



Federal Aviation
Administration

Federal Aviation Administration (FAA)
**Annual EEO Program
Status Report**

Fiscal Year
2013

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 - 2013**

PARTS A Through E

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

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

PART A - Department or Agency Identifying Information

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

PART B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Non-Appropriated Workforce	Total Workforce
Number of Employees	45626	243	0	45869

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)ev	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		EV/SES 01	202-267-8087	Mamie.Mallory@faa.gov
Title VII Affirmative EEO Program Official	Myrna Rivera	Acting Director, Model EEO Program	0260	K band	202-267-3271	Myrna.Rivera@faa.gov
Section 501 Affirmative Action Program Official	Miriam Vega	Director, Outreach Program for Diversity and Inclusion	0260	K band	202-385-8440	Miriam.Vega@faa.gov
Complaint Processing Program Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Hispanic Program Manager (SEPM)	Carlos Manduley	Manager, Hispanic Employment Program (HEP)	0260	J band	202-385-8130	Carlos.Manduley@faa.gov
Women's Program Manager (SEPM)	Deena Collier	Manager, Federal Women's Program (FWP)	0260	J band	202-385-8128	Deena.Collier@faa.gov
Disability Program Manager (SEPM)	Michael Looney	Manager, People with Disability Program (PWD)	0260	J band	202-385-8127	Michael.Looney@faa.gov
ADR Program Manager	Harnetta Williams	Director, EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Compliance Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Principal MD-715	Yvette	Principal MD-	0343	J band	202-267-	Yvette.Aine@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Preparer	Aine	715 Preparer			9928	

PART D- Forms/Documents Included with This Report

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

TAB 2

Part E

Executive Summary

PART 1 - Executive Summary: Mission

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

Results of the Agency's Annual Self-Assessment

The agency conducted its annual self-assessment against Management Directive (MD) 715 "Essential Elements." FAA has met almost all of the measures successfully. The following highlights the agency's FY 2013 Equal Employment Opportunity (EEO) self-assessment results.

Essential Element A: Demonstrated Commitment from Agency Leadership

- In 2013, Administrator Huerta affirmed his commitment to EEO and diversity at the FAA by issuing a Diversity and Moving Forward Memorandum in support of EEO, diversity, and a workplace free of discriminatory 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.
- EEO critical elements are included in all executives, managers and supervisors' performance plans. Additionally, FAA has a Table of Penalties that includes disciplinary actions to specifically address EEO violations.
- FAA also conducted extensive training to ensure that managers and supervisors are aware of their responsibilities to provide employees reasonable accommodations and report requests in a timely manner

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

- The Assistant Administrator for Civil Rights (ACR-1) is under the direct supervision of the Agency Head. FAA also has 12 field EEO Directors that report directly to ACR-1.
- ACR-1 attends weekly meetings to inform the Agency Head and other top management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO program.
- In collaboration with other FAA lines of business, ACR secured funding to conduct barrier analyses for certain job series. FAA met its EEO legal obligations as indicated in this measure.
- ACR participates in recruitment strategies and receives funds to conduct outreach and targeted recruitment. ACR received vacancy projections collected by the FAA Office of Human Resources (AHR) as part of the diversity and inclusion discussions and was intricately involved in discussions regarding Air Traffic Controller hiring procedures and sources (succession planning).

- A barrier analysis of the Air Traffic Control Specialist (2152) was conducted and FAA is currently implementing recommended changes.

Essential Element C: Management and Program Accountability

- ACR-1 chairs a bi-monthly EEO Action Committee meeting, whose primary purpose is to monitor EEO programs and develop short and long-term goals on how to meet EEO and diversity and inclusion requirements. This committee includes an executive representative from each line of business and staff office (LOB/SO).
- ACR-1 conducts monthly meetings with all the heads of each LOB to discuss EEO activity within their organization. Additionally, there are weekly meetings between the FAA's ACR, AHR and the Office of the General Counsel (AGC) to discuss EEO matters.
- In FY 2013, there were four findings of discrimination. The FAA's ACR, AHR, and AGC reviewed the decisions and case files for corrective actions.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- FAA continues to evaluate whether barriers to the realization of a Model EEO Program exist. In FY 2012, FAA procured a contractor to conduct a barrier analysis of the Air Traffic Control Specialist (2152 job series) hiring process. The 2152s represent the largest job series at the FAA. Agency officials from the Air Traffic Organization (ATO), AHR, and AGC were consulted throughout the process. The Barrier Analysis was completed and a final report issued in FY 2013.
- EEO data is tracked continuously to enable the FAA to conduct a thorough statistical analysis that looks at the impact of policies, practices, and procedures on EEO.
- FAA has a very robust Alternate Dispute Resolution (ADR) program. Each LOB/SO has placed a goal in their business plan to ensure that 70% of all managers engage in mediation upon the employee request.

Essential Element E: Efficiency

- FAA utilizes the iComplaint system that was selected by DOT as its complaint tracking system. FAA also utilizes the e-Complaint on-line system to provide employees 24/7 on-line access to file an EEO complaint. ACR prepares a quarterly report (documenting activity and complaint bases) for distribution to the heads of each LOB/SO.
- FAA has full-time dedicated EEO Counselors and a small cadre of collateral duty Counselors. EEO Counselors and Mediators receive annual training to ensure their skills and knowledge is current and relevant.
- The FAA has an established ADR Program. ADR is immediately offered to all employees that initiate an EEO complaint. FAA managers receive information on the cost/benefits of early resolution through the ADR Program. Officials involved in the mediation process are required to identify settlement authorities in advance of mediation. Any settlements reached (in principle) are coordinated with AHR and AGC to ensure legal compliance. ADR usage decreased from 39.03% last year to 31% in FY 2013.
- FAA complies with EEO complaint data collection requirements and conducts quarterly data analysis of EEO complaints to identify trends.

Essential Element F: Responsiveness and Legal Compliance

- FAA posted statistical complaint data on the website in compliance with the No FEAR Act requirements.
- FAA’s ACR also conducts on-site facility assessments to ensure a Model EEO Program. In FY 2013, ACR conducted 14 facility assessments.
- The FAA timely implements necessary corrective actions such as facility postings, trainings, and reviews disciplinary actions as appropriate.
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Executive Summary: Workforce Analyses

In FY 2013 FAA had a total workforce of 45,869 compared to the 47,785 employees in FY 2012.

Total Workforce by RNO – FAA

	Participation Rate for FY 2013		2010 CLF
	#	%	
Males	34,695	75.64%	51.86%
Females	11,174	24.36%	48.14%
Hispanic or Latino Males	2,398	5.23%	5.17%
Hispanic or Latino Females	773	1.69%	4.79%
White Males	27,746	59.87%	38.33%
White Females	7,588	16.54%	34.03%
Black or African American Males	2,671	5.82%	5.49%
Black or African American Females	2,031	4.43%	6.53%
Asian Males	1,420	3.10%	1.97%
Asian Females	514	1.12%	1.93%
NHOPI Males	107	0.23%	0.07%
NHOPI Females	35	0.08%	0.07%
AIAN Males	526	1.15%	0.55%
AIAN Females	195	0.43%	0.53%
Two or More Races Males	112	0.24%	0.26%
Two or More Races Females	38	0.08%	0.28%
Individuals with Targeted Disabilities	258	0.56%	CLF Not Available
*Numbers in red represent participation rates lower than the CLF			

In the beginning of FY 2013, the FAA employed 47,785 workers compared with 45,869 workers at the end of FY 2013. Therefore, during the course of FY 2013, the agency experienced a net loss of 1916 employees or a net rate change of -4.01%.

During FY 2013, the number of FAA permanent and temporary employees reporting targeted disabilities reflects a negative change of -18 employees (FAA On-Board: 0.56% versus the Federal High: 2.55% resulting in a net change -6.52%).

Summary of Fiscal Year 2013 Accomplishments

While the FAA has made significant progress in FY 2013, all of the focus areas in Part I of this report will carry over into FY 2014. The focus is on the recruitment and retention of women and minorities in the Air Traffic Control Specialist (2152), Aviation Safety Inspector (1825), and Airway Transportation Systems Specialist (2101) occupations. The FAA completed Phase I barrier analysis of the 2152 series hiring procedures in FY 2013. The analysis identified several areas for improvement and the Agency is implementing the recommendations emanating from the report. In FY 2014, the agency began its barrier analysis of the Aviation Safety Inspector series hiring process to be followed by Phase 2 of the 2152 series analysis from training to Certified Professional Controller, to be followed by the 2101 series.

During FY 2013, FAA implemented a number of corporate-level initiatives to continue support for the Agency's Model EEO program required by MD 715, including:

- ACR is collaborating with FAA AHR, and the Departmental Offices of Civil Rights and Human Resources by developing a strategic plan to support Executive Order 13548: Increasing Federal Employment of People with Disabilities. DOT's plan was submitted to the Office of Personnel Management (OPM) for approval on April 11, 2013. The plan included specific hiring goals for people with disabilities (PWD) and people with targeted disabilities (PWTD) and plans to create a training module for all AHR specialists on the subject of on-the-spot hiring authority.
- Establishing a Fiscal Year 2013 Short Term Initiative (STI) Goal requiring that 1.67% of all new hires be PWTD.
- Established a tiger team to assist LOB/SO in increasing the hiring of PWTD candidates. The Tiger Team will meet and work on an action plan at the start of FY14.

In FY 2013, 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 requirements.

FAA identified several deficiencies in its Self-Assessment. Objectives and -Action Plans were developed (Part H) to address these deficiencies.

Several objectives were identified in Part I, with a focus on examining existing policies, 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) to . Additionally, goals have been set using Part J, regarding PWTD in an effort to meet or exceed DOT's 3% 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

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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	EEO policy statements have been communicated to all employees.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X			Annual reminder sent via email
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 sent to all facilities

Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X			Model EEO program included in managers, supervisors, and executive performance standards.
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X			
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 Order 1400.12)

<p>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.</p>	<p>X</p>			<p>New employee orientation, Frontline Managers Course (FMC)-1, AHR Accountability Board Training and the posting of the FAA Table of Penalties on the FAA websites.</p>
<p>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?</p>	<p>X</p>			
<p>Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?</p>	<p>X</p>			

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION					
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.					
Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		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?				X	
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting				X	
If not, please describe how EEO program authority is delegated to subordinate reporting components.				X	
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	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			Weekly EEO program meetings are held with senior management and the Administrator, Monthly one-on-one with LOB/SO heads, and BI-monthly with EEO Action Committee.
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X			May 2013

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 discussions regarding Air Traffic Controller hiring procedures and sources (succession planning).
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 re-organizations 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		X			
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	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			The AHR, ATO, and AVS provided funding and will collaborate with ACR on the implementation of action plans identified in the barrier analysis process.

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	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 315.709	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 Institution Program which includes special emphasis on African American Tribal and Asian education initiatives. FAA is not covered by Title V, Section 7201 or its implementing regulations that require the FEORP.
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 report
Measures		Yes	No	N/A	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X			In FY 2012, the Agency allocated funds for barrier analysis for Air Traffic Controllers, 2152 (Both phases 1 and 2); Aviation Safety Inspectors, 1825; and Airway Transportation System Specialist, 2101.
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 Uniform Federal Accessibility Standards?	X			See Part H and UFAS Report
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?	X			
to provide religious accommodations?	X			
to provide disability accommodations in accordance with the agency's written procedures?	X			
in the EEO discrimination complaint process?	X			
to participate in ADR?	X			

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY						
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.						
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	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			Monthly with AGC and CIO, ongoing with AHR, bi-monthly with EEO Action Committee, and adhoc meetings with the Office of Budget and Finance (ABA)	
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	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	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	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 five findings of discrimination in FY 2013. As of the end of FY 2013 no disciplinary action has been taken. There were six findings of discrimination in FY 2012, one finding is pending review, the RMO has retired in one finding, no disciplinary action was taken in one finding, one finding resulted in a letter of reprimand for two managers, and two findings are under appeal.			
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 employment opportunity in the workplace.

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 agency's status report
		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/SOs officials to address strategies for implementing corrective actions.
	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			FAA identified several areas for improvement as a result of the Barrier Analysis of the 2152 series hiring process. The Agency is implementing the recommendations emanating from the analysis.res to mitigate systemic barriers.
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X			
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X			See data tables 1A and B.
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X			Trend analyses of FAA major occupations was conducted by all Lines of Business and Staff Offices
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X			

<p>Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?</p>	<p>X</p>			<p>Trend analyses of FAA workforce's compensation and reward system was conducted by all Lines of Business and Staff Offices</p>	
<p>Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?</p>	<p>X</p>			<p>Trend analyses of management/personnel policies, procedures and practice was conducted in FY 2013.</p>	
<p>Compliance Indicator</p>	<p>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</p>		<p>Measure has been met</p>		<p>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM</p>
<p>Measures</p>			<p>Yes</p>	<p>No</p>	
<p>Are all employees encouraged to use ADR?</p>		<p>X</p>			
<p>Is the participation of supervisors and managers in the ADR process required?</p>			<p>X</p>		<p>Equal Employment Opportunity Mediation Program, Order 1400.10,</p>

Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.						
Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
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			See Part H.	
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 (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		The percent for the first and second quarters were in the low 80's and this was before we implemented RAMS, after we implemented RAMS we were in the 90's for the third and fourth quarter.	
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	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 (DOCR) has authority for the formal phase.			
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 the DOCR has the authority for the formal phase.
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X			FAA annually conducts Refresher Training for counselors, and DOCR has the responsibility to meet the requirement for investigator training.
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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			iComplaints tracks the dates.
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	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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	
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X			

Does the responsible management official directly involved in the dispute have settlement authority?	X			
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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 agency's status report
		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		X			The iComplaints system
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		X			Annually review iComplaints system for software updates.
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X			
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
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 resource allocations to address EEO variances.

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			FAA attends an annual forum and quarterly CR directors meetings that is inclusive of DOT OAs.
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	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		X			The FAA Civil Rights Office has independent authority and responsibility to conduct legal sufficiency reviews off all EEO matters. The FAA revised its Standard Operating Procedures to address the protocols regarding legal sufficiency reviews.
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.

<p>Does the agency discrimination complaint process ensure a neutral adjudication function?</p>	<p>X</p>		<p>The DOCR maintains authority for the adjudication of all agency civil rights matters, DOT, in this capacity, operates independent of the FAA for adjudicatory purposes. FAA, however, maintains close relationships with DOT throughout the entire EEO process, and is often consulted on that basis.</p>
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Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.						
Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
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		X				
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X				
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X				
Are procedures in place to promptly process other forms of ordered relief?		X				
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X				
If so, please identify the employees by title in the comments section, and state how performance is measured.		Assistant Administrator for the Office of Civil Rights: Four Headquarters EEO Managers and eight 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			FAA has annual training requirement for EEO Counselors and DOCR ensures investigator training is conducted.
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	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			

Footnotes: 1. See 29 C.F.R. § 1614.102. 2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28

TAB 6

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.1 Element B - Integration of EEO into Agency's Strategic Plan	B. Uniform Federal Accessibility Standards	B: The FAA funds major renovation projects to ensure compliance with UFAS and the Architectural Barriers Act Accessibility Standard (ABAAS) but there are still some facilities that are not in compliance.

Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct facility surveys and training to ensure ABA compliance	11/30/2005	09/30/2026	

Responsible Official(s)

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

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Prepare a training module that will be available in the supervisory training package. In Progress	09/30/2014	No	
Facility Accessibility Program Office (FAPO) and Regional Accessibility focal points will	09/30/2016 Surveys are ongoing	Yes	September 30, 2013

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
coordinate UFAS/Section 504 Facility Surveys at all staff facilities. Survey results will be distributed locally and maintained in a national database.			

Report of Accomplishments and Modifications to Objective

The Objective has been modified to more accurately reflect The FAA FAPO mission.

A preliminary draft of the training module for supervisors has been completed. Process and refinement reviews are set to begin with projected completion by 9/30/2014.

The FAPO conducted three classes for Real Estate Contracting Officers. Classes included a Webinar for the RECO's on *Accessible Route; Doors; Drinking Fountains; Break Room Requirements*; a class for the Eastern Service Area Office RECO's on an *ABAAS Building Accessibility Checklist*; and a class for the New England Regional Office RECO's on *Architectural Barriers Act Accessibility Standard Requirements*.

A total of 610 FAA staffed facilities have been surveyed for UFAS / ABAAS compliance.

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

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 hiring, promotions, selections and awards data systems, it must establish a centralized system to track training and education data.

Objective(s) and Dates for EEO Plan

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	

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)
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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	

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.

TAB 7
Part I
Barrier Analysis

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

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

Source of the Trigger	Specific Workforce Data Table (if applicable)	Row within Identified Workforce Data Table (if applicable)	Narrative Description of Trigger
Workforce Data Tables (See tables below)	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
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

EEO Group	Affected By Trigger?
Individuals with Targeted Disabilities	Yes

Barrier Analysis Process

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

Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

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

Objective(s) and Dates for EEO Plan

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

Responsible Official(s)

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

Planned Activities Toward Completion of Objective

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

Report of Accomplishments and Modifications to Objective

A barrier analysis of this MCO is currently underway, with a scheduled completion in FY 2014. FAA has provided EEOC officials updates to this activity.

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
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	
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 this mission critical occupation	11/30/2007	09/30/2014	05/08/2013 Phase I

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 this mission critical occupation.	09/30/2013	09/30/2014	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	09/30/2015	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. Phase II is scheduled to begin in FY 2015.

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	Airway Transportation System Specialist (2101) mission critical occupation	Lower than expected participation rate for 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
Two or More Races Males	No
Two or More Races Females	Yes

EEO Group	Affected By Trigger?
Individuals with Targeted Disabilities	

Barrier Analysis Process

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

Status of Barrier Analysis Process

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 mission critical occupation.	10/01/2009	09/30/2014	
Eliminate, when possible, any identified barriers to EEO.	10/01/2009	09/30/2015	

Responsible Official(s)

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 this mission critical	09/30/2009	10/01/2014	No	

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

Report of Accomplishments and Modifications to Objective

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

TAB 8

Part J

Persons with 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	47,785	45,869	-1916
Reportable Disability	3175	3062	-113
Targeted Disability	276	258	-18

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	1539
Total Number of Selections of Individuals with Targeted Disabilities	8

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	737	33	1	23	679
Employee Career Development Programs					

Other Employment/Personnel Programs	Total	Reportable Disability	Targeted Disability	Not Identified	No Disability
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)	19036	262	41	140	18634
Cash Awards (Total \$\$\$ awarded)	155,855	1000	0	3,000	151,855
Quality-Step Increase (Total \$\$\$ awarded)	105,537	9,541	0	0	95,996

PART J, SECTION 4 - Numerical Hiring Goal

Types of Numerical Goals	Goal Used?	Goal (# or %)
% of PWTD in Total Workforce	3.00	.56%
# of PWTD in New Hires		8
% of PWTD in New Hires	1.67	.59%

PART J, SECTION 5 - Objectives

Please see the barrier statements and goals identified.

PART J, SECTION 6 - Strategies

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

PART J, SECTION 7 - Accomplishments

Fiscal Year 13 Training Accomplishments

- Revised the “Reasonable Accommodations” and “Employing People with Targeted Disabilities” training modules and created a training module on “Disability Awareness” and the “RAMS System”, all four modules were implemented in fiscal year 13.
- # 12 of Reasonable Accommodations trainings during FY 13
 - # 191 of Managers trained on Reasonable Accommodation for FY 13
 - # 44 of Employees trained on Reasonable Accommodations for FY 13
- # 11 of Employing, Retaining and Advancing PWTB trainings during FY 13
 - # 231 of Managers trained on Employing PWTB for FY 13
 - # 287 of Employees trained on Employing PWTB for FY 13
- # 1 of Disability Awareness trainings during FY 13
 - # 4 of Managers trained on Disability Awareness for FY 13
 - # 18 of Employees trained on Disability Awareness for FY 13
- # 8 of RAMS trainings during FY 13
 - # 145 of Managers trained on RAMS for FY 13
 - # 11 of Employees trained on RAMS for FY 13
- Conducted an ATN broadcast in which each of the 4 Disability Awareness training modules were presented for all employees and managers to participate in.
 - Reasonable Accommodations – 185 managers and 138 employees
 - Reasonable Accommodation Management System – 106 managers and 55 employees
 - Employing PWTB – 77 managers and 37 employees
 - Disability Awareness – 132 managers and 280 employees
- Participated in EEO Awareness day by conducting 1 training session on “Disability awareness” and 1 training session on “Reasonable Accommodations”.
 - Disability Awareness – 71 managers and 166 employees
 - Reasonable Accommodations – 41 managers and 63 employees
- In honor of National Disability Employment Awareness month ACR hosted an event in the FAA Auditorium and broadcasted on the MyFAA TV. The event included presentations about being someone with a disability by Juliette Rizzo, Director of Conference Services and Agency-Wide Outreach for the Department

of Education and National People with Disabilities Program Manager for the FAA. The event was attended by 34 FAA employees.

Fiscal Year 13 Hiring Accomplishments

- The National People with Disabilities Program Manager hosted a meeting with employment specialist from MD, DC and VA vocational rehab offices to discuss how we can collaborate to increase the hiring of people with disabilities at the FAA.
- The 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 in ACR’s internal website for managers and employees.
- The National People with Disabilities Program Manager Conducted 1 information session per quarter (4 total) for Managers and Employees on hiring resources for People with disabilities to managers and employees. 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 DoD/DOL Workforce Recruitment Program (WRP). He went to the University of Maryland at College Park and interviewed 15 students with disabilities for the WRP database. The WRP, co-sponsored by the US Departments of Labor and Defense, is a recruitment and referral program that connects federal sector employers nationwide with highly motivated postsecondary students and recent graduates with disabilities.
- The 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 consultations to all LOB/SO’s and provided managers 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 Workforce Recruitment Program (WRP) and the Council of State Administrators of Vocational Rehabilitation (CSAVR) Employment Network. 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 maintained relationships 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 conducted an informational session about careers and the hiring process for people with disabilities at the FAA for students with disabilities at Edinboro University of Pennsylvania. The session was attended by 18 students with disabilities.
- 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. 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.
- The National Disabilities Program Manager participated in the AHR's Selective Placement Coordinators monthly conference call to discuss PWD/PWTD hiring initiatives, issues and concerns with the hiring process and ways to address these issues.

Fiscal Year 13 Efficiency Measure for Reasonable Accommodations

- The National People with Disabilities Program Manager worked with DOT DOCR IT office to implement the new Reasonable Accommodation Management System (RAMS) at the FAA. With the assistance of the Regional Special Emphasis program manager we were able to implement a 3 phase approach for transferring from OATS to RAMS.
- 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. 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 OATS/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 day time frame set forth on our reasonable accommodation procedures.
 - FY 2011 – 85%

- FY 2012 – 90%
- FY 2013 – 89%
- The National People with Disabilities Program Manager spoke about the reasonable accommodation process on the AHR ER/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 created a handbook for Managers outlining the Reasonable Accommodation process. The handbook is being reviewed by AGC and AHR before being released to FAA employees. The handbook is available on ACR’s internal website for managers and employees.
- The National People with Disabilities Program Manager participated in 2 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/SO in increasing the hiring of PWTD candidates. The Tiger Team began meeting and working on an action plan at the start of FY14.
- Through the EAC established training goals for LOB/SO managers to receive training on two ACR training modules, the Reasonable Accommodations Management System (RAMS) and Employing People with Targeted Disabilities.
- Established an STI Goal for all LOB/SO executives to work towards in FY13 that 1.67% of all new hires be PWTD.

TAB 9

**Tables by Race, National Origin 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		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		
						White	female	male	female	male	female	male	female	male	female	male	female	male
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL WORKFORCE - Permanent and Temporary																		
Prior FY	#	47785	36022	11763	2431	797	28705	8038	2693	2122	1439	528	105	37	542	203	107	38
	%	100%	75.38%	24.62%	5.09	1.67	60.07	16.82	5.64	4.44	3.01	1.1	0.22	0.08	1.13	0.42	0.22	0.08
Current 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
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%
Org CLF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Difference	#	-1916	-1327	-589	-33	-24	-1244	-450	-22	-91	-19	-14	2	-2	-16	-8	5	0
Ratio Change	%	0.00%	0.26%	-0.26%	0.14%	0.02%	-0.20%	-0.28%	0.19%	-0.01%	0.08%	0.02%	0.01%	0.00%	0.01%	0.00%	0.02%	0.00%
Net Change	%	-4.01%	-3.68%	-5.01%	-1.36%	-3.01%	-4.33%	-5.60%	-0.82%	-4.29%	-1.32%	-2.65%	1.90%	-5.41%	-2.95%	-3.94%	4.67%	0.00%
PERMANENT WORKFORCE																		
Prior FY	#	47026	35527	11499	2391	777	28325	7855	2651	2084	1418	514	104	36	532	198	106	35
	%	100%	75.55%	24.45%	5.08%	1.65%	60.23%	16.70%	5.64%	4.43%	3.02%	1.09%	0.22%	0.08%	1.13%	0.42%	0.23%	0.07%
Current 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%
Difference	#	-1400	-1028	-372	-9	-6	-1017	-298	-2	-62	0	-3	3	-2	-9	-4	6	3
Ratio Change	%	0%	0.07%	-0.07%	0.14%	0.04%	-0.38%	-0.14%	0.17%	0.00%	0.09%	0.03%	0.01%	0.00%	0.01%	0.00%	0.02%	0.01%
Net Change	%	-2.98%	-2.89%	-3.24%	-0.38%	-0.77%	-3.59%	-3.79%	-0.08%	-2.98%	0.00%	-0.58%	2.88%	-5.56%	-1.69%	-2.02%	5.66%	8.57%
TEMPORARY WORKFORCE																		
Prior FY	#	759	495	264	40	20	380	183	42	38	21	14	1	1	10	5	1	3
	%	100%	65.22%	34.78%	5.27	2.64	50.07	24.11	5.53	5.01	2.77	1.84	0.13	0.13	1.32	0.66	0.13	0.4
Current 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
Difference	#	-516	-299	-217	-24	-18	-227	-152	-20	-29	-19	-11	-1	0	-7	-4	-1	-3
Ratio Change	%	0%	15.44%	-15.44%	1.31%	-1.81%	12.90%	-11.35%	3.52%	-1.30%	-1.94%	-0.61%	-0.13%	0.28%	-0.08%	-0.25%	-0.13%	-0.40%
Net Change	%	-67.98%	-60.40%	-82.20%	-60.00%	-90.00%	-59.74%	-83.06%	-47.62%	-76.32%	-90.48%	-78.57%	-100.00%	0.00%	-70.00%	-80.00%	-100.00%	-100.00%

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

Organizational Component		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							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	
Nat 2010	%	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	#	3602	2308	1294	107	48	1843	944	171	149	88	68	4	1	87	78	8	6	
AERONA	%	100%	64.08%	35.92%	2.97%	1.33%	51.17%	26.21%	4.75%	4.14%	2.44%	1.89%	0.11%	0.03%	2.42%	2.17%	0.22%	0.17%	
UTICAL	#	888	710	178	33	4	589	143	28	12	22	8	2	0	34	10	2	1	
ALASKAN	%	100%	79.95%	20.05%	3.72%	0.45%	66.33%	16.10%	3.15%	1.35%	2.48%	0.90%	0.23%	0.00%	3.83%	1.13%	0.23%	0.11%	
REGION	#	2119	1685	434	43	16	1492	322	84	87	28	6	0	0	35	3	3	0	
CENTRAL	%	100%	79.52%	20.48%	2.03%	0.76%	70.41%	15.20%	3.96%	4.11%	1.32%	0.28%	0.00%	0.00%	1.65%	0.14%	0.14%	0.00%	
REGION	#	4725	3845	880	208	73	3172	660	311	110	124	29	2	0	23	6	5	2	
EASTERN	%	100%	81.38%	18.62%	4.40%	1.54%	67.13%	13.97%	6.58%	2.33%	2.62%	0.61%	0.04%	0.00%	0.49%	0.13%	0.11%	0.04%	
REGION	#	5486	4452	1034	166	54	3953	878	198	80	82	13	0	0	44	6	9	3	
GREAT	%	100%	81.15%	18.85%	3.03%	0.98%	72.06%	16.00%	3.61%	1.46%	1.49%	0.24%	0.00%	0.00%	0.80%	0.11%	0.16%	0.05%	
LAKES	#	6200	3751	2449	209	130	2739	1342	491	813	241	130	7	6	54	22	10	6	
HEADQU	%	100%	60.50%	39.50%	3.37%	2.10%	44.18%	21.65%	7.92%	13.11%	3.89%	2.10%	0.11%	0.10%	0.87%	0.35%	0.16%	0.10%	
ARTERS	#	1414	1130	284	34	9	1029	252	27	11	29	8	0	1	10	1	1	2	
NEW	%	100%	79.92%	20.08%	2.40%	0.64%	72.77%	17.82%	1.91%	0.78%	2.05%	0.57%	0.00%	0.07%	0.71%	0.07%	0.07%	0.14%	
ENGLAN	#	4146	3160	986	133	62	2723	788	75	51	167	62	6	3	41	18	15	2	
NORTHW	%	100%	76.22%	23.78%	3.21%	1.50%	65.68%	19.01%	1.81%	1.23%	4.03%	1.50%	0.14%	0.07%	0.99%	0.43%	0.36%	0.05%	
EST	#	6800	5372	1428	564	126	4037	880	633	381	74	22	6	2	45	14	13	3	
SOUTHER	%	100%	79.00%	21.00%	8.29%	1.85%	59.37%	12.94%	9.31%	5.60%	1.09%	0.32%	0.09%	0.03%	0.66%	0.21%	0.19%	0.04%	
N	#	4808	3812	996	462	147	2789	657	363	142	96	25	6	0	87	23	9	2	
SOUTHW	%	100%	79.28%	20.72%	9.61%	3.06%	58.01%	13.66%	7.55%	2.95%	2.00%	0.52%	0.12%	0.00%	1.81%	0.48%	0.19%	0.04%	
EST	#	753	525	228	33	8	420	147	29	56	39	14	0	1	4	2	0	0	
TECHNIC	%	100%	69.72%	30.28%	4.38%	1.06%	55.78%	19.52%	3.85%	7.44%	5.18%	1.86%	0.00%	0.13%	0.53%	0.27%	0.00%	0.00%	
AL	#	4685	3749	936	390	94	2522	544	239	130	428	126	74	20	59	11	37	11	
WESTERN	%	100%	80.02%	19.98%	8.32%	2.01%	53.83%	11.61%	5.10%	2.77%	9.14%	2.69%	1.58%	0.43%	1.26%	0.23%	0.79%	0.23%	
PACIFIC	#	45626	34499	11127	2382	771	27308	7557	2649	2022	1418	511	107	34	523	194	112	38	
Total	%	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%	

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific		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
1. Officials and Managers																		
Executive/Senior	#	3782	2985	797	173	47	2381	576	280	139	75	19	8	3	64	11	4	2
	%	100%	78.93%	21.07%	4.57%	1.24%	62.96%	15.23%	7.40%	3.68%	1.98%	0.50%	0.21%	0.08%	1.69%	0.29%	0.11%	0.05%
Mid-Level	#	1987	1602	385	134	32	1239	272	135	58	46	8	4	2	40	12	4	1
	%	100%	80.62%	19.38%	6.74%	1.61%	62.36%	13.69%	6.79%	2.92%	2.32%	0.40%	0.20%	0.10%	2.01%	0.60%	0.20%	0.05%
First-Level	#	225	168	57	10	7	133	41	20	7	2	0	0	0	3	2	0	0
	%	100%	74.67%	25.33%	4.44%	3.11%	59.11%	18.22%	8.89%	3.11%	0.89%	0.00%	0.00%	0.00%	1.33%	0.89%	0.00%	0.00%
Other	#	10246	6838	3408	592	242	5015	2039	762	877	281	158	33	12	129	70	26	10
	%	100%	66.74%	33.26%	5.78%	2.36%	48.95%	19.90%	7.44%	8.56%	2.74%	1.54%	0.32%	0.12%	1.26%	0.68%	0.25%	0.10%
Officials And	#	16240	11593	4647	909	328	8768	2928	1197	1081	404	185	45	17	236	95	34	13
	%	100%	71.39%	28.61%	5.60%	2.02%	53.99%	18.03%	7.37%	6.66%	2.49%	1.14%	0.28%	0.10%	1.45%	0.58%	0.21%	0.08%
2. Professionals	#	5881	4321	1560	281	101	3081	961	346	312	539	156	7	0	57	27	10	3
	%	100%	73.47%	26.53%	4.78%	1.72%	52.39%	16.34%	5.88%	5.31%	9.17%	2.65%	0.12%	0.00%	0.97%	0.46%	0.17%	0.05%
3. Technicians	#	17647	14660	2987	935	201	12219	2343	851	280	390	105	40	9	161	29	64	20
	%	100%	83.07%	16.93%	5.30%	1.14%	69.24%	13.28%	4.82%	1.59%	2.21%	0.60%	0.23%	0.05%	0.91%	0.16%	0.36%	0.11%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administratives	#	1838	317	1521	32	118	184	985	72	318	16	57	2	3	9	39	2	1
	%	100%	17.25%	82.75%	1.74%	6.42%	10.01%	53.59%	3.92%	17.30%	0.87%	3.10%	0.11%	0.16%	0.49%	2.12%	0.11%	0.05%
6. Craft Workers	#	106	106	0	8	0	82	0	2	0	5	0	2	0	7	0	0	0
	%	100%	100.00%	0.00%	7.55%	0.00%	77.36%	0.00%	1.89%	0.00%	4.72%	0.00%	1.89%	0.00%	6.60%	0.00%	0.00%	0.00%
7. Operatives	#	3785	3460	325	214	16	2945	275	173	24	64	4	10	3	52	2	2	1
	%	100%	91.41%	8.59%	5.65%	0.42%	77.81%	7.27%	4.57%	0.63%	1.69%	0.11%	0.26%	0.08%	1.37%	0.05%	0.05%	0.03%
8. Laborers	#	3	3	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
9. Service Workers	#	126	39	87	3	7	28	65	7	7	0	4	1	2	0	2	0	0
	%	100%	30.95%	69.05%	2.38%	5.56%	22.22%	51.59%	5.56%	5.56%	0.00%	3.17%	0.79%	1.59%	0.00%	1.59%	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 or Alaska Native		Two or more races	
							White	White	male	female	male	female	male	female	male	female	male	female
	#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
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%	
GS-03	#	12	7	5	0	1	5	2	2	1	0	0	0	0	1	0	0	
	%	100%	58.33%	41.67%	0.00%	8.33%	41.67%	16.67%	16.67%	8.33%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	
GS-04	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	#	195	49	146	3	13	31	96	8	25	6	8	0	1	1	2	0	
	%	100%	25.13%	74.87%	1.54%	6.67%	15.90%	49.23%	4.10%	12.82%	3.08%	4.10%	0.00%	0.51%	0.51%	1.03%	0.00%	
GS-06	#	247	54	193	10	20	30	123	12	39	2	8	0	0	0	3	0	
	%	100%	21.86%	78.14%	4.05%	8.10%	12.15%	49.80%	4.86%	15.79%	0.81%	3.24%	0.00%	0.00%	0.00%	1.21%	0.00%	
GS-07	#	722	120	602	13	46	68	371	29	138	4	28	1	1	5	18	0	
	%	100%	16.62%	83.38%	1.80%	6.37%	9.42%	51.39%	4.02%	19.11%	0.55%	3.88%	0.14%	0.14%	0.69%	2.49%	0.00%	
GS-08	#	441	358	83	20	5	301	57	18	12	11	6	1	1	2	0	5	
	%	100%	81.18%	18.82%	4.54%	1.13%	68.25%	12.93%	4.08%	2.72%	2.49%	1.36%	0.23%	0.23%	0.45%	0.00%	1.13%	
GS-09	#	1715	742	973	65	82	529	635	88	205	38	24	7	4	9	20	6	
	%	100%	43.27%	56.73%	3.79%	4.78%	30.85%	37.03%	5.13%	11.95%	2.22%	1.40%	0.41%	0.23%	0.52%	1.17%	0.35%	
GS-10	#	1809	969	840	79	73	696	521	116	179	55	40	2	1	13	25	8	
	%	100%	53.57%	46.43%	4.37%	4.04%	38.47%	28.80%	6.41%	9.89%	3.04%	2.21%	0.11%	0.06%	0.72%	1.38%	0.44%	
GS-11	#	1557	1234	323	87	27	982	235	110	46	29	11	5	0	15	2	6	
	%	100%	79.25%	20.75%	5.59%	1.73%	63.07%	15.09%	7.06%	2.95%	1.86%	0.71%	0.32%	0.00%	0.96%	0.13%	0.39%	
GS-12	#	9028	7169	1859	543	145	5573	1226	594	333	270	103	25	8	133	32	31	
	%	100%	79.41%	20.59%	6.01%	1.61%	61.73%	13.58%	6.58%	3.69%	2.99%	1.14%	0.28%	0.09%	1.47%	0.35%	0.34%	
GS-13	#	8474	6538	1936	493	104	5017	1245	491	416	407	120	20	9	93	33	17	
	%	100%	77.15%	22.85%	5.82%	1.23%	59.20%	14.69%	5.79%	4.91%	4.80%	1.42%	0.24%	0.11%	1.10%	0.39%	0.20%	
GS-14	#	16907	13693	3214	864	196	11243	2369	852	458	496	134	36	6	169	46	33	
	%	100%	80.99%	19.01%	5.11%	1.16%	66.50%	14.01%	5.04%	2.71%	2.93%	0.79%	0.21%	0.04%	1.00%	0.27%	0.20%	
GS-15	#	4132	3257	875	187	55	2603	620	295	155	90	28	8	3	69	12	5	
	%	100%	78.82%	21.18%	4.53%	1.33%	63.00%	15.00%	7.14%	3.75%	2.18%	0.68%	0.19%	0.07%	1.67%	0.29%	0.12%	
All other (unspecif	#	0	0	0	0	0	0	0	0	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	#	197	134	63	7	3	105	50	16	9	4	1	0	0	2	0	0	
	%	100%	68.02%	31.98%	3.55%	1.52%	53.30%	25.38%	8.12%	4.57%	2.03%	0.51%	0.00%	0.00%	1.02%	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 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
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
HUMAN RESOURCES MANAGEMENT (0201)	# 338	90	248	11	18	60	110	16	109	0	6	0	0	3	4	0	1
Occupational CLF	% 100%	26.63%	73.37%	3.25%	5.33%	17.75%	32.54%	4.73%	32.25%	0.00%	1.78%	0.00%	0.00%	0.89%	1.18%	0.00%	0.30%
GENERAL ENGINEERING (0801)	# 809	680	129	48	15	462	62	58	30	105	19	0	0	6	3	1	0
Occupational CLF	% 100%	84.05%	15.95%	5.93%	1.85%	57.11%	7.66%	7.17%	3.71%	12.98%	2.35%	0.00%	0.00%	0.74%	0.37%	0.12%	0.00%
CIVIL ENGINEERING (0810)	# 443	374	69	40	5	259	43	27	9	43	11	1	0	1	1	3	0
Occupational CLF	% 100%	84.42%	15.58%	9.03%	1.13%	58.47%	9.71%	6.09%	2.03%	9.71%	2.48%	0.23%	0.00%	0.23%	0.23%	0.68%	0.00%
ELECTRONICS ENGINEERING (0855)	# 780	701	79	53	11	438	33	59	13	140	20	1	0	10	1	0	1
Occupational CLF	% 100%	89.87%	10.13%	6.79%	1.41%	56.15%	4.23%	7.56%	1.67%	17.95%	2.56%	0.13%	0.00%	1.28%	0.13%	0.00%	0.13%
AEROSPACE ENGINEERING (0861)	# 748	641	107	33	6	476	77	39	10	83	14	2	0	5	0	3	0
Occupational CLF	% 100%	85.70%	14.30%	4.41%	0.80%	63.64%	10.29%	5.21%	1.34%	11.10%	1.87%	0.27%	0.00%	0.67%	0.00%	0.40%	0.00%
CONTRACTING (1102)	# 269	124	145	4	9	86	80	32	43	2	9	0	0	0	2	0	2
Occupational CLF	% 100%	46.10%	53.90%	1.49%	3.35%	31.97%	29.74%	11.90%	15.99%	0.74%	3.35%	0.00%	0.00%	0.00%	0.74%	0.00%	0.74%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	# 444	281	163	39	11	200	97	26	46	12	5	0	2	2	1	2	1
Occupational CLF	% 100%	63.29%	36.71%	8.78%	2.48%	45.05%	21.85%	5.86%	10.36%	2.70%	1.13%	0.00%	0.45%	0.45%	0.23%	0.45%	0.23%
AVIATION SAFETY INSPECTOR (1825)	# 4154	3829	325	237	12	3275	285	184	14	64	8	10	2	56	4	3	0
Occupational CLF	% 100%	92.18%	7.82%	5.71%	0.29%	78.84%	6.86%	4.43%	0.34%	1.54%	0.19%	0.24%	0.05%	1.35%	0.10%	0.07%	0.00%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	# 6000	5499	501	512	36	4090	336	507	81	228	33	29	2	112	10	21	3
Occupational CLF	% 100%	91.65%	8.35%	8.53%	0.60%	68.17%	5.60%	8.45%	1.35%	3.80%	0.55%	0.48%	0.03%	1.87%	0.17%	0.35%	0.05%
AIR TRAFFIC CONTROL SPECIALIST (2152)	# 19142	15902	3240	1028	225	13254	2573	949	291	383	96	44	9	184	27	60	19
Occupational CLF	% 100%	83.07%	16.93%	5.37%	1.18%	69.24%	13.44%	4.96%	1.52%	2.00%	0.50%	0.23%	0.05%	0.96%	0.14%	0.31%	0.10%
INFORMATION TECHNOLOGIST (0334)	# 1621	1138	483	62	20	859	321	113	87	73	43	4	0	26	12	1	0
Occupational CLF	% 100%	70.20%	29.80%	3.82%	1.23%	52.99%	19.80%	6.97%	5.37%	4.50%	2.65%	0.25%	0.00%	1.60%	0.74%	0.06%	0.00%

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

Job Title/Series	Rate Occupational	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		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
HUMAN RESOURCES MANAGEMENT (0201)																		
Accessions	#	17	3	14	1	2	1	6	1	6	0	0	0	0	0	0	0	
	%	100%	17.65%	82.35%	5.88%	11.76%	5.88%	35.29%	5.88%	35.29%	0.00%	0.00%	0.00%	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)																		
Accessions	#	15	12	3	1	0	9	2	2	1	0	0	0	0	0	0	0	
	%	100%	80.00%	20.00%	6.67%	0.00%	60.00%	13.33%	13.33%	6.67%	0.00%	0.00%	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)																		
Accessions	#	25	20	5	1	0	15	3	2	1	2	0	0	0	0	1	0	
	%	100%	80.00%	20.00%	4.00%	0.00%	60.00%	12.00%	8.00%	4.00%	8.00%	0.00%	0.00%	0.00%	0.00%	4.00%	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)																		
Accessions	#	12	12	0	1	0	7	0	1	0	3	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	8.33%	0.00%	58.33%	0.00%	8.33%	0.00%	25.00%	0.00%	0.00%	0.00%	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)																		
Accessions	#	2	2	0	0	0	2	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%	
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)																		
Accessions	#	21	11	10	0	0	6	4	5	5	0	0	0	0	0	0	0	
	%	100%	52.38%	47.62%	0.00%	0.00%	28.57%	19.05%	23.81%	23.81%	0.00%	0.00%	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)																		
Accessions	#	16	14	2	0	0	9	2	5	0	0	0	0	0	0	0	0	
	%	100%	87.50%	12.50%	0.00%	0.00%	56.25%	12.50%	31.25%	0.00%	0.00%	0.00%	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)																		
Accessions	#	26	23	3	1	0	19	2	1	1	2	0	0	0	0	0	0	
	%	100%	88.46%	11.54%	3.85%	0.00%	73.08%	7.69%	3.85%	3.85%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	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)																		
Accessions	#	160	158	2	13	0	115	1	17	1	9	0	2	0	2	0	0	
	%	100%	98.75%	1.25%	8.13%	0.00%	71.88%	0.63%	10.63%	0.63%	5.63%	0.00%	1.25%	0.00%	1.25%	0.00%	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)																		
Accessions	#	491	407	84	23	5	337	68	23	6	17	5	1	0	2	0	4	
	%	100%	82.89%	17.11%	4.68%	1.02%	68.64%	13.85%	4.68%	1.22%	3.46%	1.02%	0.20%	0.00%	0.41%	0.00%	0.81%	
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)																		
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
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%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2012-10-01 TO 2013-09-30)

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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		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		
Permanent	#	717	493	224	39	12	351	147	59	53	35	8	2	0	5	3	2	1
	%	100%	68.76%	31.24%	5.44%	1.67%	48.95%	20.50%	8.23%	7.39%	4.88%	1.12%	0.28%	0.00%	0.70%	0.42%	0.28%	0.14%
Temporary	#	635	502	133	27	11	405	96	36	18	24	7	1	0	5	0	4	1
	%	100%	79.06%	20.94%	4.25%	1.73%	63.78%	15.12%	5.67%	2.83%	3.78%	1.10%	0.16%	0.00%	0.79%	0.00%	0.63%	0.16%
TOTAL	#	1352	995	357	66	23	756	243	95	71	59	15	3	0	10	3	6	2
	%	100%	73.59%	26.41%	4.88%	1.70%	55.92%	17.97%	7.03%	5.25%	4.36%	1.11%	0.22%	0.00%	0.74%	0.22%	0.44%	0.15%
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

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (201321)

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

Permanent Workforce		RACE/ETHNICITY																	
		TOTAL WORKFORCE			Hispanic or Latino		Non- Hispanic or Latino		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	
Total	#	737	588	149	47	14	460	107	45	20	28	7	1	0	4	1	3	0	
Employe	%	100%	79.78%	20.22%	6.38%	1.90%	62.42%	14.52%	6.11%	2.71%	3.80%	0.95%	0.14%	0.00%	0.54%	0.14%	0.41%	0.00%	
Time in grade in excess of minimum																			
1-12	#	127	92	35	5	4	67	21	11	9	6	1	0	0	1	0	2	0	
Months	%	100%	72.44%	27.56%	3.94%	3.15%	52.76%	16.54%	8.66%	7.09%	4.72%	0.79%	0.00%	0.00%	0.79%	0.00%	1.57%	0.00%	
13-24	#	20	15	5	1	0	13	3	1	2	0	0	0	0	0	0	0	0	
Months	%	100%	75.00%	25.00%	5.00%	0.00%	65.00%	15.00%	5.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
25 +	#	61	48	13	1	2	43	11	2	0	1	0	1	0	0	0	0	0	
months	%	100%	78.69%	21.31%	1.64%	3.28%	70.49%	18.03%	3.28%	0.00%	1.64%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2012-10-01 TO 2013-09-30)

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

Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino				Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		
						White	Black or African American	male	female									male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours																		
Total #	222	152	70	12	5	129	57	6	3	2	2	0	0	3	3	0	0	
Time-Off %	100%	68.47%	31.53%	5.41%	2.25%	58.11%	25.68%	2.70%	1.35%	0.90%	0.90%	0.00%	0.00%	1.35%	1.35%	0.00%	0.00%	
Total Hours	982	644	338	59	27	523	271	42	20	10	6	0	0	10	14	0	0	
Average Hours	4	4	5	5	5	4	5	7	7	5	3	0	0	3	5	0	0	
Time-Off Awards - 9+ hours																		
Total #	474	366	108	10	5	319	89	24	7	11	5	0	0	1	1	1	1	
Time-Off %	100%	77.22%	22.78%	2.11%	1.05%	67.30%	18.78%	5.06%	1.48%	2.32%	1.05%	0.00%	0.00%	0.21%	0.21%	0.21%	0.21%	
Total Hours	18054	14192	3862	376	200	12384	3154	936	252	416	176	0	0	40	40	40	40	
Average Hours	38	39	36	38	40	39	35	39	36	38	35	0	0	40	40	40	40	
Cash Awards - \$100 - \$500																		
Total #	93	78	15	5	0	70	14	2	0	1	1	0	0	0	0	0	0	
Cash %	100%	83.87%	16.13%	5.38%	0.00%	75.27%	15.05%	2.15%	0.00%	1.08%	1.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Amount	\$45,300	\$38,800	\$6,500	\$2,400	\$0	\$35,000	\$6,000	\$1,000	\$0	\$400	\$500	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount	\$487	\$497	\$433	\$480	0	\$500	\$429	\$500	0	\$400	\$500	0	0	0	0	0	0	
Cash Awards - \$501+																		
Total #	97	82	15	4	0	76	14	1	0	1	1	0	0	0	0	0	0	
Cash %	100%	84.54%	15.46%	4.12%	0.00%	78.35%	14.43%	1.03%	0.00%	1.03%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Amount	\$110,555	\$94,262	\$16,293	\$4,000	\$0	\$88,262	\$15,293	\$1,000	\$0	\$1,000	\$1,000	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount	\$1,140	\$1,150	\$1,086	\$1,000	0	\$1,161	\$1,092	\$1,000	0	\$1,000	\$1,000	0	0	0	0	0	0	
Senior Executive Service Performance Awards																		
Total #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cash %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total Amount	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Quality Step Increases(QSI)																		
Total #	38	27	11	1	3	24	7	1	1	1	0	0	0	0	0	0	0	
QSIs %	100%	71.05%	28.95%	2.63%	7.89%	63.16%	18.42%	2.63%	2.63%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Benefit	\$105,537	\$79,138	\$26,399	\$3,223	\$7,869	\$70,896	\$17,367	\$1,652	\$1,163	\$3,367	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Benefit	\$2,777	\$2,931	\$2,400	\$3,223	\$2,623	\$2,954	\$2,481	\$1,652	\$1,163	\$3,367	0	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										Native Hawaiian or Other Pacific		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				
Voluntary	#	2993	2144	849	97	39	1833	615	101	155	68	20	3	2	37	17	5	1				
	%	100%	71.63%	28.37%	3.24%	1.30%	61.24%	20.55%	3.37%	5.18%	2.27%	0.67%	0.10%	0.07%	1.24%	0.57%	0.17%	0.03%				
Involuntary	#	127	91	36	7	2	70	23	5	9	4	1	1	0	2	1	2	0				
	%	100%	71.65%	28.35%	5.51%	1.57%	55.12%	18.11%	3.94%	7.09%	3.15%	0.79%	0.79%	0.00%	1.57%	0.79%	1.57%	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 separatio	#	3120	2235	885	104	41	1903	638	106	164	72	21	4	2	39	18	7	1				
	%	100%	71.63%	28.37%	3.33%	1.31%	60.99%	20.45%	3.40%	5.26%	2.31%	0.67%	0.13%	0.06%	1.25%	0.58%	0.22%	0.03%				

TAB 10

Tables by Disability

B1 – B14

"B" Tables	Description	Comments
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Table B4-1	Participation Rates For General Schedule Grades - Distribution by Disability	Data Provided
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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
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Table B6	Participation Rates for Major Occupations - Distribution by Disability	Data Provided
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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
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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 201221 to 201321

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	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	Partial	Total	Convulsive	Mental	Mental	Distortion	
								Limbs/Extremities	Paralysis	Paralysis	Disorder/Epilepsy	Retardation/Severe Intellectual Disability	Illness/Psychiatric Disability	Limb-Spine/Dwarfism	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	47785	42687	1923	3175	276	20	25	15	60	18	40	3	91	4
	%	100%	89.33%	4.02%	6.64%	0.58%	0.04%	0.05%	0.03%	0.13%	0.04%	0.08%	0.01%	0.19%	0.01%
Current 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%
Federal High (FY09)	#					2.55%									
Difference	#	-1916	-1789	-14	-113	-18	1	-1	-1	-4	0	-8	-1	-3	-1
Ratio Change	%	0.00%	-0.17%	0.14%	0.03%	-0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%	0.00%
Net Change	%	-4.01%	-4.19%	-0.73%	-3.56%	-6.52%	5.00%	-4.00%	-6.67%	-6.67%	0.00%	-20.00%	-33.33%	-3.30%	-25.00%
PERMANENT WORKFORCE															
Prior FY	#	47026	42042	1882	3102	272	20	25	15	59	18	39	3	89	4
	%	100%	89.40%	4.00%	6.60%	0.58%	0.04%	0.05%	0.03%	0.13%	0.04%	0.08%	0.01%	0.19%	0.01%
Current 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%
Difference	#	-1400	-1350	13	-63	-15	1	-1	-1	-4	0	-7	-1	-1	-1
Ratio Change	%	0.00%	-0.22%	0.15%	0.06%	-0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%	0.00%
Net Change	%	-2.98%	-3.21%	0.69%	-2.03%	-5.51%	5.00%	-4.00%	-6.67%	-6.78%	0.00%	-17.95%	-33.33%	-1.12%	-25.00%
TEMPORARY WORKFORCE															
Prior FY	#	759	645	41	73	4	0	0	0	1	0	1	0	2	0
	%	100%	84.98%	5.40%	9.62%	0.53%	0.00%	0.00%	0.00%	0.13%	0.00%	0.13%	0.00%	0.26%	0.00%
Current 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%
Difference	#	-516	-439	-27	-50	-3	0	0	0	0	0	-1	0	-2	0
Ratio Change	%	0.00%	-0.21%	0.36%	-0.15%	-0.12%	0.00%	0.00%	0.00%	0.28%	0.00%	-0.13%	0.00%	-0.26%	0.00%
Net Change	%	-67.98%	-68.06%	-65.85%	-68.49%	-75.00%	0%	0%	0%	0.00%	0%	-100.00%	0%	-100.00%	0%

FEDERAL AVIATION ADMINISTRATION Pay Period 201321

Table B2 - Permanent Workforce By Component - Distribution by Disability

Component		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	Mental Retardation/Severe Intellectual Disability	Mental Illness/Psychiatric Disability	Distortion		
Federal High (FY09)	%					2.55%											
AERONAUTICAL	#	3602	3019	171	412	33	6	2	0	10	3	5	0	6	1		
	%	100%	83.81%	4.75%	11.44%	0.92%	0.17%	0.06%	0.00%	0.28%	0.08%	0.14%	0.00%	0.17%	0.03%		
ALASKAN REGION	#	888	745	45	98	2	0	0	0	0	0	0	0	2	0		
	%	100%	83.90%	5.07%	11.04%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%		
CENTRAL REGION	#	2119	1913	45	161	11	3	1	1	1	1	2	0	2	0		
	%	100%	90.28%	2.12%	7.60%	0.52%	0.14%	0.05%	0.05%	0.05%	0.05%	0.09%	0.00%	0.09%	0.00%		
EASTERN REGION	#	4725	4435	85	205	21	1	3	3	4	2	2	0	6	0		
	%	100%	93.86%	1.80%	4.34%	0.44%	0.02%	0.06%	0.06%	0.08%	0.04%	0.04%	0.00%	0.13%	0.00%		
GREAT LAKES	#	5486	4988	248	250	14	5	2	2	1	0	1	0	3	0		
	%	100%	90.92%	4.52%	4.56%	0.26%	0.09%	0.04%	0.04%	0.02%	0.00%	0.02%	0.00%	0.05%	0.00%		
HEADQUARTERS	#	6200	5233	444	523	70	1	9	4	16	4	7	0	28	1		
	%	100%	84.40%	7.16%	8.44%	1.13%	0.02%	0.15%	0.06%	0.26%	0.06%	0.11%	0.00%	0.45%	0.02%		
NEW ENGLAND	#	1414	1320	24	70	7	0	0	0	0	1	2	0	4	0		
	%	100%	93.35%	1.70%	4.95%	0.50%	0.00%	0.00%	0.00%	0.00%	0.07%	0.14%	0.00%	0.28%	0.00%		
NORTHEAST	#	4146	3539	334	273	27	0	0	1	3	6	5	1	11	0		
	%	100%	85.36%	8.06%	6.58%	0.65%	0.00%	0.00%	0.02%	0.07%	0.14%	0.12%	0.02%	0.27%	0.00%		
SOUTHERN	#	6800	6279	146	375	27	3	2	2	7	0	3	1	9	0		
	%	100%	92.34%	2.15%	5.51%	0.40%	0.04%	0.03%	0.03%	0.10%	0.00%	0.04%	0.01%	0.13%	0.00%		
SOUTHWEST	#	4808	4317	147	344	19	1	2	1	6	1	2	0	5	1		
	%	100%	89.79%	3.06%	7.15%	0.40%	0.02%	0.04%	0.02%	0.12%	0.02%	0.04%	0.00%	0.10%	0.02%		
TECHNICAL	#	753	665	13	75	13	1	1	0	4	0	2	0	5	0		
	%	100%	88.31%	1.73%	9.96%	1.73%	0.13%	0.13%	0.00%	0.53%	0.00%	0.27%	0.00%	0.66%	0.00%		
WESTERN PACIFIC	#	4685	4239	193	253	13	0	2	0	3	0	1	0	7	0		
	%	100%	90.48%	4.12%	5.40%	0.28%	0.00%	0.04%	0.00%	0.06%	0.00%	0.02%	0.00%	0.15%	0.00%		
Total	#	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%		

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Table B3-1 - Occupational Categories - Distribution by Disability - Permanent Workforce

Occupational Category	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					
1. Officials and Managers																			
Executive/Senior	#	3782	3493	104	185	8	0	3	0	3	1	0	0	1	0				
	%	100%	92.36%	2.75%	4.89%	0.21%	0.00%	0.08%	0.00%	0.08%	0.03%	0.00%	0.00%	0.03%	0.00%				
Mid-Level	#	1987	1815	52	120	3	0	0	0	1	0	1	0	1	0				
	%	100%	91.34%	2.62%	6.04%	0.15%	0.00%	0.00%	0.00%	0.05%	0.00%	0.05%	0.00%	0.05%	0.00%				
First-Level	#	225	212	3	10	1	0	0	0	0	1	0	0	0	0				
	%	100%	94.22%	1.33%	4.44%	0.44%	0.00%	0.00%	0.00%	0.00%	0.44%	0.00%	0.00%	0.00%	0.00%				
Other	#	10246	8587	645	1014	93	4	11	3	22	2	16	1	33	1				
	%	100%	83.81%	6.30%	9.90%	0.91%	0.04%	0.11%	0.03%	0.21%	0.02%	0.16%	0.01%	0.32%	0.01%				
Officials And	#	16240	14107	804	1329	105	4	14	3	26	4	17	1	35	1				
	%	100%	86.87%	4.95%	8.18%	0.65%	0.02%	0.09%	0.02%	0.16%	0.02%	0.10%	0.01%	0.22%	0.01%				
2. Professio	#	5881	5133	305	443	53	2	3	2	9	7	6	0	23	1				
	%	100%	87.28%	5.19%	7.53%	0.90%	0.03%	0.05%	0.03%	0.15%	0.12%	0.10%	0.00%	0.39%	0.02%				
3. Technicia	#	17647	16724	363	560	39	5	1	6	5	4	5	0	13	0				
	%	100%	94.77%	2.06%	3.17%	0.22%	0.03%	0.01%	0.03%	0.03%	0.02%	0.03%	0.00%	0.07%	0.00%				
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%				
5. Administ	#	1838	1435	117	286	39	8	4	1	12	1	4	0	8	1				
	%	100%	78.07%	6.37%	15.56%	2.12%	0.44%	0.22%	0.05%	0.65%	0.05%	0.22%	0.00%	0.44%	0.05%				
6. Craft Workers	#	106	74	15	17	3	0	0	1	0	0	0	1	1	0				
	%	100%	69.81%	14.15%	16.04%	2.83%	0.00%	0.00%	0.94%	0.00%	0.00%	0.00%	0.94%	0.94%	0.00%				
7. Operativ	#	3785	3117	277	391	16	2	2	1	3	1	0	0	7	0				
	%	100%	82.35%	7.32%	10.33%	0.42%	0.05%	0.05%	0.03%	0.08%	0.03%	0.00%	0.00%	0.18%	0.00%				
8. Laborers	#	3	2	0	1	1	0	0	0	0	0	0	0	1	0				
	%	100%	66.67%	0%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%				
9. Service Workers	#	126	100	14	12	1	0	0	0	0	1	0	0	0	0				
	%	100%	79.37%	11.11%	9.52%	0.79%	0.00%	0.00%	0.00%	0.00%	0.79%	0.00%	0.00%	0.00%	0.00%				

Table B3-2 - Occupational Categories - 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	Mental Retardation/Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/Dwarfism					
1. Officials and Managers																			
Executive/Senior	#	3782	3493	104	185	8	0	3	0	3	1	0	0	1	0				
	%	100%	8.58%	5.49%	6.09%	3.11%	0.00%	12.50%	0.00%	5.45%	5.56%	0.00%	0.00%	1.14%	0.00%				
Mid-Level	#	1987	1815	52	120	3	0	0	0	1	0	1	0	1	0				
	%	100%	4.46%	2.74%	3.95%	1.17%	0.00%	0.00%	0.00%	1.82%	0.00%	3.13%	0.00%	1.14%	0.00%				
First-Level	#	225	212	3	10	1	0	0	0	0	1	0	0	0	0				
	%	100%	0.52%	0.16%	0.33%	0.39%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%				
Other	#	10246	8587	645	1014	93	4	11	3	22	2	16	1	33	1				
	%	100%	21.10%	34.04%	33.37%	36.19%	19.05%	45.83%	21.43%	40.00%	11.11%	50.00%	50.00%	37.50%	33.33%				
Officials And	#	16240	14107	804	1329	105	4	14	3	26	4	17	1	35	1				
	%	35.59%	34.67%	42.43%	43.73%	40.86%	19.05%	58.33%	21.43%	47.27%	22.22%	53.13%	50.00%	39.77%	33.33%				
2. Professionals	#	5881	5133	305	443	53	2	3	2	9	7	6	0	23	1				
	%	12.89%	12.61%	16.09%	14.58%	20.62%	9.52%	12.50%	14.29%	16.36%	38.89%	18.75%	0.00%	26.14%	33.33%				
3. Technicians	#	17647	16724	363	560	39	5	1	6	5	4	5	0	13	0				
	%	38.68%	41.10%	19.16%	18.43%	15.18%	23.81%	4.17%	42.86%	9.09%	22.22%	15.63%	0.00%	14.77%	0.00%				
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	0%	0%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
5. Administrators	#	1838	1435	117	286	39	8	4	1	12	1	4	0	8	1				
	%	4.03%	3.53%	6.17%	9.41%	15.18%	38.10%	16.67%	7.14%	21.82%	5.56%	12.50%	0.00%	9.09%	33.33%				
6. Craft Workers	#	106	74	15	17	3	0	0	1	0	0	0	1	1	0				
	%	0.23%	0.18%	0.79%	0.56%	1.17%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	50.00%	1.14%	0.00%				
7. Operatives	#	3785	3117	277	391	16	2	2	1	3	1	0	0	7	0				
	%	8.30%	7.66%	14.62%	12.87%	6.23%	9.52%	8.33%	7.14%	5.45%	5.56%	0.00%	0.00%	7.95%	0.00%				
8. Laborers	#	3	2	0	1	1	0	0	0	0	0	0	0	1	0				
	%	0.01%	0%	0%	0.03%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.14%	0.00%				
9. Service Workers	#	126	100	14	12	1	0	0	0	0	1	0	0	0	0				
	%	0.28%	0.25%	0.74%	0.39%	0.39%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%				
Permanent	#	45626	40692	1895	3039	257	21	24	14	55	18	32	2	88	3				
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%				

Table B5NS-1 - Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

WD, WG, WL, XD, XL, & XP	Total	Total by Disability Status				Detail for Targeted Disabilities														
		(04,05)	-1 (06-98)	Targeted	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	Partial	Total	Convulsive	Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion						
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-01	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-02	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
	#	3	2	0	1	1	0	0	0	0	0	0	0	0	1	0				
Grade-03	%	100%	66.67%	0%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%				
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-04	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-05	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
	#	34	25	1	8	0	0	0	0	0	0	0	0	0	0	0				
Grade-06	%	100%	73.53%	2.94%	23.53%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
	#	30	27	0	3	1	0	0	0	0	0	0	0	1	0	0				
Grade-07	%	100%	90%	0%	10%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%				
	#	13	9	1	3	2	0	0	1	0	0	0	0	0	1	0				
Grade-08	%	100%	69.23%	7.69%	23.08%	15.38%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%				
	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0				
Grade-09	%	100%	66.67%	0%	33.33%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
	#	35	24	3	8	0	0	0	0	0	0	0	0	0	0	0				
Grade-10	%	100%	68.57%	8.57%	22.86%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
	#	58	42	12	4	0	0	0	0	0	0	0	0	0	0	0				
Grade-11	%	100%	72.41%	20.69%	6.90%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-12	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-13	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-14	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade-15	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Non-	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				

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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 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	
HUMAN RESOURCES MANAGEMENT (0201)	# 338	277	21	40	4	1	0	0	0	0	1	0	2	0	
	% 100%	81.95%	6.21%	11.83%	1.18%	0.30%	0.00%	0.00%	0.00%	0.30%	0.00%	0.59%	0.00%		
GENERAL ENGINEERING (0801)	# 809	745	25	39	4	0	0	1	1	1	0	0	1	0	
	% 100%	92.09%	3.09%	4.82%	0.49%	0.00%	0.00%	0.12%	0.12%	0.12%	0.00%	0.00%	0.12%	0.00%	
CIVIL ENGINEERING (0810)	# 443	380	38	25	1	0	0	0	0	0	0	0	1	0	
	% 100%	85.78%	8.58%	5.64%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%	
ELECTRONICS ENGINEERING (0855)	# 780	712	23	45	5	0	1	0	2	0	2	0	0	0	
	% 100%	91.28%	2.95%	5.77%	0.64%	0.00%	0.13%	0.00%	0.26%	0.00%	0.26%	0.00%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861)	# 748	664	41	43	4	0	0	0	1	1	0	0	2	0	
	% 100%	88.77%	5.48%	5.75%	0.53%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.00%	0.27%	0.00%	
CONTRACTING (1102)	# 269	224	17	28	4	1	0	0	2	0	1	0	0	0	
	% 100%	83.27%	6.32%	10.41%	1.49%	0.37%	0.00%	0.00%	0.74%	0.00%	0.37%	0.00%	0.00%	0.00%	
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	# 444	359	42	43	1	0	0	0	1	0	0	0	0	0	
	% 100%	80.86%	9.46%	9.68%	0.23%	0.00%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	
AVIATION SAFETY INSPECTOR (1825)	# 4154	3444	289	421	15	2	2	1	3	0	0	0	7	0	
	% 100%	82.91%	6.96%	10.13%	0.36%	0.05%	0.05%	0.02%	0.07%	0.00%	0.00%	0.00%	0.17%	0.00%	
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	# 6000	5144	303	553	26	2	4	1	3	0	4	0	12	0	
	% 100%	85.73%	5.05%	9.22%	0.43%	0.03%	0.07%	0.02%	0.05%	0.00%	0.07%	0.00%	0.20%	0.00%	
AIR TRAFFIC CONTROL SPECIALIST (2152)	# 19142	18343	313	486	31	1	1	6	5	4	4	0	10	0	
	% 100%	95.83%	1.64%	2.54%	0.16%	0.01%	0.01%	0.03%	0.03%	0.02%	0.02%	0.00%	0.05%	0.00%	
INFORMATION TECHNOLOGIST (0334)	# 1621	1405	69	147	20	1	3	1	3	2	1	0	9	0	
	% 100%	86.67%	4.26%	9.07%	1.23%	0.06%	0.19%	0.06%	0.19%	0.12%	0.06%	0.00%	0.56%	0.00%	

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

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04,05) No Disability	-1 Not Identified	(06-98) 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 Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism				
Permanent	#	717	556	67	94	7	1	1	1	0	1	0	0	3	0			
	%	100%	77.55%	9.34%	13.11%	0.98%	0.14%	0.14%	0.14%	0.00%	0.14%	0.00%	0.00%	0.42%	0.00%			
Temporary	#	635	585	20	30	1	0	0	0	0	0	0	0	1	0			
	%	100%	92.13%	3.15%	4.72%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%			
Total	#	1352	1141	87	124	8	1	1	1	0	1	0	0	4	0			
	%	100%	84.39%	6.43%	9.17%	0.59%	0.07%	0.07%	0.07%	0.00%	0.07%	0.00%	0.00%	0.30%	0.00%			

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2012-10-01 TO 2013-09-30)

Table B13 - Employee Recognition and Awards - Distribution by Disability - Permanent Workforce

Employment Tenure	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	Mental Retardation/Severe Intellectual Disability	Mental Illness/Psychiatric Disability	Distortion	Limb-Spine/Dwarfism				
Time-Off Awards - 1-9 hours																			
Total	#	222	208	3	11	1	0	0	0	0	0	0	0	1	0				
Time-Off	%	100%	93.69%	1.35%	4.95%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.45%	0.00%				
Total Hours		982	916	12	54	4	0	0	0	0	0	0	0	4	0				
Average Hours		4	4	4	5	4	0	0	0	0	0	0	0	4	0				
Time-Off Awards - 9+ hours																			
Total	#	474	462	5	7	1	0	0	1	0	0	0	0	0	0				
Time-Off	%	100%	97.47%	1.05%	1.48%	0.21%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Total Hours		18054	17718	128	208	40	0	0	40	0	0	0	0	0	0				
Average Hours		38	38	26	30	40	0	0	40	0	0	0	0	0	0				
Cash Awards - \$100 - \$500																			
Total	#	93	91	2	0	0	0	0	0	0	0	0	0	0	0				
Cash	%	100%	97.85%	2.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Total Amount		\$45,300	\$44,300	\$1,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0				
Average Amount		\$487	\$487	\$500	0	0	0	0	0	0	0	0	0	0	0				
Cash Awards - \$501+																			
Total	#	97	94	2	1	0	0	0	0	0	0	0	0	0	0				
Cash	%	100%	96.91%	2.06%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Total Amount		\$110,555	\$107,555	\$2,000	\$1,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0				
Average Amount		\$1,140	\$1,144	\$1,000	\$1,000	0	0	0	0	0	0	0	0	0	0				
Senior Executive Service Performance Awards																			
Total	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Cash	%	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				
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Quality Step Increases(QSI)																			
Total	#	38	35	0	3	0	0	0	0	0	0	0	0	0	0				
Cash	%	100%	92.11%	0.00%	7.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Total Amount		\$105,537	\$95,996	\$0	\$9,541	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0				
Average Amount		\$2,777	\$2,743	0	\$3,180	0	0	0	0	0	0	0	0	0	0				

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 Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism					
Voluntary	#	2993	2631	93	269	26	0	2	2	4	1	7	1	8	1				
	%	100%	87.91%	3.11%	8.99%	0.87%	0.00%	0.07%	0.07%	0.13%	0.03%	0.23%	0.03%	0.27%	0.03%				
Involuntary	#	127	103	4	20	1	1	0	0	0	0	0	0	0	0				
	%	%	81.10%	3.15%	15.75%	0.79%	0.79%	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 Separation	#	3120	2734	97	289	27	1	2	2	4	1	7	1	8	1				
	%	100%	87.63%	3.11%	9.26%	0.87%	0.03%	0.06%	0.06%	0.13%	0.03%	0.22%	0.03%	0.26%	0.03%				

Tab 11

FAA 462 Report

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	486	445
C.1. COUNSELED WITHIN 30 DAYS	152	143
C.2. COUNSELED WITHIN 31 TO 90 DAYS	329	313
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	106	103
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	221	215
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	5	5
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	105	104
D.2. INITIATED DURING THE REPORTING PERIOD	441	403
D.3. COMPLETED/ENDED COUNSELINGS	486	445
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	43	43
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	139	133
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	293	271
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	60	59

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
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	0	0	
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	0	0	
F.5. REMOVALS RESCINDED	0	0	
F.5.a. REINSTATEMENT	0	0	
F.5.b. VOLUNTARY RESIGNATION	0	0	
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.	0	0	
F.13.	0	0	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	8	8	\$71,241.00
G.1. COMPENSATORY DAMAGES	2	2	\$33,000.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	1	1	\$15.00
G.4. ATTORNEY FEES AND COSTS	2	2	\$23,500.00
G.5. ADJUST SALARY BACK TO PRE-REASSIGNMENT AMOUNT	1	1	\$1.00
G.6. CHILDCARE EXPENSES	1	1	\$75.00
G.7. REIMBURSEMENT OF BANK FEES AND TRAINING COSTS	2	2	\$14,650.00
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	41	41	
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	4	4	
H.4. REASSIGNMENTS	5	5	
H.5. REMOVALS RESCINDED	0	0	
H.5.a. REINSTATEMENT	0	0	
H.5.b. VOLUNTARY RESIGNATION	0	0	
H.6. ACCOMMODATIONS	1	1	
H.7. TRAINING	11	11	
H.8. APOLOGY	2	2	
H.9. DISCIPLINARY ACTIONS	2	1	
H.9.a. RESCINDED	1	1	
H.9.b. MODIFIED	1	1	
H.10. PERFORMANCE EVALUATION MODIFIED	2	2	
H.11. LEAVE RESTORED	8	8	
H.12. OTHER	24	24	
H.13.	0	0	
I. NON-ADR SETTLEMENTS			
	COUNSELING	INDIVIDUALS	
TOTAL	0	0	

PART II - FORMAL COMPLAINT ACTIVITIES

509	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
308	B. COMPLAINTS FILED
14	C. REMANDS (sum of lines C1+C2+C3)
10	C.1. REMANDS (NOT INCLUDED IN A OR B)
4	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
827	D. TOTAL COMPLAINTS
797	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
300	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
30	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
13	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
518	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
282	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
15	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	46,027			
A.1.b. PERMANENT EMPLOYEES	45,772			
A.2. COUNSELOR	15		1	
A.2.a. FULL-TIME	7	46.67	0	0
A.2.b. PART-TIME	0	0	1	100
A.2.c. COLLATERAL DUTY	8	53.33	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	3	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	3	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	12	1	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	5	1	0	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	7	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 NO
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

4. WHO DOES THAT PERSON REPORT TO?
 PERSON Michael Huerta
 TITLE FAA Administrator

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 2013

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	1	2	0	2	0	2	14	6	6
B. ASSIGNMENT OF DUTIES	0	2	0	10	1	0	5	1	13	58	21	20
C. AWARDS	0	0	0	4	0	0	3	0	4	20	8	8
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	0	0	9	4	0	8	2	17	68	25	25
E.1. DEMOTION	0	0	0	2	0	0	1	0	3	7	3	3
E.2. REPRIMAND	0	0	0	3	0	0	3	0	5	15	5	5
E.3. SUSPENSION	1	0	0	3	4	0	3	1	7	35	14	13
E.4. REMOVAL	0	0	0	0	0	0	1	1	1	8	1	1
E.5 5. DECLARED AS A DISRUPTION	0	0	0	1	0	0	0	0	0	1	1	1
E.6 6. ALLEGED VIOLATION OF HR	0	0	0	0	0	0	0	0	1	2	1	1
E.7 7. OTHER	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	2	0	0	1	1	2	10	5	5
G. EVALUATION/APPRaisal	0	2	0	4	0	0	3	0	8	21	9	9
H. EXAMINATION/TEST	1	0	0	1	0	0	1	0	0	5	3	3
I. HARASSMENT	1	4	0	40	4	1	26	6	68	284	105	101
I.1. NON-SEXUAL	1	4	0	40	4	1	26	6	62	271	97	93
I.2. SEXUAL									6	13	8	8
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	4	1	0	3	1	5	30	12	12
L. PROMOTION/NON-SELECTION	1	2	0	28	5	1	18	4	43	199	77	73
M. REASSIGNMENT	1	0	0	1	2	0	2	0	2	22	11	11
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	1	0	0	1	2	0	2	0	2	22	11	11
N. REASONABLE ACCOMMODATION								2	11	30	16	16
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	1	0	0	0	0	1	6	4	4
Q. TERMINATION	1	3	0	9	2	1	12	4	12	92	38	38
R. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	1	0	0	0	0	8	2	2
S. TIME AND ATTENDANCE	0	0	0	2	1	0	2	0	6	21	11	10
T. TRAINING	1	0	0	12	6	0	9	4	11	87	40	39
U. OTHER	0	1	0	12	2	0	8	2	27	84	43	41
U.1.	0	1	0	12	2	0	8	2	27	84	43	41
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	7	15	0	140	31	3	103	27	232			
TOTAL ALL COMPLAINTS FILED BY BASES	3	11	0	95	22	2	66	20	155			
TOTAL ALL COMPLAINANTS BY BASES	3	9	0	85	21	2	56	19	141			

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 2013

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA				
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE	1	2	0	0	0		3	0	1	0	14	6	6		
B. ASSIGNMENT OF DUTIES	2	6	0	0	5		8	0	4	1	58	21	20		
C. AWARDS	0	2	0	1	0		4	0	2	0	20	8	8		
D. CONVERSION TO FULL TIME	0	0	0	0	0		0	0	0	0	0	0	0		
E. DISCIPLINARY ACTION	3	6	0	0	3		6	2	7	0	68	25	25		
E.1. DEMOTION	1	0	0	0	0		0	0	0	0	7	3	3		
E.2. REPRIMAND	1	0	0	0	0		1	1	1	0	15	5	5		
E.3. SUSPENSION	1	4	0	0	2		4	0	5	0	35	14	13		
E.4. REMOVAL	0	1	0	0	1		1	1	1	0	8	1	1		
E.5. 5. DECLARED AS A DISRUPTI	0	0	0	0	0		0	0	0	0	1	1	1		
E.6. 6. ALLEGED VIOLATION OF F	0	1	0	0	0		0	0	0	0	2	1	1		
E.7. 7. OTHER	0	0	0	0	0		0	0	0	0	0	0	0		
F. DUTY HOURS	1	1	0	0	0		1	0	0	1	10	5	5		
G. EVALUATION/APPRaisal	0	0	0	0	2		0	1	1	0	21	9	9		
H. EXAMINATION/TEST	1	0	0	0	1		0	0	0	0	5	3	3		
I. HARASSMENT	10	39	0	4	10		34	11	26	0	284	105	101		
I.1. NON-SEXUAL	9	33	0	4	10		34	11	26	0	271	97	93		
I.2. SEXUAL	1	6	0								13	8	8		
J. MEDICAL EXAMINATION	0	1	0	0	0		0	1	0	0	2	1	1		
K. PAY INCLUDING OVERTIME	1	4	0	0	2	2	1	5	1	3	33	12	12		
L. PROMOTION/NON-SELECTION	10	15	0	5	4		45	6	12	0	199	77	73		
M. REASSIGNMENT	2	4	1	0	0		2	1	4	0	22	11	11		
M.1. DENIED	0	0	0	0	0		0	0	0	0	0	0	0		
M.2. DIRECTED	2	4	1	0	0		2	1	4	0	22	11	11		
N. REASONABLE ACCOMMODATION								6	11	0	30	16	16		
O. REINSTATEMENT	0	0	0	0	0		0	0	0	0	0	0	0		
P. RETIREMENT	0	0	0	0	0		4	0	0	0	6	4	4		
Q. TERMINATION	5	12	0	3	8		10	3	7	0	92	38	38		
R. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	2		1	0	2	0	8	2	2		
S. TIME AND ATTENDANCE	2	1	0	0	0		3	1	3	0	21	11	10		
T. TRAINING	6	16	1	2	3		8	2	6	0	87	40	39		
U. OTHER	1	12	0	1	1		9	5	3	0	84	43	41		
U.1. 1. OTHER	1	12	0	1	1		9	5	3	0	84	43	41		
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	45	122	2	16	41	2	1	143	40	92	2				
TOTAL ALL COMPLAINTS FILED BY BASES	31	83	2	13	27	2	1	110	25	62	1				
TOTAL ALL COMPLAINANTS BY BASES	29	78	2	12	24	2	1	98	23	55	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 2013

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	0	0	0	27	0	3	11	3	32	10	19	0	7	0	0	2	8	4	8	0
1.1a. Number of Counselings Settled	0	0	0	11	0	1	5	1	21	5	13	0	3	0	0	2	8	2	4	0
1.1b. Number of Counselees Settled With	0	0	0	11	0	1	5	1	21	5	13	0	3	0	0	2	8	2	4	0
2. Complaint Settlement Allegations	0	2	0	14	6	4	8	0	73	7	27	0	7	7	4	1	27	12	25	4
2.2a. Number of Complaints Settled	0	1	0	11	3	1	6	0	37	6	16	0	4	3	2	1	19	4	12	1
2.2b. Number of Complainants Settled With	0	1	0	11	3	1	6	0	28	5	15	0	2	3	2	1	17	3	9	1
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	2	2	0	0	0	5	1	8	0	0	0	0	0	2	0	0	0
4.4a. Number AJ Decisions With Findings	0	0	0	1	2	0	0	0	4	1	4	0	0	0	0	0	2	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	2	1	0	0	0	3	0	7	0	0	0	0	0	2	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	1	1	0	0	0	2	0	3	0	0	0	0	0	2	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	1	0	0	0	2	0	3	0	0	0	0	0	2	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	2	0	41	6	7	19	3	105	17	46	0	14	7	4	3	35	16	33	4
TOTAL FINAL ACTION FINDINGS	0	0	0	2	1	0	0	0	3	0	7	0	0	0	0	0	2	0	0	0

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 2013

PART IVB - BASES 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	4	0	0	2	0	0	0	0	4	0	26	1	0	2	8	0	2	4	0	0	2	0	1	10	7
1.1a. Number of Counselings Settled	1	4	0	0	2	0	0	0	0	4	0	26	1	0	2	8	0	2	3	0	0	2	0	1	8	7
1.1b. Number of Counselees Settled With	1	4	0	0	2	0	0	0	0	4	0	26	1	0	2	8	0	2	3	0	0	2	0	1	8	7
2. Complaint Settlement Allegations	0	6	2	0	1	1	2	0	2	3	0	34	1	1	3	15	1	5	7	0	0	2	1	4	5	3
2.2a. Number of Complaints Settled	0	6	2	0	1	1	2	0	2	3	0	33	1	1	3	15	1	5	7	0	0	2	1	4	5	3
2.2b. Number of Complainants Settled With	0	4	2	0	1	1	2	0	2	3	0	28	1	1	3	10	1	5	6	0	0	2	1	4	5	2
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	1	0	0	0	0	0	0	0	0	0	3	0	0	0	4	0	0	0	0	0	0	0	0	1	0
4.4a. Number AJ Decisions With Findings	0	1	0	0	0	0	0	0	0	0	0	3	0	0	0	4	0	0	0	0	0	0	0	0	1	0
5. Final Agency Order Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0	0	1	0
5.5a. Number of Final Orders With Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0	0	1	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0	0	1	0
TOTAL SETTLEMENT ALLEGATIONS	1	10	2	0	3	1	2	0	2	7	0	60	2	1	5	23	1	7	11	0	0	4	1	5	15	10
TOTAL FINAL ACTION FINDINGS	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0	0	1	0

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 2013

PART V - SUMMARY OF CLOSURES BY STATUTE

239	A.1. TITLE VII
1	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
131	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
60	A.3. REHABILITATION ACT
10	A.4. EQUAL PAY ACT (EPA)
1	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
442	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	313	145842	465.95
A.1. WITHDRAWALS	24	10416	434.00
A.1.a. NON-ADR WITHDRAWALS	24	10416	434.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	57	33368	585.40
A.2.a. NON-ADR SETTLEMENTS	55	32913	598.42
A.2.b. ADR SETTLEMENTS	2	455	227.50
A.3. FINAL AGENCY ACTIONS	232	102058	439.91
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	156	23503	150.66
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	69	20799	301.43
B.3. DISMISSAL OF COMPLAINTS	87	2704	31.08
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	76	78555	1,033.62
C.1. AJ DECISION FULLY IMPLEMENTED	73	74496	1,020.49
C.1.a. FINDING DISCRIMINATION	4	4902	1,225.50
C.1.b. FINDING NO DISCRIMINATION	69	69594	1,008.61
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	3	4059	1,353.00
C.2.a. FINDING DISCRIMINATION	2	2529	1,264.50
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	2	2529	1,264.50
C.2.b. FINDING NO DISCRIMINATION	1	1530	1,530.00
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	69	4666	67.62
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	25	1552	62.08
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	13	650	50.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	12	902	75.17
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	33	2426	73.52
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	15	561	37.40
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	18	1865	103.61
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	8	442	55.25
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	5	225	45.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	3	217	72.33
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	3	246	82.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	3	246	82.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	61	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	39	\$1,242,723.00
B.1. BACK PAY/FRONT PAY	5	\$6,016.00
B.2. LUMP SUM PAYMENT	20	\$724,514.00
B.3. COMPENSATORY DAMAGES	2	\$9,001.00
B.4. ATTORNEY FEES AND COSTS	21	\$503,192.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	55	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	3	1
F.1.a. RETROACTIVE	3	0
F.1.b. NON-RETROACTIVE	0	1
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	13	2
F.4. REASSIGNMENTS	7	5
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	2	0
F.7. TRAINING	6	3
F.8. APOLOGY	1	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	0
F.9.b. MODIFIED	0	1
F.10. PERFORMANCE EVALUATION MODIFIED	2	1
F.11. LEAVE RESTORED	11	7
F.12. 12. OTHER	22	15
F.13.	0	0
F.14.	0	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)	518	374217			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	2	9	4.5	9	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	83	16384	197.4	2847	
A.2. COMPLAINTS PENDING IN INVESTIGATION	73	8212	112.49	845	
A.3. COMPLAINTS PENDING IN HEARINGS	274	285931	1043.54	5632	
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	86	63681	740.48	5723	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	222	34005	153.18
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	127	21165	166.65
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	103	15405	149.56
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	23	5385	234.13
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	21	4916	234.10
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	2	469	234.50
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	375	375.00
A.2. AGENCY INVESTIGATION COSTS	\$746,633.00		\$5,879.00
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	95	12840	135.16
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	84	10582	125.98
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	11	2258	205.27
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	5	995	199.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	6	1263	210.50
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$558,505.00		\$5,879.00

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AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2013

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		344	325		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		115	109		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		229	223		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
C.1. INHOUSE		161	158		
C.2. ANOTHER FEDERAL AGENCY		122	121		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		32	31		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		7	7		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		161	158	7427	46.13
D.1. MEDIATION		158	155	7325	46.36
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		3	3	102	34.00
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)		0	0	0	0.00
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		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		229	223	10711	46.77
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		43	43	1771	41.19
E.1.b. NO FORMAL COMPLAINT FILED		62	60	2883	46.50
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		78	77	3747	48.04
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		38	38	1890	49.74
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		8	8	420	52.50

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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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		6	6		
B.2. REJECTED BY COMPLAINANT		1	1		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		5	5		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		3	3		
C.1. INHOUSE		2	2		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		1	1		
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)		3	3	DAYS	AVERAGE DAYS
D.1. MEDIATION		3	3	240	80.00
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		5	5	328	65.60
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		2	2	238	119.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		2	2	89	44.50
E.1.d. NO ADR ATTEMPT		1	1	1	1.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		1	1	\$3,000.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		1	1	\$3,000.00	
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)		2	2		
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		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
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. ADVANCE NOTICE OF INVESTIGATORY MEETINGS		1	1		
F.2.m. OTHER		1	1		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	46027
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	8
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	3
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	5
CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$100,017.00

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	<u>Harnetta Williams</u>
E.2. TITLE	<u>Director, National EEO Policy and ADR</u>
E.3. TELEPHONE NUMBER	<u>202-267-5794</u>
E.4. EMAIL	<u>harnetta.williams@faa.fogv</u>

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	YES	NO
F.1a. If yes, is there a written policy requiring the participation?		X
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, 2012 through September 30, 2013 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: _____
 TITLE OF CERTIFYING OFFICIAL: _____
 TELEPHONE NUMBER: _____
 E-MAIL: _____
 SIGNATURE OF CERTIFYING OFFICIAL: _____
(Enter PIN to serve as your electronic signature)
 DATE: _____

NAME OF PREPARER: William Roberts
 TITLE OF PREPARER: Database Administrator
 TELEPHONE NUMBER: (202) 366-5637
 E-MAIL: william.roberts.ctr@dot.gov
 DATE: 26-11-2013

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

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REPORTING PERIOD: FY 2013

Form 462 Comments

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

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) | 105 | | The difference in the number of pre-complaints on hand at the end of FY 2012 versus those on hand at the start of FY 2013 can be attributed to FY 2012 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2012 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) | 104 | | The difference in the number of pre-complaints on hand at the end of FY 2012 versus those on hand at the start of FY 2013 can be attributed to FY 2012 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2012 Form 462 Report were generated.

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 271 | 282 | Part I. Line D.3.c. (Individuals) (271 entered) is not equal to Part II. Line B. (282 entered) due to the existence of (15) pre-complaints in which counseling was completed of FY 2012 and a corresponding formal complaint was filed in FY 2013. These complaints are 2012-24508-FAA-04, 2012-24595-FAA-03, 2012-24600-FAA-06, 2012-24610-FAA-06,2012-24618-FAA-01, 2012-24619-FAA-04, 2012-24620-FAA-05, 2012-24622-FAA-05, 2012-24628-FAA-06, 2012-24644-FAA-06, 2012-24670-FAA-06, 2012-24691-FAA-06, 2012-24720-FAA-06, 2012-24721-FAA-03, 2012-24731-FAA-02.

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 293 | 308 | Part I. Line D.3.c. (Counselings) (293 entered) is not equal to Part II. Line B. (308 entered) due to the existence of (15) pre-complaints in which counseling was completed of FY 2012 and a corresponding formal complaint was filed in FY 2013. These complaints are 2012-24508-FAA-04, 2012-24595-FAA-03, 2012-24600-FAA-06, 2012-24610-FAA-06,2012-24618-FAA-01, 2012-24619-FAA-04, 2012-24620-FAA-05, 2012-24622-FAA-05, 2012-24628-FAA-06, 2012-24644-FAA-06, 2012-24670-FAA-06, 2012-24691-FAA-06, 2012-24720-FAA-06, 2012-24721-FAA-03, 2012-24731-FAA-02.

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) | 509 | | The difference in the number of formal complaints on hand at the end of FY 2012 versus those on hand at the start of FY 2013 can be attributed to FY 2012 complaints in which the formal file or closure was not processed until after the statistics for the FY 2012 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 XI

E1a -- Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 119 | 100 | Delays were occasioned due to the parties attempting to reach terms of the settlement that were acceptable by all parties.

TAB 12

UFAS/ Section 504 Rehabilitation Act Assessment

UFAS / Section 504 Rehabilitation Act and ABAAS Accessibility Assessments

**Facility Accessibility
Program Office**

FY 2013



FAA

Air Traffic Organization

In FY 2013 the Facility Accessibility Program Office:

- Conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 37 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 three classes on Real Estate Contracting Officer specific responsibilities in complying with ABAAS;
- Began development of an ABAAS Requirements training module that will be available in supervisory training;
- 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 37 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 37 FAA facilities and transmitted the reports to the facility managers and Program Offices during FY 2013. The thirty seven surveyed facilities had a combined staffing of 1617. 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>
Atlanta Flight Inspection Field Office	124
Asheville System Support Center	4
Columbia Flight Standards District Office	25
Charlotte Flight Standards District Office	32
Greensboro Flight Standards District Office	49
Washington Flight Standards District Office	40
Birmingham Flight Standards District Office	26
Montgomery Technical Support Operations Group	15
Meridian System Support Center	5
Jackson Flight Standards District Office	20
Jackson Airports District Office	11
Jackson System Support Center	12
Baton Rouge Flight Standards District Office	36
Greenwood System Support Center	2
Tupelo System Support Center	5
Memphis Flight Standards District Office	40
FedEx Certificate Management Office	56
Memphis District Office	20
Windsor Locks Technical Support Operations Group	6
Windsor Locks Manufacturing Inspection District Office	16
Windsor Locks Flight Standards District Office	45
Windsor Locks Airport Traffic Control Tower:	99
• Base Building	
• System Support Center	
Hyannis System Support Center	12
New England Regional Office	425
11 Murphy Dr. Nashua NH:	120
• Boston TRACON District Office	
• Boston Medical Field Office	
• Nashua Program Support Center	
• Nashua Technical Support Center	
Portland ME Flight Standards District Office	30
Portland ME System Support Center	12

Bangor System Support Center	18
Baltimore Flight Standards District Office	32
Detroit Metro Airport ATCT & Base Building	182
Portland OR Flight Standards District Office	45
Portland OR Certificate Management Office	27
Portland OR System Support Center	<u>26</u>
	1617

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. In general, the surveyed facilities had structural modifications made to provide access for people with disabilities.

A total of 610 FAA staffed facilities have been surveyed for UFAS / ABAAS compliance.

The surveys conducted to date show that restrooms continue to be the primary area of concern. This is due to a combination of design and installation errors over the years. The older facilities have modified toileting areas over time. Many of the errors were caused by individuals knowing that improvements were required but not knowing which standards to follow. The lack of knowledge is being remedied by providing ABAAS training, but there are still areas of concern that need to be identified and corrected during on-going modernizations and other project work. Other areas that have been found to be problematic are: Emergency Egress and Areas of Rescue Assistance, locker rooms and showers, routes of travel (interior and exterior), and older (but still post August 12, 1968) construction and installations.

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

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

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

The FAPO conducted three classes for Real Estate Contracting Officers. They were:

10/3/12 – RECO Webinar on *Accessible Route; Doors; Drinking Fountains; Break Room Requirements*;

12/17/12 – Eastern Service Area Office for RECO's on *ABAAS Building Accessibility Checklist*;

5/21/13 – New England Regional Office RECO's on *Architectural Barriers Act Accessibility Standard Requirements*.

Developing an ABAAS Requirements training module that will be available in supervisory training:

A preliminary draft of the training module for supervisors has been completed. Process and refinement reviews are set to begin with projected completion by 9/30/2014.

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

