meet EEO and diversity and inclusion requirements. This committee includes an executive representative from each line of business and staff office (LOB/SO).
- ACR-1 conducts ad hoc meetings with the heads of each LOB to discuss EEO activity within their organization. Additionally, there are weekly meetings between ACR, AHR and the Office of the Chief Counsel (AGC) to discuss EEO matters.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- FAA continues to evaluate barriers to the realization of a Model EEO Program. FAA procured a contractor to conduct a barrier analysis on all of its major occupations hiring processes. Barrier analyses have been completed on two major occupations: Air Traffic Control Specialist (2152) Phase 1 and Aviation Safety Inspector (1825). Agency officials from the Air Traffic Organization (ATO), Aviation Safety (AVS), AHR, and AGC were consulted throughout the process.
- EEO data is tracked continuously to enable the FAA to conduct a thorough statistical analysis that looks at the impact of policies, practices, and procedures on EEO.
- FAA has a very engaging training program. Each LOB/SO placed a goal in their FY 2014 business plan to ensure that 60% of management and 10% of employees complete EEO Training. FAA exceeded this goal.
- FAA has a very robust Alternative Dispute Resolution (ADR) program. Each LOB/SO placed a goal in their FY 2014 business plan to ensure that 60% of all managers engaged in mediation when employees request. FAA exceeded this goal.

Essential Element E: Efficiency

- FAA utilizes the iComplaint system that was selected by DOT as its complaint tracking system. FAA also utilizes the e-Complaint on-line system to provide employees 24/7 on-line access to file an EEO complaint. These systems contribute to FAA's timely processing of EEO counselings and other EEO activities. ACR prepares a quarterly report (documenting activity and complaint bases) for distribution to the heads of each LOB/SO.
- FAA has full-time dedicated EEO Counselors, a small cadre of collateral duty Counselors, and Contractor EEO Counselors and Mediators who receive annual training to ensure their skills and knowledge are current and relevant.
- FAA complies with EEO complaint data collection requirements and conducts quarterly data analysis of EEO complaints to identify trends in a timely manner.

Essential Element F: Responsiveness and Legal Compliance

- FAA posted statistical complaint data on the website in compliance with the No FEAR Act requirements.
- The FAA implements necessary corrective actions such as facility postings, trainings, and reviews disciplinary actions as appropriate in a timely manner.

Executive Summary: Workforce Analyses

In FY 2014 FAA had a total workforce of 45,561 compared to the 45,869 employees in FY 2013.

Total Workforce by RNO – FAA

	Participation Rate for FY 2014		2010 CLF
	#	%	
Males	34,608	75.96%	51.86%
Females	10,953	24.04%	48.14%
Hispanic or Latino Males	2,448	5.37%	5.17%
Hispanic or Latino Females	784	1.72%	4.79%
White Males	27,155	59.60%	38.33%
White Females	7,358	16.15%	34.03%
Black or African American Males	2,741	6.02%	5.49%
Black or African American Females	2,020	4.43%	6.53%
Asian Males	1,489	3.27%	1.97%
Asian Females	520	1.14%	1.93%
NHOPI Males	135	0.30%	0.07%
NHOPI Females	41	0.09%	0.07%
AIAN Males	520	1.14%	0.55%
AIAN Females	187	0.41%	0.53%
Two or More Races Males	120	0.26%	0.26%
Two or More Races Females	43	0.09%	0.28%
Individuals with Targeted Disabilities	264	0.58%	CLF Not Available
<p>Numbers in red represent participation rates lower than the 2010 CLF</p>			

In the beginning of FY 2014, the FAA employed 45,869 workers compared with 45,561 workers at the end of FY 2014. Therefore, during the course of FY 2014, the agency experienced a net loss of -308 employees or a net change of -0.67%. FAA offered Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payment (VSIP) in FY 2014 which may have attributed to this net loss.

The FY 2014 number of FAA permanent and temporary employees reporting targeted disabilities reflects a positive change of six employees (FAA On-Board: 0.58% versus, the Federal Goal: 2.55%) resulting in a net change of 2.33% from the prior fiscal year.

Summary of Fiscal Year 2014 Accomplishments

While the FAA made significant progress in FY 2014, the focus on recruitment and retention of women and minorities in the Air Traffic Control Specialist (2152), Aviation Safety Inspector (1825), and Airway Transportation Systems Specialist (2101) occupations will carry over into FY 2015. The FAA completed Phase I barrier analysis of the 2152 occupational series, looking at hiring procedures in FY 2013 and the barrier analysis of the 1825 series in 2014. The analysis identified several areas for improvement in the 2152 report, which the agency continues to implement improvements to the hiring process. In FY 2015, the agency will begin its barrier analysis of the Airway Transportation Systems Specialist (2101) occupation.

During FY 2014, the FAA implemented and exceeded a number of corporate-level initiatives to continue support for the Agency's Model EEO program required by MD 715, including:

- Established a FY 2014 Short Term Initiative (STI) goal requiring that 1.67% of all new hires be Persons with Targeted Disabilities (PWTD), with yearly increases beginning in FY 2015.
- Established a Tiger Team to assist LOB/SO in increasing the hiring of PWTD candidates. The Tiger Team met and worked on an action plan at the start of FY 2014.

In FY 2014, the FAA trained 16,618 managers and employees on several EEO topics.

Additionally, 100%--or 660 newly hired Air Traffic Controllers and Airway Transportation System Specialists (two of our largest job series)--received training in EEO principles as part of the No FEAR Act requirements.

FAA identified several deficiencies in its Self-Assessment. Objectives and Action Plans to address these deficiencies can be found in Part H of this report.

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

TAB 3

Part F

Certification

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Mamie W. Mallory, Assistant Administrator for Civil Rights am the (Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for the Federal Aviation Administration (Insert Agency/Component Name above)

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.

Mamie W. Mallory 3/25/2014

Signature of Principal EEO Director/Official Date

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

[Signature] APR 8 2014

Signature of Agency Head or Agency Head Designee Date

TAB 4

Policy Statements

FAA Administrator's Policy Statement



Non-Discrimination

The Federal Aviation Administration is committed to compliance with all anti-discrimination laws, regulations, and policies. We will ensure equal employment opportunity (EEO) for all FAA employees and applicants for employment regardless of race, color, national origin, religion, sex (including pregnancy and gender identity), genetic information, age (40 and over), disability, sexual orientation or reprisal for participating in protected EEO activity.

Our agency strategic plan includes a goal to achieve organizational excellence. This includes a responsibility to ensure that equal opportunity is given to all employees so that they may participate, contribute, and advance in our workforce. Equal opportunity to work and advance based on merit, not unlawful bias or prejudice is the law. Through effective outreach, recruitment, hiring, and employee development we can create an inclusive workforce that reflects America's diversity. We are committed to eliminating barriers to equal employment opportunity should any be identified.

I expect all executives, managers and supervisors to ensure that employees are given equal opportunity for training, career development programs, promotions, awards, recognition and other benefits and privileges of employment.

Discrimination on the basis of race, color, national origin, religion, sex (including pregnancy and gender identity), genetic information, age, disability, or sexual orientation is prohibited. Retaliation against any employee who files an EEO complaint or participates in the EEO process is also prohibited. Any discriminatory or retaliatory conduct is unlawful and violates FAA policy. I 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 recurring. Any employee who has engaged in or condoned unacceptable or unlawful EEO conduct will be subject to appropriate disciplinary action, up to and including dismissal under the agency's Conduct and Discipline policy. All employees must comply with equal employment opportunity principles. Working together, we can eliminate behavior that is discriminatory, harassing or otherwise inappropriate in the workplace.

I expect all FAA employees to monitor their conduct and behavior in the workplace and to act in conformance with the law and agency policy.

For additional information, please contact your local Civil Rights Office or visit:

<https://employees.faa.gov/org/staffoffices/acr/>


Michael P. Huerta
FAA Administrator



**Federal Aviation
Administration**

FAA Administrator's Policy Statement



The Prevention of Harassment

The Federal Aviation Administration is committed to being a model Equal Employment Opportunity (EEO) employer. Harassment, including unwelcome verbal or physical touching based on race, color, national origin, religion, sex (including pregnancy and gender identity), genetic information, age (40 or over), disability, sexual orientation or reprisal for participating in protected EEO activity will not be tolerated.

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: labels, epithets, slurs or negative stereotyping, threatening, intimidating or hostile acts, verbal or written jokes, or other written or graphic materials (including electronic media) displayed or circulated in the workplace that degrades a person or group.

Sexual harassment is also unlawful. Sexual harassment involves offensive remarks about a person's sex, unwanted or unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature.

I expect FAA employees to monitor their conduct in the workplace and to act in conformance with the law and Agency policy. I also expect employees to report, without fear of retaliation, any harassment they experience or 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, executives and managers who become aware of harassing conduct must take immediate and appropriate action to stop the conduct and to prevent it from recurring. Any employee who has engaged in unlawful harassment will be subject to appropriate disciplinary action, up to and including dismissal, 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 by modeling professional behavior in the workplace.

For additional information, please contact your local Civil Rights Office or visit:

<https://employees.faa.gov/org/staffoffices/acr/>


Michael P. Huerta
FAA Administrator



**Federal Aviation
Administration**

TAB 5

Part G

Self Assessment

EEOC FORM		U.S. Equal Employment Opportunity Commission			
715-01		FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP					
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-
Measures		Yes	No	N/A	
	EEO policy statements are up-to-date				01 PART H to the
	The Agency Head was installed on December 2011. The EEO policy statement was issued on February 2012. Was the EEO policy statement issued within 6-9 of the installation of the Agency Head?	X			
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X			
	Are new employees provided a copy of the EEO policy statement during orientation?	X			
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X			
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-
Measures		Yes	No	N/A	
	EEO policy statements have been communicated to all employees.				01 PART H to the
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?			X	FAA does not have subordinate reporting components
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X			FAA websites (internet and intranet)
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X			FAA websites (internet and intranet) and they were sent to
	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X			Components of the Model EEO program are included in managers, supervisors, and executive
	resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X			

Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
		Yes	No	N/A	
Measures	Agency EEO policy is vigorously enforced by agency management.				
	address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X			
	support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X			FAA EEO Program Order 1400.8A includes this language.
	ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X			
	ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X			
	ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?	X			
	ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X			
	ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			Procedures for Processing Reasonable Accommodation Requests by DOT Job Applicants and Employees with Disabilities (DOT Order 1011.1) and Processing Accommodation Request for People with Disabilities (FAA
	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.	X			New employee orientation, New Managers Course (NMC), AHR Training and the posting of the FAA Table of Penalties on the FAA websites.
	Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X			
	Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X			

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from

Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
		Yes	No	N/A	
	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.				
	Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional	X			
	Are the duties and responsibilities of EEO officials clearly defined?	X			
	Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X			
	If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?			y	
	If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting component?			X	
	If not, please describe how EEO program authority is delegated to subordinate reporting components.			y	
Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-
	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on,	Yes	No	N/A	
	Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X			EEO program issues can be raised with senior management and the Administrator, one-on-one meetings with LOB/SO heads, and with the EEO Diversity and Inclusion Action Committee. Weekly -Associates Meeting Monthly -Administrator's Meeting
	Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its	X			

Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections?		X			ACR participates in recruitment strategies and receives funds to conduct outreach and targeted recruitment. ACR received vacancy projections collected by AHR as part of the diversity and inclusion discussions and was intricately involved in FY 2014 discussions regarding the big hiring event of Air Traffic Controller and Aviation Safety Inspector. Specifically, ACR was involved in decisions concerning hiring policies, procedures
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and re-alignments?		X			FAA EEO Program Order 1400.8A has language to include EEO officials in pre-decisional deliberations in reorganizations and realignments
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X			
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' strategic mission?		X			
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures		Yes	No	N/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?		X			AHR and ATO provided funding and have collaborated with ACR on the implementation of action plans identified in the barrier analysis of
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X			
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X			
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X			

Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X			
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR		X			
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X			FAA has a Veterans Program and a Minority Serving Institutions Program to include special emphasis on all minority groups. FAA is not covered by Title V, Section 7201 or its implementing regulations that require the FEORP. Notwithstanding, FAA meets or exceeds the expectation of expanding recruitment sources as demonstrated by the FY 2014
Compliance Indicator	<i>The agency has committed sufficient budget to support the success of its EEO Programs.</i>	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		X			Funds were allocated for barrier analysis for Air Traffic Controllers, 2152 (phases 1 and 2); Aviation Safety Inspectors, 1825; Airway Transportation System Specialist, 2101 and Engineers 0800.
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X			
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X			

Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			DOT Disability Resource Center
Does the agency fund major renovation projects to ensure timely compliance with	X			
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X			
Is there sufficient funding to ensure that all employees have access to this training and information?	X			Training is delivered via VTC, eLMS, instructor led, Adobe Connect, and ATN Broadcast.
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X			
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?				
to provide religious accommodations?	X			
to provide disability accommodations in accordance with the agency's written procedures?	y			
in the EEO discrimination complaint process?				
to participate in ADR?				

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY					
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective					
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Yes	No	N/A	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X			
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X			Ad hoc with AGC and CIO, ongoing with AHR, bi-monthly with EEO Diversity and Inclusion Action Committee, and ad hoc meetings with the Office of Budget and Finance (ABA)
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives.	Yes	No	N/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?		X			
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X			
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X			
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be	Yes	No	N/A	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X			
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X			

Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X			
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.	There were four findings of discrimination in FY 2013. The RMO has retired in one finding and no disciplinary action was taken in the other three findings. There were three findings of discrimination in FY 2014 and no disciplinary action was taken in two findings. The disciplinary action for the third finding is still being determined.			
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X			

Essential Element D: PROACTIVE PREVENTION

Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal

Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
		Yes	No	N/A	
	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X			Currently addressing FAA mission critical occupations (MCO) through a collaborative effort with all key LOB/SO officials to address strategies for implementing
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X			
	Do senior managers successfully implement EEO Action Plans and incorporate the	X			
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X			
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X			
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X			
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X			
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X			
Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Yes	No	N/A	
	Are all employees encouraged to use ADR?	X			

Is the participation of supervisors and managers in the ADR process required?		x	Participation is not required, but strongly encouraged. The majority of FAA LOB/SOs have a policy that makes it mandatory for managers to participate when complainant has elected to participate.
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Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and

Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
		Yes	No	N/A	
	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.				
	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X			
	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	X			
	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X			
	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X			The FAA has an established Reasonable Accommodations Team (ReACT) process, which is a best practice.
	Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	X			
Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Program.	Yes	No	N/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?	X			
	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X			
	Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X			
	If yes, briefly describe how:				FAA performs the counseling function, and the Departmental Office of Civil Rights
	Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X			FAA performs the counseling function, and DOCR has authority for the

<p>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?</p>	<p>X</p>			<p>FAA annually conducts refresher training for counselors, and DOCR has the responsibility to meet</p>
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Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-
Measures	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Program	Yes	No	N/A	01 PART H to the
Are benchmarks in place to compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X			
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X			
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X			Complaints evidences the timely notifications.
Does the agency complete the investigations within the applicable prescribed time frame?		X			
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X			
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?		X			
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X			
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X			
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-
Measures	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of the EEO program	Yes	No	N/A	01 PART H to the
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?			X		ADR training is not required but strongly encouraged.

After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X		Participation is not required, but strongly encouraged. The majority of FAA LOB/SOs have a policy that makes it mandatory for managers to participate when complainant has
Does the responsible management official directly involved in the dispute have settlement authority?		X			
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of EEO	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures		Yes	No	N/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?		X			The iComplaints system provides such controls.
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X			
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the		X			
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X			The FAA's policy (FAA Order 1400.8A) is to maintain full compliance with all federal EEO laws, regulations and policies and adherence to its strategic plan and organizational goals to be a model EEO employer, as defined
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X			The FAA, in addition to the EEOC 462 report, conducts quarterly trend analysis on EEO complaint activity. Subsequent briefings are conducted with senior management teams to ascertain the significance of variable trends and determinations for needed training and/or other resource allocations to address EEO

Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X			
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X			
Compliance Indicator	<p align="center">The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</p>	Measure has been met			<p align="center">For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the</p>
Measures		Yes	No	N/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?		X			
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?				X	The Departmental Office of Civil Rights (DOCR) is responsible for ensuring legal sufficiency of complaint processing with appropriate legal advice from the Office of General Counsel at DOT.
Does the agency discrimination complaint process ensure a neutral adjudication function?					

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE				
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy				
Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures		Yes	No	
Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.				
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		<input checked="" type="checkbox"/>		
Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures		Yes	No	
The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within				
Does the agency have control over the payroll processing function of the agency? If		<input checked="" type="checkbox"/>		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		<input checked="" type="checkbox"/>		
Are procedures in place to promptly process other forms of ordered relief?		<input checked="" type="checkbox"/>		
Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the
Measures		Yes	No	
The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within				
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		<input checked="" type="checkbox"/>		
If so, please identify the employees by title in the comments section, and state how performance is measured.		Assistant and Deputy Assistant Administrator for the Office of Civil Rights: Four Headquarters EEO Managers and seven Field Civil Rights Managers. Performance is measured annually through performance appraisals and included in every manager's performance standard.		

Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X			
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?	X			
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X			
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X			Documentation to EEOC is provided via DOCR.
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X			
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?	X			
Compensatory Damages: The final agency decision and evidence of payment, if made.	X			
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X			
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s.	X			
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available	X			
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X			
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X			
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X			
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X			
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X			

TAB 6

Part H

Plan to Obtain Essential Elements of EEO Program

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

Statement of Model Program Essential Element Deficiency

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

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 and inclusive process involving AHR, AGC, and ACR, in accordance with EEOC, OPM, and DOT instructions and to secure resources to implement data collection, monitoring and tracking systems in accordance to MD-715.	11/30/2004	09/30/2015	NA

Responsible Official(s)

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

Planned Activities Toward Completion of Objective

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

Report of Accomplishments and Modifications to Objective

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

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)	Tables A6/B6	Aviation Safety Inspector (1825) mission critical occupation	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

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

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

Barrier Analysis Process

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

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
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?
Yes	Report being vetted.

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
Other	Barrier analysis completed and report is being vetted.

Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct a barrier analysis on the 1825 mission critical occupation.	11/01/2006	09/30/2014	09/30/2014

Responsible Official(s)

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

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct a barrier analysis on the 1825 mission critical occupation.	09/30/2010	09/30/2014	Yes	09/30/2014
If any barriers are identified, create an action plan to address and eliminate any identified barriers, if possible.	09/30/2010	09/30/2015	No	NA

Report of Accomplishments and Modifications to Objective

A barrier analysis of this MCO hiring process has been completed, and the report is being vetted. FAA will provide EEOC officials updates to this activity.

TAB 7

Part I

Barrier Analysis

Barrier Analysis Process

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Workforce Data Tables Reviewed	Yes	
Complaint Data (i.e., Trends, Findings of Discrimination, etc.)	Yes	
Grievance Data	No	
Climate Assessment Survey	Yes	
Exit Interview Data	Yes	
Interviews	No	
Applicable Policies and Procedures	Yes	
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 has not been completed.

Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct barrier analysis on the 2101 mission critical occupation.	10/01/2009	09/30/2015	NA
Eliminate, when possible, any identified barriers to EEO.	10/01/2009	09/30/2016	NA

Responsible Official(s)

Title	Name
Vice President, Technical Operations, ATO	Vaughn Turner

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct barrier analysis on the 2101 mission critical occupation.	09/30/2009	10/01/2015	No	NA
If any barriers are identified, create an action plan to address and eliminate any identified barriers, if possible.	09/30/2009	10/01/2016	No	NA

Report of Accomplishments and Modifications to Objective

Barrier analysis is scheduled to begin in FY 2015

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

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

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

EEO Group(s) Affected by Trigger

EEO Group	Affected By Trigger?
All Men	No
All Women	No
Hispanic or Latino Males	No
Hispanic or Latino Females	No
White Males	No
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	No
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No

EEO Group	Affected By Trigger?
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	Yes
Two or More Races Females	Yes
Individuals with Targeted Disabilities	Yes

Barrier Analysis Process

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

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Other (Please Describe)	Yes	Medical, security, and interview data.

Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
Yes, Barrier analysis completed for Phase I	No

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
None	Barrier analysis completed for Phase I of the ATCS Centralized Hiring Process. All relevant policies, procedures, and practices were reviewed and analyzed.

Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct barrier analysis on the 2152 mission critical occupation	*11/30/2007	09/30/2014	05/08/2013 (Phase I)

*Contractual and program management challenges required a change in contract award.

Responsible Official(s)

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

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct barrier analysis on the 2152 mission critical occupation.	09/30/2013	09/30/2013	Yes, Phase I	05/08/2013
If any barriers are identified, create an action plan to address and implement recommended improvements, if possible.	09/30/2013	09/30/2013	Yes, Phase I	09/30/2013

Report of Accomplishments and Modifications to Objective

A barrier analysis of the Air Traffic Control Specialist Centralized Hiring Process, Phase I, has been completed. The initiation of Phase II is under consideration.

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	Tables A6/B6	Airway Transportation System Specialist (2101) mission	Lower than expected participation rate for

Source of the Trigger	Specific Workforce Data Table (if applicable)	Row within Identified Workforce Data Table (if applicable)	Narrative Description of Trigger
below)		critical occupation	females in this occupation.

EEO Group(s) Affected by Trigger

EEO Group	Affected By Trigger?
All Men	No
All Women	Yes
Hispanic or Latino Males	No
Hispanic or Latino Females	Yes
White Males	No
White Females	Yes
Black or African American Males	No
Black or African American Females	Yes
Asian Males	No
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	Yes
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	Yes

EEO Group	Affected By Trigger?
Two or More Races Males	No
Two or More Races Females	Yes
Individuals with Targeted Disabilities	Yes

TAB 8

Part J

Persons W/Targeted Disabilities

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

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

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

Enter Actual Number at the...	Beginning of FY	End of FY	Net Change
Total Workforce	45,869	45,561	-308
Reportable Disability	3062	3208	146
Targeted Disability	258	264	6

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	2,960
Total Number of Selections of Individuals with Targeted Disabilities	26

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	1269	34	3	23	1212

Other Employment/Personnel Programs	Total	Reportable Disability	Targeted Disability	Not Identified	No Disability
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)	128,028	8589	787	5326	114,113
Cash Awards (Total \$\$\$ awarded)	53,558,989	1,903,853	225,035	877,844	50,777,292
Quality-Step Increase (Total \$\$\$ awarded)	103,194	15,603	0	3,999	83,592

PART J, SECTION 4 - Numerical Hiring Goal

Types of Numerical Goals	Goal Used?	Goal (# or %)
% of PWTD in Total Workforce	Yes	1.67%
# of PWTD in New Hires	NA	NA
% of PWTD in New Hires	Yes	1.67%

PART J, SECTION 5 - Objectives

- PWTB hiring goal for FY 2014 was 1.67%, with incremental increases each FY to reach 3% by 2018.

PART J, SECTION 6 - Strategies

- The National People with Disabilities Program Manager assisted the FAA Assistant Administrator for Civil Rights in organizing a PWTB Hiring Tiger Team to examine the hiring of PWTB and creating strategies to help with the hiring of PWTB. The strategies included:
 - Establish a PWTB hiring goal for FY 2014 of 1.67% and have incremental increases each FY to reach 3% by 2018.
 - Establish a workgroup to evaluate our mission critical positions that have medical requirements and determine how that affects PWTB hiring.
 - Increase the recruitment and outreach of PWD and PWTB.
 - Provide training to hiring managers on the hiring of PWD and PWTB and resources available to recruit candidates.
 - Establish a tracking process for referral and hiring of PWTB candidates into FAA positions.
 - Review best practices in the FAA LOB/SOs that could be used across the agency.

PART J, SECTION 7 - Accomplishments

FY 2014 Training Accomplishments

- # of Reasonable Accommodations trainings - 13
 - # of Managers trained on Reasonable Accommodation - 284
 - # of Employees trained on Reasonable Accommodations - 82
- # of Hiring People with disabilities including Targeted Disabilities trainings - 12
 - # of Managers trained on Employing PWTB - 831
 - # of Employees trained on Employing PWTB - 207
- # of Disability Awareness trainings - 8
 - # of Managers trained on Disability Awareness - 174
 - # of Employees trained on Disability Awareness - 190
- # of DOT Reasonable Accommodation Management System (RAMS) trainings - 5
 - # of Managers trained on RAMS - 210
 - # of Employees trained on RAMS - 11
- Conducted two Air Traffic Network (ATN) broadcasts in which the "Hiring People with Disabilities including Targeted Disabilities" training modules were presented for all employees and managers to participate in.

- # of Managers trained – 88
- # of Employees trained - 99

FY 2014 Hiring Accomplishments

- During FY 2014 the FAA hired 478 PWD. Forty-six of the 478 were PWTD or 1.72% of all new hires.
- During FY 2014 the FAA hosted a Virtual Career Fair for veterans and people with disabilities:
 - Participating FAA LOB/SOs staffed booths in the virtual environment and were able to interact with job seekers and provide information about the FAA.
 - The overall career fair had 9,678 registrants, however, there were only 538 visitors in the Persons with Disabilities booth.
 - As a result of the career fair, participants were interviewed for FAA positions and LOB/SOs had the opportunity to hire these individuals through the FAA's On-the-Spot hiring authority.
- The National People with Disabilities Program Manager assisted the Air Traffic Organization (ATO) in establishing a PWTD technical positions hiring project in FY 2014. This will help to establish a sustainable process to increase the hiring of PWTD into the ATO technical positions (Air Traffic Control Specialist and Airway Transportation System Specialist). The process will also allow PWTD candidates to be considered through the On-the-Spot hiring source during the application and hiring process. ATO will also increase the recruitment and outreach to PWTD candidates to maximize the applicant pool for these sources.
- The National People with Disabilities Program Manager hosted a meeting with employment specialists from MD, DC and VA vocational rehabilitation offices to discuss how FAA can collaborate to increase the hiring of people with disabilities at the FAA.
- The National People with Disabilities Program Manager updated a handbook for managers outlining the overall picture of hiring PWTD at the FAA, information on the "On-the-Spot" hiring authority for hiring PWD, and information on resources to assist in the hiring of PWTD. The handbook is available on ACR's internal website for managers and employees.
- The National People with Disabilities Program Manager conducted one information session per quarter (four total) for managers and employees on hiring resources for people with disabilities. The resources included: Vocational Rehabilitation, The Workforce Recruitment Program (WRP), and The OPM/Bender Shared Registry.
- The National People with Disabilities Program Manager volunteered as a recruiter for the WRP and interviewed 12 students with disabilities from Texas A&M University for the WRP database.

The WRP, co-sponsored by the U.S. Departments of Labor and Defense, is a recruitment and referral program that connects federal sector employers nationwide with highly motivated postsecondary students and recent graduates with disabilities.

- The National People with Disabilities Program Manager collected reports from every FAA LOB/SO, which outlined specific actions taken within the LOB/SO to increase their hiring of PWTD.
- The National People with Disabilities Program Manager continued to provide managers across the FAA with information on numerous resources along with guidance on the On-the-Spot hiring authority. Some of the resources included the OPM/Bender Consulting Shared registry, the WRP, and the Council of State Administrators of Vocational Rehabilitation Employment Network. The National People with Disabilities Program Manager also assisted managers in locating and referring qualified candidates with disabilities who could be hired through the On-the-Spot hiring authority.
- The National People with Disabilities Program Manager collaborated and engaged in knowledge sharing practices with various organizations and agencies across the country who assist individuals with disabilities find employment in the Federal government.
- The National People with Disabilities Program Manager attended numerous career fairs that targeted people with disabilities to promote the FAA and our efforts to increase the hiring of people with disabilities. The National People with Disabilities Program Manager also continued to stay in contact with candidates that had a strong desire to work for the FAA and provided them with current open positions and information on our hiring procedures.
- The National People with Disabilities Program Manager updated ACR's "Disabilities Matters" website to include up to date information on providing reasonable accommodations for FAA employees and also information on how to recruit and hire people with disabilities, including targeted disabilities.

FY 2014 Efficiency Measure for Reasonable Accommodations

- The National People with Disabilities Program Manager worked with managers and employees on understanding the reasonable accommodation process and helped managers in making the most informed decision on their employee's accommodation requests. The Program Manager also provided managers and employees with resources to assist them in the accommodation process.
- ACR continues to monitor and provide weekly reports to regional ACR offices on open accommodation requests in the Reasonable Accommodation Management System (RAMS).

These reports allow managers to follow-up to make sure the request is processed in a timely manner.

- Percentage of requests processed within the 25 business day time frame set forth in our reasonable accommodation procedures.
 - FY 2012 – 90%
 - FY 2013 – 89%
 - FY 2014 – 94%

- The National People with Disabilities Program Manager spoke about the reasonable accommodation process on the AHR Employee Relations (ER) and Labor Relations (LR) monthly conference call. The call was attended by ER/LR specialists from all of the regional offices within the FAA.

- The National People with Disabilities Program Manager continued to participate in two workgroups for DOCR to assist in the revision of DOT Order 1011.1 “Procedures for Processing Reasonable Accommodation Requests by DOT Job Applicants and Employees with Disabilities” and the reassignment procedures for all DOT agencies.

Best Practices

- Established the framework for a PWTD Tiger Team to assist LOB/SOs in increasing the hiring of PWTD candidates. The Tiger Team began meeting and working on an action plan at the start of FY 2014.

- Through the EEO Diversity and Inclusion Action Committee, established training goals for LOB/SO managers to receive training on two ACR training modules: the RAMS and Employing People with Targeted Disabilities.

- Established a short term incentive (STI) goal for all LOB/SO executives that 1.67% of all new hires be PWTD.

- **Virtual Career Fairs**
 - Social media campaign to promote virtual career fair targeted at hiring veterans and PWTD.
 - 17,808 page views to FAA jobs website during this campaign (one week).
 - 12% increase to the FAA jobs page during promotion period.
 - 9,678 were registered and 538 people visited the PWD booth.
 - 89% of web traffic came from social media promotion.
 - 11% of traffic to the registration page came from FocusFAA (FAA’s newsletter).
 - 6,360 page views to the PWTD hiring page on FAA.gov.
 - 33 individuals worked with disability hiring manager for further consideration/offers.

TAB 9

Tables by RNO and Gender A1-A14

"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	Data Provided
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

List of Workforce Data Tables

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

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific		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
TOTAL																			
Prior FY	#	45869	34695	11174	2398	773	27461	7588	2671	2031	1420	514	107	35	526	195	112	38	
	%	100%	75.64%	24.36%	5.23	1.69	59.87	16.54	5.82	4.43	3.1	1.12	0.23	0.08	1.15	0.43	0.24	0.08	
Current FY	#	45561	34608	10953	2448	784	27155	7358	2741	2020	1489	520	135	41	520	187	120	43	
	%	100%	75.96%	24.04%	5.37	1.72	59.6	16.15	6.02	4.43	3.27	1.14	0.3	0.09	1.14	0.41	0.26	0.09	
CLF 2010	%	100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
Org CLF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Alternate Benchmark	%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Difference	#	-308	-87	-221	50	11	-306	-230	70	-11	69	6	28	6	-6	-8	8	5	
Ratio Change	%	0.00%	0.32%	-0.32%	0.15%	0.04%	-0.27%	-0.39%	0.19%	0.01%	0.17%	0.02%	0.06%	0.01%	-0.01%	-0.01%	0.02%	0.01%	
Net Change	%	-0.67%	-0.25%	-1.98%	2.09%	1.42%	-1.11%	-3.03%	2.62%	-0.54%	4.86%	1.17%	26.17%	17.14%	-1.14%	-4.10%	7.14%	13.16%	
PERMANENT																			
Prior FY	#	45626	34499	11127	2382	771	27308	7557	2649	2022	1418	511	107	34	523	194	112	38	
	%	100%	75.61%	24.39%	5.22%	1.69%	59.85%	16.56%	5.81%	4.43%	3.11%	1.12%	0.23%	0.07%	1.15%	0.43%	0.25%	0.08%	
Current FY	#	45028	34189	10839	2413	766	26853	7287	2688	2001	1471	516	133	41	512	185	119	43	
	%	100%	75.93%	24.07%	5.36%	1.70%	59.64%	16.18%	5.97%	4.44%	3.27%	1.15%	0.30%	0.09%	1.14%	0.41%	0.26%	0.10%	
Difference	#	-598	-310	-288	31	-5	-455	-270	39	-21	53	5	26	7	-11	-9	7	5	
Ratio Change	%	0%	0.32%	-0.32%	0.14%	0.01%	-0.22%	-0.38%	0.16%	0.01%	0.16%	0.03%	0.06%	0.02%	-0.01%	-0.01%	0.02%	0.01%	
Net Change	%	-1.31%	-0.90%	-2.59%	1.30%	-0.65%	-1.67%	-3.57%	1.47%	-1.04%	3.74%	0.98%	24.30%	20.59%	-2.10%	-4.64%	6.25%	13.16%	
TEMPORARY																			
Prior FY	#	243	196	47	16	2	153	31	22	9	2	3	0	1	3	1	0	0	
	%	100%	80.66%	19.34%	6.58	0.82	62.96	12.76	9.05	3.7	0.82	1.23	0	0.41	1.23	0.41	0	0	
Current FY	#	533	419	114	35	18	302	71	53	19	18	4	2	0	8	2	1	0	
	%	100%	78.61%	21.39%	6.57	3.38	56.66	13.32	9.94	3.56	3.38	0.75	0.38	0	1.5	0.38	0.19	0	
Difference	#	290	223	67	19	16	149	40	31	10	16	1	2	-1	5	1	1	0	
Ratio Change	%	0%	-2.05%	2.05%	-0.02%	2.55%	-6.30%	0.56%	0.89%	-0.14%	2.55%	-0.48%	0.38%	-0.41%	0.27%	-0.04%	0.19%	0.00%	
Net Change	%	119.34%	113.78%	142.55%	118.75%	800.00%	97.39%	129.03%	140.91%	111.11%	800.00%	33.33%	0%	-100.00%	166.67%	100.00%	0%	0%	

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

Organizational Component	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific		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	
Nat 2010 CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
	#	3383	2198	1185	102	49	1747	866	164	128	92	66	5	1	81	70	7	5
AERONAUTICAL CENTER (SB)	%	100%	64.97%	35.03%	3.02%	1.45%	51.64%	25.60%	4.85%	3.78%	2.72%	1.95%	0.15%	0.03%	2.39%	2.07%	0.21%	0.15%
	#	877	707	170	37	5	585	134	24	13	23	7	1	0	35	10	2	1
ALASKAN REGION (SB)	%	100%	80.62%	19.38%	4.22%	0.57%	66.70%	15.28%	2.74%	1.48%	2.62%	0.80%	0.11%	0.00%	3.99%	1.14%	0.23%	0.11%
	#	2100	1681	419	49	14	1482	309	84	84	29	6	2	3	32	3	3	0
CENTRAL REGION (SB)	%	100%	80.05%	19.95%	2.33%	0.67%	70.57%	14.71%	4.00%	4.00%	1.38%	0.29%	0.10%	0.14%	1.52%	0.14%	0.14%	0.00%
	#	4604	3787	817	213	68	3098	609	313	105	128	26	3	0	24	6	8	3
EASTERN REGION (SB)	%	100%	82.25%	17.75%	4.63%	1.48%	67.29%	13.23%	6.80%	2.28%	2.78%	0.56%	0.07%	0.00%	0.52%	0.13%	0.17%	0.07%
	#	5347	4385	962	161	52	3883	817	199	71	87	12	1	1	46	6	8	3
GREAT LAKES REGION (SB)	%	100%	82.01%	17.99%	3.01%	0.97%	72.62%	15.28%	3.72%	1.33%	1.63%	0.22%	0.02%	0.02%	0.86%	0.11%	0.15%	0.06%
	#	6513	3900	2613	217	140	2821	1447	532	852	258	133	8	6	54	25	10	10
HEADQUARTERS (SB)	%	100%	59.88%	40.12%	3.33%	2.15%	43.31%	22.22%	8.17%	13.08%	3.96%	2.04%	0.12%	0.09%	0.83%	0.38%	0.15%	0.15%
	#	1380	1108	272	32	8	1003	245	28	8	33	8	0	2	10	1	2	0
NEW ENGLAND REGION (SB)	%	100%	80.29%	19.71%	2.32%	0.58%	72.68%	17.75%	2.03%	0.58%	2.39%	0.58%	0.00%	0.14%	0.72%	0.07%	0.14%	0.00%
	#	4116	3158	958	136	58	2702	756	83	52	167	67	11	5	44	18	15	2
NORTHWEST MOUNTAIN REGION (SB)	%	100%	76.72%	23.28%	3.30%	1.41%	65.65%	18.37%	2.02%	1.26%	4.06%	1.63%	0.27%	0.12%	1.07%	0.44%	0.36%	0.05%
	#	6652	5295	1357	562	127	3958	811	627	372	79	24	9	3	44	15	16	5
SOUTHERN REGION (SB)	%	100%	79.60%	20.40%	8.45%	1.91%	59.50%	12.19%	9.43%	5.59%	1.19%	0.36%	0.14%	0.05%	0.66%	0.23%	0.24%	0.08%
	#	4664	3724	940	465	140	2693	612	362	138	102	28	10	0	84	19	8	3
SOUTHWEST REGION (SB)	%	100%	79.85%	20.15%	9.97%	3.00%	57.74%	13.12%	7.76%	2.96%	2.19%	0.60%	0.21%	0.00%	1.80%	0.41%	0.17%	0.06%
	#	736	516	220	34	9	410	140	27	55	39	14	2	0	4	2	0	0
TECHNICAL CENTER (SB)	%	100%	70.11%	29.89%	4.62%	1.22%	55.71%	19.02%	3.67%	7.47%	5.30%	1.90%	0.27%	0.00%	0.54%	0.27%	0.00%	0.00%
	#	4656	3730	926	405	96	2471	541	245	123	434	125	81	20	54	10	40	11
WESTERN PACIFIC REGION (SB)	%	100%	80.11%	19.89%	8.70%	2.06%	53.07%	11.62%	5.26%	2.64%	9.32%	2.68%	1.74%	0.43%	1.16%	0.21%	0.86%	0.24%
	#	45028	34189	10839	2413	766	26853	7287	2688	2001	1471	516	133	41	512	185	119	43
Total	%	100%	75.93%	24.07%	5.36%	1.70%	59.64%	16.18%	5.97%	4.44%	3.27%	1.15%	0.30%	0.09%	1.14%	0.41%	0.26%	0.10%

KEY:
(D) Department
(B) Bureau
(SB) Sub Bureau
(ORG) Organization

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201421

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
	All	male	female	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian Other Pacific		American Indian Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	3679	2864	815	171	48	2258	576	285	152	78	22	7	3	59	12	6	2
	%	100%	77.85%	22.15%	4.65%	1.30%	61.38%	15.66%	7.75%	4.13%	2.12%	0.60%	0.19%	0.08%	1.60%	0.33%	0.16%	0.05%
	#	1957	1579	378	148	34	1199	261	140	62	47	8	5	2	37	10	3	1
Mid-Level (Grades 13-14)	%	100%	80.68%	19.32%	7.56%	1.74%	61.27%	13.34%	7.15%	3.17%	2.40%	0.41%	0.26%	0.10%	1.89%	0.51%	0.15%	0.05%
First-Level (Grades 12 and Below)	#	331	268	63	17	6	219	49	20	6	8	0	0	0	4	2	0	0
	%	100%	80.97%	19.03%	5.14%	1.81%	66.16%	14.80%	6.04%	1.81%	2.42%	0.00%	0.00%	0.00%	1.21%	0.60%	0.00%	0.00%
Other	#	10655	6982	3673	625	258	5053	2149	800	985	302	174	40	17	135	76	27	14
	%	100%	65.53%	34.47%	5.87%	2.42%	47.42%	20.17%	7.51%	9.24%	2.83%	1.63%	0.38%	0.16%	1.27%	0.71%	0.25%	0.13%
Officials And Managers - TOTAL	#	16622	11693	4929	961	346	8729	3035	1245	1205	435	204	52	22	235	100	36	17
	%	100%	70.35%	29.65%	5.78%	2.08%	52.51%	18.26%	7.49%	7.25%	2.62%	1.23%	0.31%	0.13%	1.41%	0.60%	0.22%	0.10%
2. Professionals	#	5565	4242	1323	268	86	3014	848	333	209	549	154	11	1	54	24	13	1
	%	100%	76.23%	23.77%	4.82%	1.55%	54.16%	15.24%	5.98%	3.76%	9.87%	2.77%	0.20%	0.02%	0.97%	0.43%	0.23%	0.02%
	#	17253	14430	2823	950	207	11928	2201	877	259	407	101	47	10	157	23	64	22
3. Technicians	%	100%	83.64%	16.36%	5.51%	1.20%	69.14%	12.76%	5.08%	1.50%	2.36%	0.59%	0.27%	0.06%	0.91%	0.13%	0.37%	0.13%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	1805	326	1479	28	114	187	951	78	316	20	54	3	7	7	35	3	2
	%	100%	18.06%	81.94%	1.55%	6.32%	10.36%	52.69%	4.32%	17.51%	1.11%	2.99%	0.17%	0.39%	0.39%	1.94%	0.17%	0.11%
6. Craft Workers	#	100	99	1	6	0	75	1	2	0	6	0	3	0	7	0	0	0
	%	100%	99.00%	1.00%	6.00%	0.00%	75.00%	1.00%	2.00%	0.00%	6.00%	0.00%	3.00%	0.00%	7.00%	0.00%	0.00%	0.00%
7. Operatives	#	3671	3394	277	200	12	2915	246	153	12	54	3	17	1	52	2	3	1
	%	100%	92.45%	7.55%	5.45%	0.33%	79.41%	6.70%	4.17%	0.33%	1.47%	0.08%	0.46%	0.03%	1.42%	0.05%	0.08%	0.03%
8. Laborers and Helpers	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	9	2	7	0	1	2	5	0	0	0	0	0	0	0	1	0	0
	%	100%	22.22%	77.78%	0.00%	11.11%	22.22%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%

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

GS/GM, SES AND RELATED GRADES	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	13	7	6	0	1	5	3	2	1	0	0	0	0	1	0	0	0
	%	100%	53.85%	46.15%	0.00%	7.69%	38.46%	23.08%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	
GS-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	192	61	131	5	14	35	82	14	22	5	6	0	2	1	4	1	1
	%	100%	31.77%	68.23%	2.60%	7.29%	18.23%	42.71%	7.29%	11.46%	2.60%	3.13%	0.00%	1.04%	0.52%	2.08%	0.52%	0.52%
GS-06	#	252	57	195	8	17	30	125	13	38	4	11	1	0	1	4	0	0
	%	100%	22.62%	77.38%	3.17%	6.75%	11.90%	49.60%	5.16%	15.08%	1.59%	4.37%	0.40%	0.00%	0.40%	1.59%	0.00%	0.00%
GS-07	#	674	106	568	9	45	62	342	25	139	6	24	1	3	3	14	0	1
	%	100%	15.73%	84.27%	1.34%	6.68%	9.20%	50.74%	3.71%	20.62%	0.89%	3.56%	0.15%	0.45%	0.45%	2.08%	0.00%	0.15%
GS-08	#	664	568	96	31	9	461	72	32	8	26	3	6	1	8	0	4	3
	%	100%	85.54%	14.46%	4.67%	1.36%	69.43%	10.84%	4.82%	1.20%	3.92%	0.45%	0.90%	0.15%	1.20%	0.00%	0.60%	0.45%
GS-09	#	1580	662	918	63	77	447	593	101	196	35	28	9	5	4	18	3	1
	%	100%	41.90%	58.10%	3.99%	4.87%	28.29%	37.53%	6.39%	12.41%	2.22%	1.77%	0.57%	0.32%	0.25%	1.14%	0.19%	0.06%
GS-10	#	1707	911	796	79	77	650	479	119	161	38	44	4	3	17	28	4	4
	%	100%	53.37%	46.63%	4.63%	4.51%	38.08%	28.06%	6.97%	9.43%	2.23%	2.58%	0.23%	0.18%	1.00%	1.64%	0.23%	0.23%
GS-11	#	2030	1654	376	91	31	1368	282	110	41	45	18	11	1	15	1	14	2
	%	100%	81.48%	18.52%	4.48%	1.53%	67.39%	13.89%	5.42%	2.02%	2.22%	0.89%	0.54%	0.05%	0.74%	0.05%	0.69%	0.10%
GS-12	#	8796	7025	1771	559	135	5404	1165	590	333	287	92	28	6	127	30	30	10
	%	100%	79.87%	20.13%	6.36%	1.53%	61.44%	13.24%	6.71%	3.79%	3.26%	1.05%	0.32%	0.07%	1.44%	0.34%	0.34%	0.11%
GS-13	#	8327	6453	1874	501	107	4913	1201	490	394	410	123	23	9	96	31	20	9
	%	100%	77.49%	22.51%	6.02%	1.28%	59.00%	14.42%	5.88%	4.73%	4.92%	1.48%	0.28%	0.11%	1.15%	0.37%	0.24%	0.11%
GS-14	#	16400	13263	3137	863	193	10786	2264	863	486	510	136	40	8	165	41	36	9
	%	100%	80.87%	19.13%	5.26%	1.18%	65.77%	13.80%	5.26%	2.96%	3.11%	0.83%	0.24%	0.05%	1.01%	0.25%	0.22%	0.05%
GS-15	#	4029	3132	897	189	55	2473	626	300	168	95	30	7	3	62	13	6	2
	%	100%	77.74%	22.26%	4.69%	1.37%	61.38%	15.54%	7.45%	4.17%	2.36%	0.74%	0.17%	0.07%	1.54%	0.32%	0.15%	0.05%
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior Executive Service	#	191	131	60	6	4	104	46	15	9	4	1	0	0	2	0	0	0
	%	100%	68.59%	31.41%	3.14%	2.09%	54.45%	24.08%	7.85%	4.71%	2.09%	0.52%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%

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

Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian Other Pacific		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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
HUMAN RESOURCES MANAGEMENT (0201)	#	341	99	242	12	15	69	102	16	112	0	8	0	2	2	3	0	0
Occupational CLF	%	100%	29.03%	70.97%	3.52%	4.40%	20.23%	29.91%	4.69%	32.84%	0.00%	2.35%	0.00%	0.59%	0.59%	0.88%	0.00%	0.00%
GENERAL ENGINEERING (0801)	#	813	691	122	50	13	468	58	60	30	103	18	3	0	6	3	1	0
Occupational CLF	%	100%	84.99%	15.01%	6.15%	1.60%	57.56%	7.13%	7.38%	3.69%	12.67%	2.21%	0.37%	0.00%	0.74%	0.37%	0.12%	0.00%
CIVIL ENGINEERING (0810)	#	448	379	69	40	7	261	42	29	8	44	11	1	0	1	1	3	0
Occupational CLF	%	100%	84.60%	15.40%	8.93%	1.56%	58.26%	9.38%	6.47%	1.79%	9.82%	2.46%	0.22%	0.00%	0.22%	0.22%	0.67%	0.00%
ELECTRONICS ENGINEERING (0855)	#	760	685	75	50	11	425	32	56	12	142	19	1	0	11	1	0	0
Occupational CLF	%	100%	90.13%	9.87%	6.58%	1.45%	55.92%	4.21%	7.37%	1.58%	18.68%	2.50%	0.13%	0.00%	1.45%	0.13%	0.00%	0.00%
AEROSPACE ENGINEERING (0861)	#	770	653	117	33	8	483	83	39	10	87	16	3	0	4	0	4	0
Occupational CLF	%	100%	84.81%	15.19%	4.29%	1.04%	62.73%	10.78%	5.06%	1.30%	11.30%	2.08%	0.39%	0.00%	0.52%	0.00%	0.52%	0.00%
CONTRACTING (1102)	#	264	122	142	3	10	86	82	31	38	1	9	1	0	0	1	0	2
Occupational CLF	%	100%	46.21%	53.79%	1.14%	3.79%	32.58%	31.06%	11.74%	14.39%	0.38%	3.41%	0.38%	0.00%	0.00%	0.38%	0.00%	0.76%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	#	468	297	171	38	12	213	103	29	46	12	6	1	2	3	1	1	1
Occupational CLF	%	100%	63.46%	36.54%	8.12%	2.56%	45.51%	22.01%	6.20%	9.83%	2.56%	1.28%	0.21%	0.43%	0.64%	0.21%	0.21%	0.21%
AVIATION SAFETY INSPECTOR (1825)	#	4230	3906	324	244	13	3326	285	191	13	64	8	18	1	59	4	4	0
Occupational CLF	%	100%	92.34%	7.66%	5.77%	0.31%	78.63%	6.74%	4.52%	0.31%	1.51%	0.19%	0.43%	0.02%	1.39%	0.09%	0.09%	0.00%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	#	5876	5413	463	517	31	3991	308	509	76	235	33	31	2	108	9	22	4
Occupational CLF	%	100%	92.12%	7.88%	8.80%	0.53%	67.92%	5.24%	8.66%	1.29%	4.00%	0.56%	0.53%	0.03%	1.84%	0.15%	0.37%	0.07%
AIR TRAFFIC CONTROL SPECIALIST (2152)	#	18547	15455	3092	1031	225	12796	2436	945	282	396	96	49	9	177	23	61	21
Occupational CLF	%	100%	83.33%	16.67%	5.56%	1.21%	68.99%	13.13%	5.10%	1.52%	2.14%	0.52%	0.26%	0.05%	0.95%	0.12%	0.33%	0.11%
INFORMATION TECHNOLOGIST (0334)	#	1569	1104	465	60	18	828	310	112	83	73	43	4	0	26	11	1	0
Occupational CLF	%	100%	70.36%	29.64%	3.82%	1.15%	52.77%	19.76%	7.14%	5.29%	4.65%	2.74%	0.25%	0.00%	1.66%	0.70%	0.06%	0.00%

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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														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific		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
HUMAN RESOURCES MANAGEMENT (0201)																		
	#	46	15	31	2	0	12	10	1	18	0	1	0	2	0	0	0	0
Accessions	%	100%	32.61%	67.39%	4.35%	0.00%	26.09%	21.74%	2.17%	39.13%	0.00%	2.17%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	39.70%	60.30%	3.70%	5.80%	30.40%	44.20%	3.30%	7.10%	1.80%	2.30%	0.00%	0.10%	0.30%	0.50%	0.20%	0.30%
GENERAL ENGINEERING (0801)																		
	#	21	20	1	3	0	14	1	0	0	2	0	1	0	0	0	0	0
Accessions	%	100%	95.24%	4.76%	14.29%	0.00%	66.67%	4.76%	0.00%	0.00%	9.52%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	88.30%	11.70%	4.10%	0.70%	70.70%	8.00%	3.40%	0.90%	9.20%	1.90%	0.10%	0.00%	0.50%	0.10%	0.40%	0.10%
CIVIL ENGINEERING (0810)																		
	#	25	20	5	3	1	14	2	2	0	1	2	0	0	0	0	0	0
Accessions	%	100%	80.00%	20.00%	12.00%	4.00%	56.00%	8.00%	8.00%	0.00%	4.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	87.60%	12.40%	4.00%	0.90%	72.00%	9.10%	3.60%	0.70%	7.00%	1.40%	0.10%	0.00%	0.40%	0.10%	0.40%	0.10%
ELECTRONICS ENGINEERING (0855)																		
	#	24	23	1	2	0	14	1	1	0	5	0	0	0	1	0	0	0
Accessions	%	100%	95.83%	4.17%	8.33%	0.00%	58.33%	4.17%	4.17%	0.00%	20.83%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%
CLF	#	100%	91.30%	8.70%	4.80%	0.70%	70.90%	5.50%	4.40%	0.90%	10.20%	1.50%	0.10%	0.00%	0.50%	0.10%	0.30%	0.10%
AEROSPACE ENGINEERING (0861)																		
	#	59	46	13	1	1	30	10	1	0	10	2	2	0	0	0	2	0
Accessions	%	100%	77.97%	22.03%	1.69%	1.69%	50.85%	16.95%	1.69%	0.00%	16.95%	3.39%	3.39%	0.00%	0.00%	0.00%	3.39%	0.00%
CLF	#	100%	88.20%	11.80%	4.90%	0.70%	68.80%	8.20%	3.60%	0.60%	10.00%	2.00%	0.10%	0.00%	0.50%	0.10%	0.40%	0.10%
CONTRACTING (1102)																		
	#	21	10	11	0	2	8	8	1	0	0	1	1	0	0	0	0	0
Accessions	%	100%	47.62%	52.38%	0.00%	9.52%	38.10%	38.10%	4.76%	0.00%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.50%	1.40%	1.80%	0.00%	0.10%	0.30%	0.50%	0.10%	0.30%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)																		
	#	37	28	9	1	0	20	8	5	1	1	0	1	0	0	0	0	0
Accessions	%	100%	75.68%	24.32%	2.70%	0.00%	54.05%	21.62%	13.51%	2.70%	2.70%	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	53.60%	46.40%	4.40%	4.30%	41.00%	32.20%	4.30%	6.90%	2.90%	2.10%	0.10%	0.10%	0.60%	0.50%	0.30%	0.30%
AVIATION SAFETY INSPECTOR (1825)																		
	#	304	291	13	20	1	250	11	11	1	1	0	8	0	0	0	1	0
Accessions	%	100%	95.72%	4.28%	6.58%	0.33%	82.24%	3.62%	3.62%	0.33%	0.33%	0.00%	2.63%	0.00%	0.00%	0.00%	0.33%	0.00%
CLF	#	100%	83.90%	16.10%	10.00%	2.50%	61.90%	9.80%	8.50%	3.20%	2.60%	0.30%	0.00%	0.10%	0.70%	0.10%	0.20%	0.10%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)																		
	#	185	185	0	24	0	112	0	31	0	13	0	1	0	3	0	1	0
Accessions	%	100%	100.00%	0.00%	12.97%	0.00%	60.54%	0.00%	16.76%	0.00%	7.03%	0.00%	0.54%	0.00%	1.62%	0.00%	0.54%	0.00%
CLF	#	100%	36.70%	63.30%	2.90%	5.90%	27.10%	43.80%	3.60%	8.90%	2.60%	3.60%	0.00%	0.10%	0.30%	0.60%	0.30%	0.40%
AIR TRAFFIC CONTROL SPECIALIST (2152)																		
	#	37	30	7	5	0	20	5	3	2	1	0	0	0	0	0	1	0
Accessions	%	100%	81.08%	18.92%	13.51%	0.00%	54.05%	13.51%	8.11%	5.41%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	0.00%
CLF	#	100%	81.60%	18.40%	5.60%	1.50%	64.80%	13.80%	7.80%	1.80%	2.20%	0.80%	0.40%	0.20%	0.50%	0.10%	0.40%	0.20%
INFORMATION TECHNOLOGIST (0334)																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Accessions	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF	#	100%	70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.60%	4.50%	5.10%	1.60%	0.10%	0.00%	0.50%	0.30%	0.40%	0.20%

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

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino						Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		
						White		Black or African		Asian								
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	1437	1063	374	85	23	759	223	114	94	66	19	20	8	11	4	8	3
	%	100%	73.97%	26.03%	5.92%	1.60%	52.82%	15.52%	7.93%	6.54%	4.59%	1.32%	1.39%	0.56%	0.77%	0.28%	0.56%	0.21%
Temporary	#	1240	1026	214	67	27	803	156	75	21	51	6	10	0	14	2	6	2
	%	100%	82.74%	17.26%	5.40%	2.18%	64.76%	12.58%	6.05%	1.69%	4.11%	0.48%	0.81%	0.00%	1.13%	0.16%	0.48%	0.16%
TOTAL	#	2677	2089	588	152	50	1562	379	189	115	117	25	30	8	25	6	14	5
	%	100%	78.04%	21.96%	5.68%	1.87%	58.35%	14.16%	7.06%	4.30%	4.37%	0.93%	1.12%	0.30%	0.93%	0.22%	0.52%	0.19%
Nat 2010 CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

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	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									
	All	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	#	1873	1528	345	78	21	1280	263	86	36	54	15	6	2	17	6	7	2	2
	%	100%	81.58%	18.42%	4.16%	1.12%	68.34%	14.04%	4.59%	1.92%	2.88%	0.80%	0.32%	0.11%	0.91%	0.32%	0.37%	0.11%	
Time in grade in excess of miniumum																			
1-12 Months	#	240	205	35	17	3	155	27	19	2	9	2	0	0	3	1	2	0	0
	%	100%	85.42%	14.58%	7.08%	1.25%	64.58%	11.25%	7.92%	0.83%	3.75%	0.83%	0.00%	0.00%	1.25%	0.42%	0.83%	0.00%	0.00%
13-24 Months	#	242	193	49	13	3	155	37	15	6	8	2	0	1	2	0	0	0	0
	%	100%	79.75%	20.25%	5.37%	1.24%	64.05%	15.29%	6.20%	2.48%	3.31%	0.83%	0.00%	0.41%	0.83%	0.00%	0.00%	0.00%	0.00%
25 + months	#	787	667	120	26	6	589	103	22	7	20	3	1	0	7	1	2	0	0
	%	100%	84.75%	15.25%	3.30%	0.76%	74.84%	13.09%	2.80%	0.89%	2.54%	0.38%	0.13%	0.00%	0.89%	0.13%	0.25%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2013-10-01 TO 2014-09-30)

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

Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-Off Awards - 1-9 hours																		
	#	10292	7956	2336	517	193	6570	1752	510	261	205	67	23	7	106	49	25	7
Total Time-Off Awards Given	%	100%	77.30%	22.70%	5.02%	1.88%	63.84%	17.02%	4.96%	2.54%	1.99%	0.65%	0.22%	0.07%	1.03%	0.48%	0.24%	0.07%
Total Hours		58432	44705	13727	2891	1100	36614	10082	3115	1759	1215	441	140	38	596	265	134	42
Average Hours		6	6	6	6	6	6	6	6	7	6	7	6	5	6	5	5	6
Time-Off Awards - 9+ hours																		
	#	3930	2761	1169	174	87	2168	784	234	200	121	64	7	4	52	25	5	5
Total Time-Off Awards Given	%	100%	70.25%	29.75%	4.43%	2.21%	55.17%	19.95%	5.95%	5.09%	3.08%	1.63%	0.18%	0.10%	1.32%	0.64%	0.13%	0.13%
Total Hours		69600	47742	21858	3025	1590	37765	14659	3859	3669	1989	1262	120	112	878	478	106	88
Average Hours		18	17	19	17	18	17	19	16	18	16	20	17	28	17	19	21	18
Cash Awards - \$100 - \$500																		
	#	8042	6020	2022	424	154	4755	1389	443	324	254	104	33	8	86	39	25	4
Total Cash Awards Given	%	100%	74.86%	25.14%	5.27%	1.91%	59.13%	17.27%	5.51%	4.03%	3.16%	1.29%	0.41%	0.10%	1.07%	0.48%	0.31%	0.05%
Total Amount		\$2,930,935	\$2,153,886	\$777,049	\$153,492	\$56,302	\$1,687,163	\$526,955	\$166,257	\$133,670	\$96,219	\$40,214	\$11,141	\$2,900	\$30,814	\$15,458	\$8,800	\$1,550
Average Amount		\$364	\$358	\$384	\$362	\$366	\$355	\$379	\$375	\$413	\$379	\$387	\$338	\$363	\$358	\$396	\$352	\$388
Cash Awards - \$501+																		
	#	12450	9515	2935	781	202	7278	1938	811	579	396	135	44	10	177	62	28	9
Total Cash Awards Given	%	100%	76.43%	23.57%	6.27%	1.62%	58.46%	15.57%	6.51%	4.65%	3.18%	1.08%	0.35%	0.08%	1.42%	0.50%	0.22%	0.07%
Total Amount		#####	#####	\$9,454,084	\$5,683,228	\$1,528,489	#####	\$6,777,488	\$2,272,389	\$781,498	\$916,201	\$154,575	\$81,656	\$132,234	\$571,886	\$71,350	\$30,000	\$8,450
Average Amount		\$4,066	\$4,327	\$3,221	\$7,277	\$7,567	\$4,344	\$3,497	\$2,802	\$1,350	\$2,314	\$1,145	\$1,856	\$13,223	\$3,231	\$1,151	\$1,071	\$939
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)																		
	#	35	26	9	1	0	21	8	1	0	3	1	0	0	0	0	0	0
Total QSIs Awarded	%	100%	74.29%	25.71%	2.86%	0.00%	60.00%	22.86%	2.86%	0.00%	8.57%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		\$103,194	\$80,187	\$23,007	\$3,473	\$0	\$64,642	\$20,068	\$2,939	\$0	\$9,133	\$2,939	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit		\$2,948	\$3,084	\$2,556	\$3,473	0	\$3,078	\$2,509	\$2,939	0	\$3,044	\$2,939	0	0	0	0	0	0

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

Type of Separation	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		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	
Voluntary	#	2486	1845	641	88	33	1573	480	96	93	46	18	5	1	34	14	3	2
	%	100%	74.22%	25.78%	3.54%	1.33%	63.27%	19.31%	3.86%	3.74%	1.85%	0.72%	0.20%	0.04%	1.37%	0.56%	0.12%	0.08%
Involuntary	#	97	70	27	5	2	53	16	10	7	0	0	0	0	2	2	0	0
	%	100%	72.16%	27.84%	5.15%	2.06%	54.64%	16.49%	10.31%	7.22%	0.00%	0.00%	0.00%	0.00%	2.06%	2.06%	0.00%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total separation	#	2583	1915	668	93	35	1626	496	106	100	46	18	5	1	34	16	5	2
	%	100%	74.14%	25.86%	3.60%	1.36%	62.95%	19.20%	4.10%	3.87%	1.78%	0.70%	0.19%	0.04%	1.32%	0.62%	0.19%	0.08%

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

List of Workforce Data Tables

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

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period from 201321 to 201421

Table B1 - Total Workforce - Distribution by Disability

	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Employment Tenure	Total	Disability	Identified												
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	45869	40898	1909	3062	258	21	24	14	56	18	32	2	88	3
	%	100%	89.16%	4.16%	6.68%	0.56%	0.05%	0.05%	0.03%	0.12%	0.04%	0.07%	0.00%	0.19%	0.01%
Current FY	#	45561	40335	2018	3208	264	21	23	15	56	16	33	4	95	1
	%	100%	88.53%	4.43%	7.04%	0.58%	0.05%	0.05%	0.03%	0.12%	0.04%	0.07%	0.01%	0.21%	0.00%
Federal Goal (FY09)	#				2.55%										
Difference	#	-308	-563	109	146	6	0	-1	1	0	-2	1	2	7	-2
Ratio Change	%	0.00%	-0.63%	0.27%	0.37%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%
Net Change	%	-0.67%	-1.38%	5.71%	4.77%	2.33%	0.00%	-4.17%	7.14%	0.00%	-11.11%	3.13%	100.00%	7.95%	-66.67%
PERMANENT WORKFORCE															
Prior FY	#	45626	40692	1895	3039	257	21	24	14	55	18	32	2	88	3
	%	100%	89.19%	4.15%	6.66%	0.56%	0.05%	0.05%	0.03%	0.12%	0.04%	0.07%	0.00%	0.19%	0.01%
Current FY	#	45028	39865	1988	3175	264	21	23	15	56	16	33	4	95	1
	%	100%	88.53%	4.42%	7.05%	0.59%	0.05%	0.05%	0.03%	0.12%	0.04%	0.07%	0.01%	0.21%	0.00%
Difference	#	-598	-827	93	136	7	0	-1	1	1	-2	1	2	7	-2
Ratio Change	%	0.00%	-0.65%	0.26%	0.39%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%
Net Change	%	-1.31%	-2.03%	4.91%	4.48%	2.72%	0.00%	-4.17%	7.14%	1.82%	-11.11%	3.13%	100.00%	7.95%	-66.67%
TEMPORARY WORKFORCE															
Prior FY	#	243	206	14	23	1	0	0	0	1	0	0	0	0	0
	%	100%	84.77%	5.76%	9.47%	0.41%	0.00%	0.00%	0.00%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	533	470	30	33	0	0	0	0	0	0	0	0	0	0
	%	100%	88.18%	5.63%	6.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	290	264	16	10	-1	0	0	0	-1	0	0	0	0	0
Ratio Change	%	0.00%	3.41%	-0.13%	-3.27%	-0.41%	0.00%	0.00%	0.00%	-0.41%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	119.34%	128.16%	114.29%	43.48%	-100.00%	0%	0%	0%	-100.00%	0%	0%	0%	0%	0%

FEDERAL AVIATION ADMINISTRATION Pay Period 201505

Table B2 - Permanent Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities										
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism		
Federal Goal (FY09)	%				2.55%											
AERONAUTICAL CENTER (SB)	#	3361	2785	175	401	30	6	1	1	9	3	4	0	6	0	0
	%	100%	82.86%	5.21%	11.93%	0.89%	0.18%	0.03%	0.03%	0.27%	0.09%	0.12%	0.00%	0.18%	0.00%	0.00%
ALASKAN REGION (SB)	#	815	689	39	87	2	1	0	0	0	0	0	0	1	0	0
	%	100%	84.54%	4.79%	10.67%	0.25%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%
CENTRAL REGION (SB)	#	2018	1806	50	162	9	2	0	1	1	1	3	0	1	0	0
	%	100%	89.49%	2.48%	8.03%	0.45%	0.10%	0.00%	0.05%	0.05%	0.05%	0.15%	0.00%	0.05%	0.00%	0.00%
EASTERN REGION (SB)	#	4364	4071	91	202	20	2	2	3	2	1	2	1	7	0	0
	%	100%	93.29%	2.09%	4.63%	0.46%	0.05%	0.05%	0.07%	0.05%	0.02%	0.05%	0.02%	0.16%	0.00%	0.00%
GREAT LAKES REGION (SB)	#	5147	4629	256	262	25	5	2	2	6	0	2	0	8	0	0
	%	100%	89.94%	4.97%	5.09%	0.49%	0.10%	0.04%	0.04%	0.12%	0.00%	0.04%	0.00%	0.16%	0.00%	0.00%
HEADQUARTERS (SB)	#	8139	6809	549	781	101	3	12	7	27	8	10	4	29	1	0
	%	100%	83.66%	6.75%	9.60%	1.24%	0.04%	0.15%	0.09%	0.33%	0.10%	0.12%	0.05%	0.36%	0.01%	0.00%
NEW ENGLAND REGION (SB)	#	1302	1212	30	60	6	0	0	0	0	1	1	0	4	0	0
	%	100%	93.09%	2.30%	4.61%	0.46%	0.00%	0.00%	0.00%	0.00%	0.08%	0.08%	0.00%	0.31%	0.00%	0.00%
NORTHWEST MOUNTAIN REGION (SB)	#	3892	3309	314	269	27	1	0	2	4	4	4	0	11	1	0
	%	100%	85.02%	8.07%	6.91%	0.69%	0.03%	0.00%	0.05%	0.10%	0.10%	0.10%	0.00%	0.28%	0.03%	0.00%
SOUTHERN REGION (SB)	#	6346	5769	163	414	34	3	0	2	11	1	1	2	14	0	0
	%	100%	90.91%	2.57%	6.52%	0.54%	0.05%	0.00%	0.03%	0.17%	0.02%	0.02%	0.03%	0.22%	0.00%	0.00%
SOUTHWEST REGION (SB)	#	4449	3961	163	325	22	1	2	1	7	0	2	1	8	0	0
	%	100%	89.03%	3.66%	7.31%	0.49%	0.02%	0.04%	0.02%	0.16%	0.00%	0.04%	0.02%	0.18%	0.00%	0.00%
TECHNICAL CENTER (SB)	#	741	651	10	80	14	1	0	1	4	1	2	0	5	0	0
	%	100%	87.85%	1.35%	10.80%	1.89%	0.13%	0.00%	0.13%	0.54%	0.13%	0.27%	0.00%	0.67%	0.00%	0.00%
WESTERN PACIFIC REGION (SB)	#	4410	3970	178	262	16	1	3	0	2	0	2	0	8	0	0
	%	100%	90.02%	4.04%	5.94%	0.36%	0.02%	0.07%	0.00%	0.05%	0.00%	0.05%	0.00%	0.18%	0.00%	0.00%
Total	#	44984	39661	2018	3305	306	26	22	20	73	20	33	8	102	2	0
	%	100%	88.17%	4.49%	7.35%	0.68%	0.06%	0.05%	0.04%	0.16%	0.04%	0.07%	0.02%	0.23%	0.00%	0.00%

KEY:
(D) Department
(B) Bureau
(SB) Sub Bureau
(ORG) Organization

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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/ Dwarfism	
HUMAN RESOURCES MANAGEMENT (0201)	# 341	276	24	41	3	1	0	0	0	0	0	0	2	0	
	% 100%	80.94%	7.04%	12.02%	0.88%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.59%	0.00%	
GENERAL ENGINEERING (0801)	# 813	749	24	40	4	0	0	1	1	1	0	0	1	0	
	% 100%	92.13%	2.95%	4.92%	0.49%	0.00%	0.00%	0.12%	0.12%	0.12%	0.00%	0.00%	0.12%	0.00%	
CIVIL ENGINEERING (0810)	# 448	383	40	25	1	0	0	0	0	0	0	0	1	0	
	% 100%	85.49%	8.93%	5.58%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	
ELECTRONICS ENGINEERING (0855)	# 760	695	19	46	5	0	1	0	2	0	2	0	0	0	
	% 100%	91.45%	2.50%	6.05%	0.66%	0.00%	0.13%	0.00%	0.26%	0.00%	0.26%	0.00%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861)	# 770	681	43	46	4	0	0	0	1	1	0	0	2	0	
	% 100%	88.44%	5.58%	5.97%	0.52%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.00%	0.26%	0.00%	
CONTRACTING (1102)	# 264	219	17	28	4	1	0	0	2	0	1	0	0	0	
	% 100%	82.95%	6.44%	10.61%	1.52%	0.38%	0.00%	0.00%	0.76%	0.00%	0.38%	0.00%	0.00%	0.00%	
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	# 468	374	47	47	3	0	1	0	1	0	0	0	1	0	
	% 100%	79.91%	10.04%	10.04%	0.64%	0.00%	0.21%	0.00%	0.21%	0.00%	0.00%	0.00%	0.21%	0.00%	
AVIATION SAFETY INSPECTOR (1825)	# 4230	3484	303	443	15	1	1	1	4	0	1	0	7	0	
	% 100%	82.36%	7.16%	10.47%	0.35%	0.02%	0.02%	0.02%	0.09%	0.00%	0.02%	0.00%	0.17%	0.00%	
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	# 5876	4986	318	572	28	2	3	1	2	0	4	0	16	0	
	% 100%	84.85%	5.41%	9.73%	0.48%	0.03%	0.05%	0.02%	0.03%	0.00%	0.07%	0.00%	0.27%	0.00%	
AIR TRAFFIC CONTROL SPECIALIST (2152)	# 18547	17732	338	477	27	1	1	6	3	3	4	0	9	0	
	% 100%	95.61%	1.82%	2.57%	0.15%	0.01%	0.03%	0.02%	0.02%	0.02%	0.02%	0.00%	0.05%	0.00%	
INFORMATION TECHNOLOGIST (0334)	# 1569	1345	68	156	22	1	3	2	4	2	1	0	9	0	
	% 100%	85.72%	4.33%	9.94%	1.40%	0.06%	0.19%	0.13%	0.25%	0.13%	0.06%	0.00%	0.57%	0.00%	

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

Type of Appointment		Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Permanent	#	1437	1024	140	273	37	2	2	4	12	5	0	2	10	0
	%	100%	71.26%	9.74%	19.00%	2.57%	0.14%	0.14%	0.28%	0.84%	0.35%	0.00%	0.14%	0.70%	0.00%
Temporary	#	1240	1146	58	36	5	0	0	1	2	1	0	1	0	0
	%	100%	92.42%	4.68%	2.90%	0.40%	0.00%	0.00%	0.08%	0.16%	0.08%	0.00%	0.08%	0.00%	0.00%
Total	#	2677	2170	198	309	42	2	2	5	14	6	0	3	10	0
	%	100%	81.06%	7.40%	11.54%	1.57%	0.07%	0.07%	0.19%	0.52%	0.22%	0.00%	0.11%	0.37%	0.00%

Table B10 - Non-Competitive Promotions - Time in Grade - By Disability - Permanent Workforce

		Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Employment Tenure	Total	Disability	Identified												
Total Employees Eligible for Career Ladder Promotions	#	1873	1757	44	72	5	0	0	2	0	0	1	1	1	0
	%	100%	93.81%	2.35%	3.84%	0.27%	0.00%	0.00%	0.11%	0.00%	0.00%	0.05%	0.05%	0.05%	0.00%
Time in Grade Excess of Minimum															
1-12 Months	#	240	228	5	7	2	0	0	1	0	0	0	0	1	0
	%	100%	95.00%	2.08%	2.92%	0.83%	0.00%	0.00%	0.42%	0.00%	0.00%	0.00%	0.00%	0.42%	0.00%
13-24 Months	#	242	223	8	11	0	0	0	0	0	0	0	0	0	0
	%	100%	92.15%	3.31%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25 + Months	#	787	761	10	16	1	0	0	0	0	0	1	0	0	0
	%	100%	96.70%	1.27%	2.03%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%

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	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Voluntary	# 2486	2188	84	214	20	1	3	2	4	2	3	0	4	1	
	% 100%	88.01%	3.38%	8.61%	0.80%	0.04%	0.12%	0.08%	0.16%	0.08%	0.12%	0.00%	0.16%	0.04%	
Involuntary	# 97	77	7	13	0	0	0	0	0	0	0	0	0	0	
	% 79.38%	7.22%	13.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
RIF	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total Separations	# 2583	2265	91	227	20	1	3	2	4	2	3	0	4	1	
	% 100%	87.69%	3.52%	8.79%	0.77%	0.04%	0.12%	0.08%	0.15%	0.08%	0.12%	0.00%	0.15%	0.04%	

TAB 11

FAA 462 Report

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	395	367
C.1. COUNSELED WITHIN 30 DAYS	48	48
C.2. COUNSELED WITHIN 31 TO 90 DAYS	340	323
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	159	150
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	158	152
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	23	23
C.3. COUNSELED BEYOND 90 DAYS	7	7
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	63	62
D.2. INITIATED DURING THE REPORTING PERIOD	419	387
D.3. COMPLETED/ENDED COUNSELINGS	395	367
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	39	39
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	119	118
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	226	208
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	11	11
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	87	84

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$5,987.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	1	1	\$5,987.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	3	3
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	1	1
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. Career progression counseling	1	1
F.13. Administrative leave and accepts voluntary demotion	1	1

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	9	9	\$27,807.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	4	4	\$13,757.00
G.3. LUMP SUM PAYMENT	4	4	\$10,050.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$4,000.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	32	32
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	1	1
H.2.a. RETROACTIVE	1	1
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	2	2
H.4. REASSIGNMENTS	13	13
H.5. REMOVALS RESCINDED	1	1
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	1	1
H.6. ACCOMMODATIONS	1	1
H.7. TRAINING	11	11
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	0	0
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	1	1
H.11. LEAVE RESTORED	9	9
H.12. Change of schedule; management training	2	2
H.13. NEUTRAL REFERENCE	1	1

I. NON-ADR SETTLEMENTS		
	COUNSELING	INDIVIDUALS
TOTAL	4	4

PART II - FORMAL COMPLAINT ACTIVITIES

516	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
244	B. COMPLAINTS FILED
13	C. REMANDS (sum of lines C1+C2+C3)
8	C.1. REMANDS (NOT INCLUDED IN A OR B)
5	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
768	D. TOTAL COMPLAINTS
748	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
225	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
20	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
12	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
536	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
222	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
10	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
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	45,543			
A.1.b. PERMANENT EMPLOYEES	45,051			
A.2. COUNSELOR	10		0	
A.2.a. FULL-TIME	6	60	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	4	40	0	0
A.3. INVESTIGATOR	0		0	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF - TOTAL	1	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	1	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF - TOTAL	9	0	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	5	0	0	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	4	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Mamie Mallory
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES X
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	Mamie Mallory
	TITLE	FAA Assistant Administrator for Civil Rights and FAA Diversity Advocate, ACR-1
4.	WHO DOES THAT PERSON REPORT TO?	
	PERSON	Michael Huerta
	TITLE	FAA Administrator, AOA-1

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

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2014

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
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	4	4	0	6	2	4	40	15	15
B. ASSIGNMENT OF DUTIES	0	0	0	3	0	0	2	1	11	32	16	16
C. AWARDS	0	0	0	3	0	0	2	0	6	18	6	6
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	3	0	0	2	0	10	28	13	13
E.1. DEMOTION	0	0	0	0	0	0	0	0	2	4	2	2
E.2. REPRIMAND	0	0	0	1	0	0	1	0	1	6	2	2
E.3. SUSPENSION	0	0	0	2	0	0	1	0	5	14	7	7
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
E.5 5. Letter of Confirmation and Discus	0	0	0	0	0	0	0	0	1	3	1	1
E.6 6. proposal to initiate disciplinary acti	0	0	0	0	0	0	0	0	1	1	1	1
E.7 7.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	0	0	0	1	1	6	3	3
G. EVALUATION/APPRaisal	0	0	0	1	3	0	2	0	5	20	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0	1	0	1	4	1	1
I. HARASSMENT	1	2	0	30	6	0	20	3	69	255	97	91
I.1. NON-SEXUAL	1	2	0	30	6	0	20	3	59	237	85	81
I.2. SEXUAL									10	18	12	12
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	4	3	0	1	0	9	46	20	20
L. PROMOTION/NON-SELECTION	0	2	0	25	6	2	14	8	37	197	68	60
M. REASSIGNMENT	0	0	0	7	2	0	4	0	10	46	17	17
M.1. DENIED	0	0	0	2	0	0	2	0	3	13	4	4
M.2. DIRECTED	0	0	0	5	2	0	2	0	7	33	13	13
N. REASONABLE ACCOMMODATION								2	11	38	22	22
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	2	1	0	0	0	1	14	5	5
Q. TERMINATION	0	0	0	2	1	0	1	0	4	21	7	7
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	2	1	1	3	0	5	27	9	9
S. TIME AND ATTENDANCE	0	0	0	3	1	0	6	2	9	35	12	10
T. TRAINING	0	0	0	10	3	0	6	4	15	69	23	22
U. OTHER	0	0	0	3	1	0	3	0	5	24	8	8
U.1. 1. OTHER	0	0	0	3	1	0	3	0	5	24	8	8
U.2.	0	0	0	0	0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	1	4	0	103	32	3	73	23	213			
TOTAL ALL COMPLAINTS FILED BY BASES	1	3	0	71	23	3	49	16	138			
TOTAL ALL COMPLAINANTS BY BASES	1	3	0	60	21	3	44	9	124			

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

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2014

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	2	3	0	1	3			8	1	1	1	40	15	15
B. ASSIGNMENT OF DUTIES	1	4	1	0	1			3	2	3	0	32	16	16
C. AWARDS	0	3	0	0	1			2	0	1	0	18	6	6
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	2	3	1	0	0			4	3	0	0	28	13	13
E.1. DEMOTION	0	1	1	0	0			0	0	0	0	4	2	2
E.2. REPRIMAND	1	0	0	0	0			1	1	0	0	6	2	2
E.3. SUSPENSION	0	2	0	0	0			2	2	0	0	14	7	7
E.4. REMOVAL	0	0	0	0	0			0	0	0	0	0	0	0
E.5. 5. Letter of Confirmation and Di	1	0	0	0	0			1	0	0	0	3	1	1
E.6. 6. proposal to initiate disciplinary	0	0	0	0	0			0	0	0	0	1	1	1
E.7. 7.	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	1	1	0	1	0			0	0	0	0	6	3	3
G. EVALUATION/APPRaisal	2	0	0	0	2			5	0	0	0	20	8	8
H. EXAMINATION/TEST	0	0	0	0	1			1	0	0	0	4	1	1
I. HARASSMENT	16	39	0	7	5			34	7	15	1	255	97	91
I.1. NON-SEXUAL	14	33	0	7	5			34	7	15	1	237	85	81
I.2. SEXUAL	2	6	0									18	12	12
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	3	6	0	0	1	3	2	9	0	5	0	46	20	20
L. PROMOTION/NON-SELECTION	18	13	0	6	5			38	10	12	1	197	68	60
M. REASSIGNMENT	7	5	0	2	0			8	0	1	0	46	17	17
M.1. DENIED	1	2	0	1	0			1	0	1	0	13	4	4
M.2. DIRECTED	6	3	0	1	0			7	0	0	0	33	13	13
N. REASONABLE ACCOMMODATION									9	14	2	38	22	22
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	0	0	0
P. RETIREMENT	1	2	0	0	0			5	0	2	0	14	5	5
Q. TERMINATION	1	4	0	1	1			4	1	1	0	21	7	7
R. TERMS/CONDITIONS OF EMPLOYMENT	2	4	1	0	1			5	1	1	0	27	9	9
S. TIME AND ATTENDANCE	2	2	0	0	0			4	1	5	0	35	12	10
T. TRAINING	7	9	0	1	1			5	5	3	0	69	23	22
U. OTHER	0	3	1	0	0			4	2	2	0	24	8	8
U.1. 1. OTHER	0	3	1	0	0			4	2	2	0	24	8	8
U.2.	0	0	0	0	0			0	0	0	0	0	0	0
U.3.	0	0	0	0	0			0	0	0	0	0	0	0
U.4.	0	0	0	0	0			0	0	0	0	0	0	0
U.5.	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	65	101	4	19	22	3	2	139	42	66	5			
TOTAL ALL COMPLAINTS FILED BY BASES	48	69	3	14	13	2	2	101	29	45	4			
TOTAL ALL COMPLAINANTS BY BASES	42	66	3	14	13	2	2	88	19	30	4			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2014

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	1	0	0	16	7	4	7	5	23	4	29	1	5	7	3	4	18	4	6	0
1.1a. Number of Counselings Settled	1	0	0	7	4	1	2	4	11	4	15	1	2	5	3	4	14	2	5	0
1.1b. Number of Counselees Settled With	1	0	0	7	4	1	2	4	11	4	15	1	2	5	3	4	14	2	5	0
2. Complaint Settlement Allegations	0	7	0	19	6	0	9	3	54	5	32	0	2	7	1	1	26	12	19	0
2.2a. Number of Complaints Settled	0	4	0	10	4	0	5	3	29	4	22	0	2	3	1	1	19	6	9	0
2.2b. Number of Complainants Settled With	0	3	0	10	4	0	5	3	29	4	21	0	2	3	1	1	19	6	9	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	1	7	0	35	13	4	16	8	77	9	61	1	7	14	4	5	44	16	25	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS

FINDINGS / ALLEGATIONS IN:	APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION			DUTY HOURS	EVAL / APPRAISAL	EXAM / TEST	HARRASSMENT		MEDICAL EXAM	PAY / OVERTIME	PROMOTION NON-SELECTION	REASSIGNMENT		REASONABLE ACCOMMODAT	REIN-STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER	
					DEMOTION	REPRIMAND	SUSPENSION				REMOVAL	NON-SEXUAL				SEXUAL	DENIED									DIRECTED
1. Counseling Settlement Allegations	1	2	2	0	0	2	0	0	1	0	1	21	1	0	3	10	1	2	2	0	0	1	0	2	3	2
1.1a. Number of Counselings Settled	1	2	2	0	0	2	0	0	1	0	1	19	1	0	3	10	1	2	2	0	0	1	0	2	3	2
1.1b. Number of Counselees Settled With	1	2	2	0	0	2	0	0	1	0	1	19	1	0	3	10	1	2	2	0	0	1	0	2	3	2
2. Complaint Settlement Allegations	0	5	3	0	0	0	1	0	2	4	0	17	3	1	2	19	1	1	8	1	0	4	0	5	8	3
2.2a. Number of Complaints Settled	0	5	3	0	0	0	1	0	2	4	0	17	3	1	2	19	1	1	6	1	0	4	0	4	8	3
2.2b. Number of Complainants Settled With	0	5	3	0	0	0	1	0	2	4	0	17	3	1	2	18	1	1	6	1	0	4	0	4	8	3
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	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 SETTLEMENT ALLEGATIONS	1	7	5	0	0	2	1	0	3	4	1	38	4	1	5	29	2	3	10	1	0	5	0	7	11	5
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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PART V - SUMMARY OF CLOSURES BY STATUTE

199	A.1. TITLE VII
2	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
94	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
58	A.3. REHABILITATION ACT
12	A.4. EQUAL PAY ACT (EPA)
1	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
366	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	237	94850	400.21
A.1. WITHDRAWALS	13	12692	976.31
A.1.a. NON-ADR WITHDRAWALS	13	12692	976.31
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	52	21853	420.25
A.2.a. NON-ADR SETTLEMENTS	49	21572	440.24
A.2.b. ADR SETTLEMENTS	3	281	93.67
A.3. FINAL AGENCY ACTIONS	172	60305	350.61
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	135	31357	232.27
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	85	28788	338.68
B.3. DISMISSAL OF COMPLAINTS	50	2569	51.38
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	37	28948	782.38
C.1. AJ DECISION FULLY IMPLEMENTED	36	26600	738.89
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	36	26600	738.89
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	2348	2,348.00
C.2.a. FINDING DISCRIMINATION	1	2348	2,348.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	2348	2,348.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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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	85	5233	61.56
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	29	1804	62.21
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	16	726	45.38
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	13	1078	82.92
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	20	1248	62.40
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	13	495	38.08
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	7	753	107.57
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	18	1077	59.83
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	12	599	49.92
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	6	478	79.67
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	18	1104	61.33
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	5	188	37.60
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	13	916	70.46

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	52	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	25	\$549,206.36
B.1. BACK PAY/FRONT PAY	2	\$658.79
B.2. LUMP SUM PAYMENT	18	\$494,607.57
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	7	\$53,940.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	41	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	1
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	1
F.2. PROMOTIONS	0	6
F.2.a. RETROACTIVE	0	3
F.2.b. NON-RETROACTIVE	0	3
F.3. EXPUNGEMENTS	5	1
F.4. REASSIGNMENTS	5	11
F.5. REMOVALS RESCINDED	1	2
F.5.a. REINSTATEMENT	1	1
F.5.b. VOLUNTARY RESIGNATION	0	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	2	0
F.9. DISCIPLINARY ACTIONS	4	0
F.9.a. RESCINDED	2	0
F.9.b. MODIFIED	2	0
F.10. PERFORMANCE EVALUATION MODIFIED	4	0
F.11. LEAVE RESTORED	6	2
F.12. 12. Letter of recommendation	0	1
F.13. 13. Conversation between cp and management and sched. changes.	0	2
F.14. 14. Neutral employ reference, maintain records, administrative leave	3	0

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	536	413182			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	97	17684	182.31	3212	
A.2. COMPLAINTS PENDING IN INVESTIGATION	87	7421	85.3	845	
A.3. COMPLAINTS PENDING IN HEARINGS	299	336313	1124.79	1318	460-2012-00128X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	53	51764	976.68	6088	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	168	23567	140.28
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	64	10833	169.27
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	46	6291	136.76
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	16	3773	235.81
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	12	2544	212.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	4	1229	307.25
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	769	384.50
A.2. AGENCY INVESTIGATION COSTS	\$473,856.00		\$7,404.00
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	104	12734	122.44
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	99	11692	118.10
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	5	1042	208.40
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	4	784	196.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	1	258	258.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$497,640.00		\$4,785.00

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PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	302	287		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	138	134		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	164	157		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	94	90		
C.2. ANOTHER FEDERAL AGENCY	27	27		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	13	13		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	3	3		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
D.1. MEDIATION	137	133	5719	41.74
D.2. SETTLEMENT CONFERENCES	2	2	54	27.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	1	1	27	27.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	2	2	42	21.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
E.1. TOTAL CLOSED	164	157	6586	40.16
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	35	35	1347	38.49
E.1.b. NO FORMAL COMPLAINT FILED	36	36	1347	37.42
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	88	82	3702	42.07
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	5	5	190	38.00

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		11	10		
B.2. REJECTED BY COMPLAINANT		0	0		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		11	10		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		7	7		
C.1. INHOUSE		4	4		
C.2. ANOTHER FEDERAL AGENCY		3	3		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		7	7	DAYS	AVERAGE DAYS
D.1. MEDIATION		7	7	475	67.86
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
D.12.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		11	10	792	72.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		3	3	111	37.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		8	7	681	85.13
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.1.f.		0	0	\$0.00	
F.1.g.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		3	3		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		1	1		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		1	1		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		0	0		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		1	1		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		0	0		
F.2.i.i. RESCINDED		0	0		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		0	0		
F.2.l. voluntary conversation between Complainant and ENF-ROA ATC Specialist		1	1		
F.2.m.		0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	45543
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	10
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	4
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	6
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$102,744.81

E. EEO ADR CONTACT INFORMATION	
E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Wilbur Barham
E.2. TITLE	Deputy Director, National Policy and Compliance
E.3. TELEPHONE NUMBER	202-493-4044
E.4. EMAIL	wilbur.barham@faa.gov

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

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, 2013 through September 30, 2014 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Stephanie Jones
TITLE OF CERTIFYING OFFICIAL:	Deputy Chief of Staff
TELEPHONE NUMBER:	(202) 366-6800
E-MAIL:	stephanie.jones@dot.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	19-11-2014

NAME OF PREPARER:	William Roberts
TITLE OF PREPARER:	Database Administrator
TELEPHONE NUMBER:	(202) 366-5637
E-MAIL:	william.roberts.cr@dot.gov
DATE:	13-11-2014

The FY 2014 Form 462 report must be "Accepted" or "Finalized" by EEOC by October 31, 2014 to be considered timely.

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

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2014

Form 462 Comments

Part Name COMMENT(expression left | evaluation symbol | expression right | value1 | value2 | comment)

Part IV Part 2

If Total All Bases By Issue, E. 5. > 0, Then Total All Complainants By Issue, E. 5. | > | 0 | 1 | 0 | .

TOTAL ALL COMPLAINTS BY ISSUE, U.1. | <= | Part II. B | 8 | 244 | (1) In EEO Case # 2013-25336-FAA-03 the claim of other is for IDP, failure to respond to grievance, failure to respond to status of security incident Color (Black);(2) In EEO Case # 2014-25499-FAA-05 the claim of other makes reference to the aggrieved person being required to periodically re-qualify for Workers' Compensation benefits;(3) In EEO Case # 2013-25301-FAA-01 the claim of other makes reference of disparaging comments made to prospective employers;(4) In EEO Case # 2014-25512-FAA-02 the claim of other makes reference of reimbursement of CIP for Air Traffic Controllers;(5) In EEO Case # 2014-25741-FAA-06 the claim of other makes reference to a FIOA request;(6) In case # 2014-25450-FAA-02, the claim of other makes reference to Workers' Compensation;(7) In case # 2014-25275-FAA-06, the claim of other makes reference to pilot's license revoked;(8) In case # 2013-25355-FAA-03, the claim of other makes reference to OWCP claim not processed;

Part I

D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 63 | 60 | The difference in the number of pre-complaints on hand at the end of FY 2013 versus those on hand at the start of FY 2014 can be attributed to FY 2013 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2013 Form 462 Report were generated.

D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 62 | 59 | The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2013 versus those on hand at the start of FY 2014 can be attributed to FY 2013 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2013 Form 462 Report were generated.

D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 208 | 222 | Part I. Line D.3.c. (Individuals) (208 entered) is not equal to Part II. Line B. (222 entered) due to the existence of (18) pre-complaints in which counseling was completed of FY 2013 and a corresponding formal complaint was filed in FY 2014.

D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 226 | 244 | Part I. Line D.3.c. (Counselings) (226 entered) is not equal to Part II. Line B. (244 entered) due to the existence of (18) pre-complaints in which counseling was completed of FY 2013 and a corresponding formal complaint was filed in FY 2014.

H.12. Counselings | <= | H. Counselings | 2 | 32 | Change of schedule;Management training

Part II

A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 516 | 518 | The difference in the number of formal complaints on hand at the end of FY 2013 versus those on hand at the start of FY 2014 can be attributed to FY 2013 complaints in which the formal file or closure was not processed until after the statistics for the FY 2013 Form 462 Report were generated.

Part III

If Part IX.A1>0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) | > | 0 | 0 | 0 | All FAA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation (OST).

If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 0 | 0 | All FAA contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation (OST).

PART IV PART II

F. DUTY HOURS, MALE | Not empty | N/A | 1 | 1 | (1) In case # 2014-25799-FAA-03 the Disciplinary: Action other is a proposal to initiate disciplinary action base on the use and abuse of over time (six minutes) the AP incurs to return to the Air Traffic position;(2) In case # 2014-25399-FAA-05, the Disciplinary: Action other is a Letter of Confirmation and Discussion which was a form of counseling and was disciplinary in nature.

U. OTHER, TOTAL ALL COMPLAINANTS BY ISSUE | Not empty | N/A | 8 | 8 | (1) In EEO Case # 2013-25336-FAA-03 the claim of other is for IDP, failure to respond to grievance, failure to respond to status of security incident Color (Black);(2) In EEO Case # 2014-25499-FAA-05 the claim of other makes reference to the aggrieved person being required to periodically re-qualify for Workers' Compensation benefits;(3) In EEO Case # 2013-25301-FAA-01 the claim of other makes reference of disparaging comments made to prospective employers;(4) In EEO Case # 2014-25512-FAA-02 the claim of other makes reference of reimbursement of CIP for Air Traffic Controllers;(5) In EEO Case # 2013-25307-FAA-03 the claim of other 1 and other 2 both reference termination of training;(6) In EEO Case # 2014-25597-FAA-06 the claim of other makes reference to Reasonable Accommodation;(7) In EEO Case # 2014-25741-FAA-06 the claim of other makes reference to a FIOA request;(8) In case # 2014-25435-FAA-03, the claim of other is for Termination of Training;(9) In case # 2014-25450-FAA-02, the claim of other is Workers' Compensation;(10) In case # 2014-25435-FAA-03, the claim of other is for pilot's license revoked;(11) In EEO Case # 2013-25355-FAA-03 For claim of Other User Defined - Other 1 the claim references the Office of Workers' Compensation Program (OWCP) Claim

Part X

If C.4>0, then comment required | N/A | N/A | 3 | 0 | Both In-house and Federal Shared Neutrals mediators were used in (2) counselings; Both In-house and Federal Shared Neutrals mediators were used in (1) counseling.

If D.8>0, then comment required | N/A | N/A | 2 | 0 | The mediation and settlement conference ADR techniques were used in (1) counseling; The mediation and facilitation ADR techniques were used in (1) counseling.

TAB 12

UFAS/Section 504 Rehabilitation Act Assessment

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

**Facility Accessibility
Program Office**

**MD-715
FY 2014**



**FAA
Air Traffic Organization**

In FY 2014 the Facility Accessibility Program Office:

- Conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 38 FAA facilities and transmitted the reports to the facility managers and Program Offices;
- Disseminated GSA / Access Board implementation information and requirements for the Architectural Barriers Act Accessibility Standard (ABAAS);
- Conducted two classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS;
- Served as a resource to the FAA to resolve issues involving facility accessibility and ABAAS compliance.

Conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 38 FAA facilities and transmitted the reports to the facility managers and Program Offices:

The Facility Accessibility Program Office conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 38 FAA facilities and transmitted the reports to the facility managers and Program Offices during FY 2014. The thirty eight surveyed facilities had a combined staffing of 362. The surveyed facilities were office spaces and air traffic control facilities. The facilities surveyed are listed below with their staffing.

<u>Facility</u>	<u>Staffing</u>
Philadelphia Flight Standards District Office	41
West Trenton	23
• Philadelphia District Office	
• Trenton Projects Support Center	
• Trenton Technical Support Center	
Teterboro Flight Standards District Office	37
Saddle Brook Manufacturing & Inspection District Office	3
Teterboro System Support Center	6
Allentown Flight Standards District Office	20
Harrisburg Airport District Office	10
Harrisburg Flight Standards District Office	12
New Cumberland Manufacturing & Inspection District Office	10
San Francisco System Support Center (Virtual Survey)	13
Oklahoma City Flight Standards District Office	34
Lubbock Flight Standards District Office	16
Albuquerque Flight Standards District Office	16
Amarillo System Support Center	7
Carlsbad System Support Center	3
Casa Mesa (Albuquerque) System Support Center	10
El Paso System Support Center	10
Roswell System Support Center	10
Cheyenne System Support Center	11
Casper System Support Center (Expanded Space)	14
Sheridan NAV/COM System Support Center	1
Billings Field Maintenance Program (FMP) Garage	3
Bozeman NAV/COM System Support Center	5
Missoula System Support Center	4
Kalispell System Support Center	3
Great Falls (Front Range) System Support Center	12
Scottsbluff Work Center	2
North Platte System Support Center	7
Grand Island System Support Center	5
Columbus Work Center	4
Omaha System Support Center	11
Sioux Falls - Southeast Dakota System Support Center	612

Southwest Dakota (Huron) System Support Center	6
Rapid City Work Center	3
Bismarck District Office / Airport District Office	15
Minot Work Center	3
Grand Forks System Support Center	15
Fargo System Support Center	<u>9</u>
	362

The reports that were transmitted to the facility managers and Program Offices included a spreadsheet of items not in compliance with UFAS / ABAAS or items that were designated as "Section 504" which would be required to ensure Program Access at the facility. The reports included suggested ABAAS compliant remediations. The Section 504 items were designated separately to allow those items to be prioritized and expedited to provide Program Access for the facility.

A total of 670 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. 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. 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 and copies of facility survey reports to individuals involved in lease renewals, design and construction of new facilities, alterations, on-going modernizations, and other project work at FAA facilities.

Disseminated GSA / Access Board implementation information and requirements for the Architectural Barriers Act Accessibility Standard (ABAAS):

The Facility Accessibility Program Office has developed e-mail lists of individuals who have attended UFAS or ABAAS training classes, Regional Accessibility Focal Points, and interested individuals. These lists are used to disseminate information and updates from GSA and the Access Board within the FAA.

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

The FAPO conducted two classes for Real Estate Contracting Officers on *Architectural Barriers Act Accessibility Standard (ABAAS) for RECO's*, this is a mandatory class for Level I RECO Certification. Developed a training unit for RECO's on what ABAAS issues to review when evaluating facilities for lease.

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

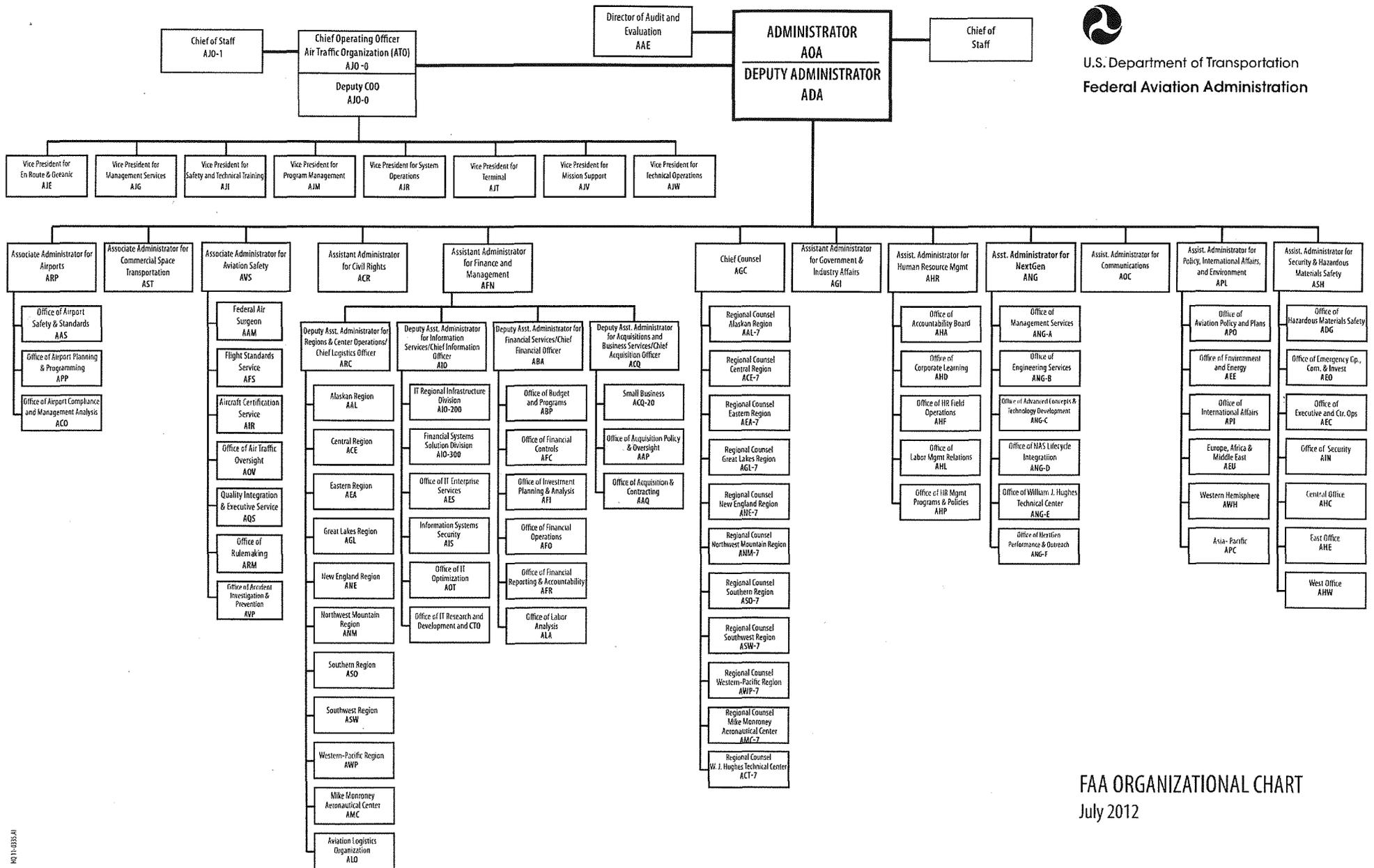
Served as a point of contact for the FAA program offices, architects, engineers, space coordinators, and real estate personnel for issues involving facility accessibility and ABAAS compliance.

TAB 13

FAA Organization Chart



U.S. Department of Transportation
Federal Aviation Administration



FAA ORGANIZATIONAL CHART
July 2012