



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2015

Prepared by FAA
Office of Civil Rights 2016

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 - 2015**

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	45,303	346	0	45,649

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

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

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

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Mamie W. Mallory	Assistant Administrator , Office of Civil Rights	0340	EV/SES 01	202-267-8087	Mamie.Mallory@faa.gov
Title VII Affirmative EEO Program Official	Harnetta Williams	Director, National Policy and Compliance	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Section 501 Affirmative Action Program Official	Harnetta Williams	Director, National Policy and Compliance	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Complaint Processing Program Manager	Cheryl Wilkes	Director, National EEO Complaints Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Hispanic Program Manager (SEPM)	Sadie Perez	National Hispanic Employment Program Manager (HEPM)	0260	J band	202-385-8130	Sadie.Alvarado@faa.gov
Women's Program Manager (SEPM)	Deena Collier	National Federal Women's Program Manager	0260	J band	202-385-8128	Deena.Collier@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
		(FWP)				
Disability Program Manager (SEPM)	Michael Looney	National People with Disabilities Program Manager (PWD)	0260	J band	202-385-8127	Michael.Looney@faa.gov
ADR Program Manager	Harnetta Williams	Director, National Policy and Compliance	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Compliance Manager	Cheryl Wilkes	Director, National EEO Complaints Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Principal MD-715 Preparer	Yvette Aine	Principal MD-715 Preparer	0260	J band	202-267-9928	Yvette.Aine@faa.gov

PART D- Forms/Documents Included with This Report

Is the following Form or Document Uploaded?	(Please respond "Yes" or "No")	Comments
PART F - Statement of Establishment of Continuing EEO Programs	Yes	
EEO Policy Statement Issued During Reporting Period	Yes	

Is the following Form or Document Uploaded?	(Please respond "Yes" or "No")	Comments
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 that we strive to reach the next level of safety, efficiency, environmental responsibility and global leadership. We are accountable to the American public and our stakeholders.

Results of the FAA's Annual Self-Assessment

The agency conducted its annual self-assessment against Management Directive (MD) 715 "Essential Elements." FAA has met most of the measures successfully. The following highlights the agency's FY 2015 Equal Employment Opportunity (EEO) self-assessment results.

Essential Element A: Demonstrated Commitment from Agency Leadership

- The FAA Administrator affirmed his commitment to EEO and diversity at the FAA by reissuing its policy statements on Non-Discrimination and The Prevention of Harassment. The Administrator issued a reminder to all management officials regarding their responsibilities to communicate their commitment to EEO and to post EEO materials throughout their organization. FAA websites also contain all pertinent legally required information on EEO programs.
- Managers and supervisors are evaluated on their commitment to agency EEO policies and principles. Performance plans include language for commitment to EEO principles and practices in the workplace.
- The FAA conducted extensive training to ensure that managers and supervisors are aware of their responsibilities to provide employees reasonable accommodations and report requests in a timely manner.

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. ACR has a Deputy Assistant Administrator (ACR-2) and six (6) EEO Directors that are direct reports to ACR-2.
- The Assistant Administrator for Civil Rights 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.
- The Office of Civil Rights participates in recruitment strategies and receives funds to conduct outreach and targeted recruitment. ACR with the FAA Office of Human Resources (AHR) was intricately involved in discussions regarding the barrier analysis of the Aviation Safety Inspector (1825 series) hiring procedures and sources.
- A barrier analysis of the Airway Transportation Systems Specialist (2101 series) was conducted, and we are currently finalizing the report.

Essential Element C: Management and Program Accountability

- The Assistant Administrator for Civil Rights chairs a bi-monthly EEO Diversity and Inclusion 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).
- The Assistant Administrator for Civil Rights conducts as needed meetings with the heads of each LOB/SO to discuss EEO activity within their organization. Also, ACR-1 conducts ongoing meetings with AHR and the Office of General Counsel (AGC) and adhoc meetings with the Office of Budget and Finance (ABA)

Essential Element D: Proactive Prevention of Unlawful Discrimination

- The FAA procured a contractor to conduct a barrier analysis on its major occupations hiring process. To date, a barrier analysis has been completed on three of the major occupations (MO). The Air Traffic Control Specialist (2152), the Aviation Safety Inspector (1825), and the Airway Transportation Systems Specialist (2101). Agency officials from the Air Traffic Organization (ATO), Aviation Safety (AVS), AHR, and AGC were consulted throughout the process.
- EEO data is tracked continuously to enable the FAA to conduct a thorough statistical analysis that looks at the impact of policies, practices, and procedures on EEO.
- The FAA has a very robust Alternative Dispute Resolution (ADR) program. Each LOB/SO has placed a goal in their business plan to ensure that 65% of all managers engage in mediation upon the employees request in Fiscal Year 2015. FAA exceeded this goal in FY 2015 by 15% with an engagement rate of 80%.
- The Federal Aviation Administration leadership promotes and supports agency efforts to prevent discrimination by ensuring that 60% of managers and 10% of employees attend EEO training annually.

Essential Element E: Efficiency

- The 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.
- The FAA has full-time and collateral duty EEO Counselors. EEO Counselors and Mediators receive annual training to ensure their skills and knowledge is current and relevant.
- The 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

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

Executive Summary: Workforce Analyses

In FY 2015, the FAA had a total workforce of 45,649 compared to the 45,561 employees at the end of FY 2014.

Total Workforce by RNO – FAA

	Participation Rate for FY 2015		2010 CLF
	#	%	
Males	34,713	76.04%	51.84%
Females	10,936	23.96%	48.16%
Hispanic or Latino Males	2,560	5.61%	5.17%
Hispanic or Latino Females	813	1.78%	4.79%
White Males	27,032	59.22%	38.33%
White Females	7,248	15.88%	34.03%
Black or African American Males	2,819	6.18%	5.49%
Black or African American Females	2,060	4.51%	6.53%
Asian Males	1,540	3.37%	1.97%
Asian Females	529	1.16%	1.93%
NHOPI Males	136	0.30%	0.07%
NHOPI Females	46	0.10%	0.07%
AIAN Males	505	1.11%	0.55%
AIAN Females	189	0.41%	0.53%
Two or More Races Males	121	0.27%	0.26%
Two or More Races Females	51	0.11%	0.28%
Individuals with Targeted Disabilities	264	0.58%	CLF Not Available
*Numbers in red represent participation rates lower than the CLF			

In the beginning of FY 2015, the FAA employed 45,561 workers compared with 45,649 workers at the end of FY 2015. Therefore, during the course of FY 2015, the agency experienced a net gain of 88 employees or a net rate change of 0.19%.

During FY 2015, the number of FAA permanent and temporary employees reporting targeted disabilities reflects a positive change of 45 employees. (FAA On-Board: 0.68% resulting in a net change 17.05%).

Summary of Fiscal Year 2015 Accomplishments

While the FAA has made significant progress in FY 2015, all of the focus areas in Part I of this report will carry over into FY 2016 for implementation. 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 has completed a barrier analysis on the three listed occupations. The analysis identified several areas for improvement in the 2152, 1825, and 2101 series, and the FAA is in the process of implementing some of the recommended action plans.

FAA is pleased at the high level of sustained accomplishments for FY 2015 in support of the Workforce of the Future & Best Places to Work goals. The following programs and activities reflect the agency's importance of creating a diverse and inclusive environment, which strengthens our workforce engagement.

Equal Employment Opportunity (EEO) Policy and Internal Compliance

Our Model EEO program effectively considers and addresses concerns arising under both Title VII of the Civil Rights Act of 1964 and Section 501 of the Rehabilitation Act. We have a structure for effective management, accountability and self-analysis, which will ensure program success and compliance. Our Model EEO Program includes the following activities:

Policy: ACR reissued various EEO related policy statements to the agency and presented the annual State of EEO report to FAA leadership, thus affirming senior leadership's commitment to a Model EEO Program.

EEO Complaint Activity: ACR processed 483 informal complaints with a 98.3% rate of efficiency. FAA complaint ratio in FY 2015 was 1.06%, which is below the government-wide average of 1.17%. This is attributed to marketing EEO training and consultations, resulting in parties willing to utilize alternative dispute resolution as a proactive measure.

EEO/Diversity and Inclusion Action Committee (EAC): ACR chairs the EAC, which established a workgroup that spearheaded the approval of the EEO Diversity and Inclusion (D&I) performance element for managers and executives. In FY 2016 the expected benefit is that supervisors, managers and executives will be actively engaged in supporting EEO goals and objectives and special emphasis program activities. EAC actively engaged in supporting corporate EEOC D&I goals, evaluated LOB/SO demographics, received awareness briefings from EEOC and OPM, and interacted with employee association presidents. EAC is a catalyst for integrating EEO into the agency's strategic mission and provides management and program accountability.

Management Directive 715 Activity: In FY 2015 ACR conducted eight (8) MD-715 assessments and four (4) follow-ups, as selected by ACR and LOB/SOs. In addition, ACR continues to participate with the Executive Steering Committee on the Air Traffic hiring process, completed barrier analysis of the Aviation Safety Inspector hiring process and initiated a barrier analysis for the Airway Transportation System Specialist series. We are proactively identifying and eliminating barriers to EEO, as well as identifying best practices that can benefit the entire agency in achieving a Model EEO Program.

EEO Outreach Plan: We developed an outreach plan, which incorporated activities such as career fairs, national/local conferences and informational sessions. ACR led or participated in a total of 18 outreach events that targeted minorities, women, and people with disabilities, which resulted in re-establishing partnerships with three (3) colleges/universities for creating future internships. Additionally, ACR conducted 35 virtual information sessions attended by career and disability services offices from 24 colleges/universities across the country. As a result, we increased the applicant pool of minorities, women, and people with disabilities in FY 2015. Specifically, the entry-level hiring of Air Traffic Control Specialists saw an increase in women and minorities, as compared to the onboard percentages.

People with Disabilities Strategic Initiative: We supported President Obama's Executive Order 13548 by meeting the corporate goal of hiring 2% of new hires that are persons with targeted disabilities (PWTD). To further support this initiative, we conducted training to approximately 378 managers and supervisors regarding "On the Spot Hiring Authority for PWD & Obtaining Reasonable Accommodations for PWD." For the second year in a row, we exceeded the goal of efficiently processing 90% of reasonable accommodations within 25 business days from the date received at 93%. FAA's Tiger Team for hiring PWD, chaired by ACR, was awarded the FAA Administrator's "Keeping the Promise of Equal Opportunity Award" and the Secretary's "Equal Employment Opportunity/Affirmative Action (Team Award) Award."

EEO Training Institute: Utilizing various learning platforms, delivered EEO training on EEO responsibilities, appropriate behavior, diversity, culture, and inclusion to 73.34% of managers (goal: 60%) and 24.69% of employees (goal: 10%), thus engaging in proactive prevention of unlawful discrimination. This was accomplished as a result of online training and 27 instructor-led training sessions by ACR staff. ACR continues its efforts to train 100% of the newly hired Air Traffic Organization (ATO) students on the No FEAR Act and Model EEO Program. Additionally, the Institute created a video on Alternative Dispute Resolution (ADR) Mediation, which can be viewed online through eLMS.

Alternative Dispute Resolution: The goal to ensure that 65% of all managers engage in the ADR process, when the employee requested mediation, was exceeded this year: 80% of managers engaged in mediation.

Conflict Coaching Program: There has been a 52% increase in coaching engagements for this fiscal year. Twelve new coaches have been added to the Coaching Cadre and we presented five (5) Conflict Resolution Training Workshops. This proactive tool will help

employees and managers with workplace conflict and hopefully preempt the filing of EEO complaints.

Special Emphasis Programs: ACR co-chairs the National Employee Forum and the Hispanic Employment, Federal Women's and Persons with Disabilities Program Managers have formed strategic alliances with the association presidents. In collaboration with the National Employee Forum, we developed a draft FAA Diversity and Inclusion Plan. At various employee association national conferences, we provided On-the-Spot hiring/reasonable accommodation training, speed mentoring sessions, resume writing/mock interview training, and other EEO/diversity training.

Training: We engaged in a number of proactive measures to increase civil rights compliance, to include conducting:

- o 15 national training sessions and 15 regional and local training sessions with more than 1,150 participants,
- o 88 consultations with approximately 300 airport sponsors and stakeholders, and
- o 19 webinars.

The Federal Aviation Administration (FAA) Office of Civil Rights in partnership with the YMCA of Metropolitan Washington participated in the 21st Annual YMCA Thingamajig[®] Invention Convention which took place at the Prince George's County Show Place Arena/Equestrian Center in Upper Marlboro, Maryland July 17, 2015. The event attracted 3,625 children from the metropolitan Washington region where they experienced a full day of hands-on science, technology, invention, physical challenges and a whole lot more – some describe it as a “learning carnival”.

Leadership Development Sub-Initiative: Objective/Aspiration

The modern workforce has evolved to a state that makes traditional leadership tactics insufficient. Effective leadership in the 21st century requires Transformational Leaders—those who can lead through influence—who are agile and able to respond to a rapidly changing environment. Aviation is one of the world's most intrinsically dynamic industrial and service sectors. FAA is committed to developing a culture that encourages innovation so we can perform more effectively and efficiently in this dynamic industry. This commitment begins with developing leaders that transform the agency by leading employees through this significant change. The Leadership Development sub-initiative's priority is to establish a leadership pipeline that develops current FAA Leaders

and future leaders into Transformational Leaders. Transformational Leaders have the drive and the skills to develop others, collaborate and innovate, to lead with influence, to value diversity and inclusion, and to stress and demonstrate accountability while focusing on the mission and effective communication.

FAA identified one deficiency in its Part G Checklist. An objective and action plan was developed (Part H) to address this deficiency.

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 Airway Transportation Systems Specialists (2101). Additionally, goals have been set using Part J, regarding PWTB in an effort to meet or exceed DOT's 3% hiring goal. Finally, the FAA will assess if additional barrier analyses are required within the next few years.

TAB 3

Part F

Certification

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMSI, Mamie W. Mallory, Assistant Administrator for Civil Rights am the

(Insert name above)

(Insert official title/series/grade above)

Principal EEO

Director/Official for

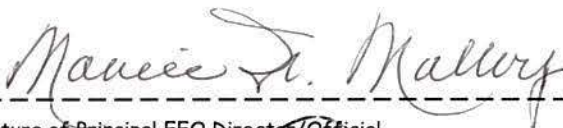
the Federal Aviation Administration

(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.

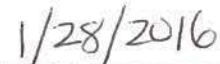
The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, 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.

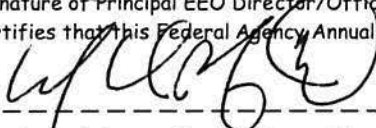


Signature of Principal EEO Director/Official

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



Date



Signature of Agency Head or Agency Head Designee

FEB 5 2016

Date

TAB 4

Policy Statements

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**

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**

TAB 5

Part G

Self Assessment

EEOC FORM		U.S. Equal Employment Opportunity Commission			
715-01		FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP					
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Compliance Indicator	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 months 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		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	
Measures	Agency EEO policy is vigorously enforced by agency management.				
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
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
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)

Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.	X			New employee orientation, AHR Accountability Board Training, and the posting of the FAA Table of Penalties on the FAA websites.
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X			
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X			

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION					
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from					
Compliance Indicator	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
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 Diversity and Inclusion

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		X			January 2015
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 that EEO concerns are integrated into the agency's strategic mission?		X			
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	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 have been collaborating 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		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
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			The FAA has conducted a barrier analysis on the MOs Air Traffic Controllers, 2152 (phase 1); 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	X			See 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 Video Teleconference Conference (VTC), electronic Learning Management System (eLMS), Instructor led, Adobe Connect, and
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?				
to participate in ADR?				

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY						
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective						
Compliance Indicator	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	
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 Diversity and Inclusion 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 three findings of discrimination in FY 2014. One received a two day suspension, one manager retired, and no discipline for one because the manager followed the advice of the Reasonable Accommodations Team (ReACT). There were three findings of discrimination in FY 2015. Disciplinary action is still being			
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		x			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		x			

Essential Element D: PROACTIVE PREVENTION

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

Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X			Currently addressing FAA MOs 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 and 1825 series hiring process. The FA is implementing the recommendations emanating from the analysis	
Do senior managers successfully implement EEO Action Plans and incorporate the	X				
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X			See data tables 1A and B.	
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X				
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X				
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X				
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X				
Compliance Indicator		Measure has been met			For all unmet measures, provide a brief

Measures	The use of Alternative Dispute Resolution (ADR) is	Yes	No	N/A	explanation in the space below or complete and attach an EEOC FORM 715-
Are all employees encouraged to use ADR?		X			
Is the participation of supervisors and managers in the ADR process required?			X		Equal Employment Opportunity Mediation Program, Order 1400.10, encourages participation.

Essential Element E: EFFICIENCY					
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and					
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			FAA processed 93% of its accommodation request within the timeframe set forth in the agency's procedures for reasonable
Compliance Indicator		Measure has been met			For all unmet measures, provide a

Measures	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Yes	No	N/A	brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
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	This training was not mandatory/required until the MD110 was updated. FAA will implement in FY 2016. Some of our LOB/SOs require managers to participate in the ADR process when complainant
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		X			

	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	
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			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, adherence to its strategic plan and organizational goals to be a model EEO employer as defined by the
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
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 of all EEO matters. ACR revised its Standard Operating Procedures to address the protocols regarding legal

If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?			X	The Departmental Office of Civil Rights (DOCR) is responsible for ensuring legal sufficiency of Complaint processing with appropriate legal advice from the Office of General Counsel at DOT.
Does the agency discrimination complaint process ensure a neutral adjudication function?	X			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

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE						
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy						
Compliance Indicator	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		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: Three Headquarters EEO Managers and five 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
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			

TAB 6

Part H

Plan to Obtain Essential Elements of EEO Program

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

Statement of Model Program Essential Element Deficiency

Essential Element	Type of Program Deficiency	Brief Description of Program Deficiency
H-2 Element E - Efficiency	E. Other (Please Describe)	E: Although the Agency has completed the implementation of 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	09/30/2015

Responsible Official(s)

Title	Name
Assistant Administrator for Civil Rights (ACR)	Mamie W. Mallory
Assistant Administrator for Human Resource Management (AHR)	Annie B. Andrews

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Establish a system to track training and education data on one centralized system.	09/30/2015	Yes	09/30/2015

Report of Accomplishments and Modifications to Objective

This objective has been completed.

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

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

Barrier Analysis Process

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

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Reports (OIG, EEOC, MSPB, GAO, etc.)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
Yes	Report being vetted.

Statement of Identified Barrier(s)

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

Objective(s) and Dates for EEO Plan

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

Responsible Official(s)

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

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct a barrier analysis on the mission critical occupation.	09/30/2010	09/30/2014	Yes	09/30/2014
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2010	09/30/2016	No	

Report of Accomplishments and Modifications to Objective

A barrier analysis of this MO hiring process has been completed and the report is being vetted. FAA will provide 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?
-----------	----------------------

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	Yes

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
	Barrier analysis completed for Phase I of the ATCS Centralized Hiring Process. All

Types of Barrier	Description of Policy, Procedure, or Practice
	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

Responsible Official(s)

Title	Name
Vice President Management Services, ATO	Nancy Kalinowski

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	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	09/30/2013

Report of Accomplishments and Modifications to Objective

A barrier analysis of the Air Traffic Control Specialist Centralized Hiring Process has been completed.

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

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

Barrier Analysis Process

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	Yes	
Applicable Policies and Procedures	Yes	

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
Reports (OIG, EEOC, MSPB, GAO, etc.)	No	
Other (Please Describe)		

Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
No	Process has not been completed. Report is currently being drafted.

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
None	Barrier Analysis process has not been completed. Report is currently being drafted.

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	09/30/2015	09/30/2015
Eliminate, when possible, any identified barriers to EEO.	10/01/2009	09/30/2016	

Responsible Official(s)

Title	Name
Technical Operations, ATO	Vaughn Turner

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct barrier analysis on this mission critical occupation	09/30/2009	10/01/2014	Yes	09/30/2015
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2009	10/01/2016	No	

Report of Accomplishments and Modifications to Objective

The barrier analysis report is currently being vetted.

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 A4-1/B4-1	Senior Executive Service	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

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

EEO Group	Affected By Trigger?
Native Hawaiian or Other Pacific Islander Males	Yes
Native Hawaiian or Other Pacific Islander Females	Yes
American Indian or Alaska Native Males	Yes
American Indian or Alaska Native Females	Yes
Two or More Races Males	Yes
Two or More Races Females	Yes
Individuals with Targeted Disabilities	Yes

Barrier Analysis Process

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

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
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	NA

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
NA	NA

Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct a barrier analysis on the hiring and selection processes for its SES positions	09/30/2015	09/30/2017	

Responsible Official(s)

Title	Name
Assistant Administrator for Civil Rights	Mamie Mallory, ACR-1
Assistant Administrator for Human Resources	Annie B. Andrews, AHR-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 hiring and selection processes for its SES positions.	09/30/2017			
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2018			

Report of Accomplishments and Modifications to Objective

TAB 8

Part J

Persons W/Targeted Disabilities

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

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

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

Enter Actual Number at the...	...Beginning of FY	...End of FY	Net Change
Total Workforce	45,561	45,649	-88
Reportable Disability	3208	3430	222
Targeted Disability	264	309	45

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	3946
Total Number of Selections of Individuals with Targeted Disabilities	45

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	973	23	3	11	939
Employee Career Development					

Other Employment/Personnel Programs	Total	Reportable Disability	Targeted Disability	Not Identified	No Disability
Programs					
Employee Career Development Programs: Grades 5 - 12	51	4	1	3	44
Employee Career Development Programs: Grades 13 – 14	33	3	3	0	30
Employee Career Development Programs: Grades 15 - SES	37	1	0	3	33
Employee Recognition and Awards					
Time-Off Awards (Total hours awarded)	131,925	8325	664	5626	117,974
Cash Awards (Total \$\$\$ awarded)	13,784,119	1,074,001	88,259	728,216	11,981,902
Quality-Step Increase (Total \$\$\$ awarded)	107,341	12,040	2,496	0	95,301

PART J, SECTION 4 - Numerical Hiring Goal

Types of Numerical Goals	Goal Used?	Goal (# or %)
% of PWTD in Total Workforce	Yes	3%
# of PWTD in New Hires	No	
% of PWTD in New Hires	Yes	2%

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.

There were issues with the FPPS data and AHR is working to fix the issues through their audit ACR had to use multiple sources to confirm our PWTD hires for FY15. DataMart numbers only show the hires entered into FPPS/DataMart using the SF256 disability code while ACR's data has the following sources:

1) Federal Personnel/Payroll System (FPPS) – Utilizing data submitted on the SF256 (Self Identification of Disability).

- 42 PWTD Hires in this report

2) Federal Personnel/Payroll System (FPPS) – Utilizing data from the FAA Legal Authority and Nature of Action Codes for the On-the-Spot hiring authority for People with Disabilities and Targeted Disabilities. These are the new hires who stated that their disability is not listed on the form and AHR identified them as PWTD through their Nature of Action Code.

- 11 PWTD Hires in this report

3) Employee Express – Utilizing data from employees who updated their “Disability Code” after being hired this FY.

- 3 PWTD Hires in this report

4) DOT Disability Resource Center (DRC) – Utilizing data of OTS PWD hires who request services from DRC consistent with people with targeted disabilities (i.e. interpreting services, captioning telephones, Magnification software and CCTVs).

- 5 PWTD hires in this report

Fiscal Year 15 Training Accomplishments

- # of Reasonable Accommodations trainings during FY 15 – 12
 - # of Managers trained on Reasonable Accommodation for FY 15 - 174
 - # of Employees trained on Reasonable Accommodations for FY 15 – 90
- # of Hiring People with disabilities including Targeted Disabilities trainings during FY 15 – 9
 - # of Managers trained on Employing PWTD for FY 15 - 91
 - # of Employees trained on Employing PWTD for FY 15 – 99
- # of Disability Awareness trainings during FY 15 - 9
 - # of Managers trained on Disability Awareness for FY 15 - 64
 - # of Employees trained on Disability Awareness for FY 15 - 124

- # of RAMS trainings during FY 15 - 4
 - # of Managers trained on RAMS for FY 15 - 21
 - # of Employees trained on RAMS for FY 15 - 48
- Online Hiring People with Disabilities including Targeted Disabilities Training
 - # of Managers trained – 113
 - # of Employees trained – 32
- Online Disability Awareness Training
 - # of Managers trained - 90
 - # of Employees trained - 447

Fiscal Year 15 Hiring Accomplishments

- The National People with Disabilities Program Manager assisted the FAA Assistant Administrator of Civil Rights in coordinating the PWTD Hiring Tiger Team to examine the hiring of PWTD and create strategies to help with the hiring of PWTD in FY15. The strategies included:
 - Establish a PWTD hiring goal for FY15 of 2%.
 - Increase the recruitment and outreach of PWD and PWTD
 - Provide 1 consultation to hiring managers in each LOB/SO on the hiring of PWD and PWTD.
 - Assisted each LOB/SO to draft a memo for distribution by each LOB/SO Assistant/Associate Administrator.
 - Provide training to hiring managers on the hiring of PWD and PWTD and resources available to recruit candidates.
 - Reviewing best practices in the FAA LOB/SOs that could be used across the agency.

Fiscal Year 15 Efficiency Measure for Reasonable Accommodations

- The National People with Disabilities Program Manager worked with managers and employees on understanding the reasonable accommodation process and helped managers in making the most informed decision on their employee's accommodation requests. Also, he provided managers and employees with resources to assist them in the accommodation process.
- ACR continues to monitor and provide weekly reports to Service Area ACR Directors and EEO Diversity and Inclusion Action Committee (EAC) accountable executives on open

accommodation requests in the Reasonable Accommodation Management System (RAMS). These reports allow managers to follow-up, ensuring that 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 2013 – 89%
 - FY 2014 – 94%
 - FY 2015 – 93%
- The National People with Disabilities Program Manager worked with the Washington, DC ReAcT team to develop a training module for ReAcT members that will be given annually.

"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.**

TAB 9

Tables by RNO and Gender A1-A14

FEDERAL AVIATION ADMINISTRATION Pay Period from 201421 to 201521

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino			Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL																		
Prior FY	#	45561	34608	10953	2448	784	27155	7358	2741	2020	1489	520	135	41	520	187	120	43
	%	100%	75.96%	24.04%	5.37	1.72	59.6	16.15	6.02	4.43	3.27	1.14	0.3	0.09	1.14	0.41	0.26	0.09
Current FY	#	45649	34713	10936	2560	813	27032	7248	2819	2060	1540	529	136	46	505	189	121	51
	%	100%	76.04%	23.96%	5.61	1.78	59.22	15.88	6.18	4.51	3.37	1.16	0.3	0.1	1.11	0.41	0.27	0.11
CLF 2010	%	100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Org CLF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Alternate Benchmark	%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	88	105	-17	112	29	-123	-110	78	40	51	9	1	5	-15	2	1	8
Ratio Change	%	0.00%	0.08%	-0.08%	0.23%	0.06%	-0.38%	-0.27%	0.16%	0.08%	0.11%	0.02%	0.00%	0.01%	-0.04%	0.00%	0.00%	0.02%
Net Change	%	0.19%	0.30%	-0.16%	4.58%	3.70%	-0.45%	-1.49%	2.85%	1.98%	3.43%	1.73%	0.74%	12.20%	-2.88%	1.07%	0.83%	18.60%
PERMANENT																		
Prior FY	#	45028	34189	10839	2413	766	26853	7287	2688	2001	1471	516	133	41	512	185	119	43
	%	100%	75.93%	24.07%	5.36%	1.70%	59.64%	16.18%	5.97%	4.44%	3.27%	1.15%	0.30%	0.09%	1.14%	0.41%	0.26%	0.10%
Current FY	#	45303	34466	10837	2531	798	26875	7195	2773	2033	1530	527	135	45	501	188	121	51
	%	100%	76.08%	23.92%	5.59%	1.76%	59.32%	15.88%	6.12%	4.49%	3.38%	1.16%	0.30%	0.10%	1.11%	0.41%	0.27%	0.11%
Difference	#	275	277	-2	118	32	22	-92	85	32	59	11	2	4	-11	3	2	8
Ratio Change	%	0%	0.15%	-0.15%	0.23%	0.06%	-0.31%	-0.30%	0.15%	0.04%	0.11%	0.02%	0.00%	0.01%	-0.03%	0.00%	0.00%	0.02%
Net Change	%	0.61%	0.81%	-0.02%	4.89%	4.18%	0.08%	-1.26%	3.16%	1.60%	4.01%	2.13%	1.50%	9.76%	-2.15%	1.62%	1.68%	18.60%
TEMPORARY																		
Prior FY	#	533	419	114	35	18	302	71	53	19	18	4	2	0	8	2	1	0
	%	100%	78.61%	21.39%	6.57	3.38	56.66	13.32	9.94	3.56	3.38	0.75	0.38	0	1.5	0.38	0.19	0
Current FY	#	346	247	99	29	15	157	53	46	27	10	2	1	1	4	1	0	0
	%	100%	71.39%	28.61%	8.38	4.34	45.38	15.32	13.29	7.8	2.89	0.58	0.29	0.29	1.16	0.29	0	0
Difference	#	-187	-172	-15	-6	-3	-145	-18	-7	8	-8	-2	-1	1	-4	-1	-1	0
Ratio Change	%	0%	-7.22%	7.22%	1.81%	0.96%	-11.28%	2.00%	3.35%	4.24%	-0.49%	-0.17%	-0.09%	0.29%	-0.34%	-0.09%	-0.19%	0.00%
Net Change	%	-35.08%	-41.05%	-13.16%	-17.14%	-16.67%	-48.01%	-25.35%	-13.21%	42.11%	-44.44%	-50.00%	-50.00%	0%	-50.00%	-50.00%	-100.00%	0%

Pay Period 201521

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 Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
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%
AERONAUTICAL	#	3419	2244	1175	105	53	1782	846	171	134	93	68	5	1	79	67	9	6
	%	100%	65.63%	34.37%	3.07%	1.55%	52.12%	24.74%	5.00%	3.92%	2.72%	1.99%	0.15%	0.03%	2.31%	1.96%	0.26%	0.18%
ALASKAN REGION	#	849	685	164	35	6	569	128	21	12	22	7	2	0	34	9	2	2
	%	100%	80.68%	19.32%	4.12%	0.71%	67.02%	15.08%	2.47%	1.41%	2.59%	0.82%	0.24%	0.00%	4.00%	1.06%	0.24%	0.24%
CENTRAL REGION	#	1963	1554	409	51	19	1369	302	74	78	28	5	2	3	28	2	2	0
	%	100%	79.16%	20.84%	2.60%	0.97%	69.74%	15.38%	3.77%	3.97%	1.43%	0.25%	0.10%	0.15%	1.43%	0.10%	0.10%	0.00%
EASTERN REGION	#	4351	3552	799	215	72	2900	585	295	110	113	24	4	0	18	5	7	3
	%	100%	81.64%	18.36%	4.94%	1.65%	66.65%	13.45%	6.78%	2.53%	2.60%	0.55%	0.09%	0.00%	0.41%	0.11%	0.16%	0.07%
GREAT LAKES	#	5137	4218	919	166	48	3742	774	192	75	67	7	2	1	43	9	6	5
	%	100%	82.11%	17.89%	3.23%	0.93%	72.84%	15.07%	3.74%	1.46%	1.30%	0.14%	0.04%	0.02%	0.84%	0.18%	0.12%	0.10%
HEADQUARTERS	#	8386	5471	2915	365	180	3820	1590	696	929	488	169	14	6	74	29	14	12
	%	100%	65.24%	34.76%	4.35%	2.15%	45.55%	18.96%	8.30%	11.08%	5.82%	2.02%	0.17%	0.07%	0.88%	0.35%	0.17%	0.14%
NEW ENGLAND	#	1316	1047	269	30	9	946	243	27	9	31	6	0	2	11	0	2	0
	%	100%	79.56%	20.44%	2.28%	0.68%	71.88%	18.47%	2.05%	0.68%	2.36%	0.46%	0.00%	0.15%	0.84%	0.00%	0.15%	0.00%
NORTHWEST	#	3914	3004	910	145	51	2574	721	71	45	140	63	14	7	43	19	17	4
	%	100%	76.75%	23.25%	3.70%	1.30%	65.76%	18.42%	1.81%	1.15%	3.58%	1.61%	0.36%	0.18%	1.10%	0.49%	0.43%	0.10%
SOUTHERN REGION	#	6339	5053	1286	555	128	3735	761	616	349	76	25	9	3	46	15	16	5
	%	100%	79.71%	20.29%	8.76%	2.02%	58.92%	12.01%	9.72%	5.51%	1.20%	0.39%	0.14%	0.05%	0.73%	0.24%	0.25%	0.08%
SOUTHWEST	#	4527	3641	886	442	133	2689	576	338	126	81	26	8	1	78	21	5	3
	%	100%	80.43%	19.57%	9.76%	2.94%	59.40%	12.72%	7.47%	2.78%	1.79%	0.57%	0.18%	0.02%	1.72%	0.46%	0.11%	0.07%
TECHNICAL CENTER	#	734	520	214	34	10	410	137	28	50	43	15	1	0	4	2	0	0
	%	100%	70.84%	29.16%	4.63%	1.36%	55.86%	18.66%	3.81%	6.81%	5.86%	2.04%	0.14%	0.00%	0.54%	0.27%	0.00%	0.00%
WESTERN PACIFIC	#	4368	3477	891	388	89	2339	532	244	116	348	112	74	21	43	10	41	11
	%	100%	79.60%	20.40%	8.88%	2.04%	53.55%	12.18%	5.59%	2.66%	7.97%	2.56%	1.69%	0.48%	0.98%	0.23%	0.94%	0.25%
Total	#	45303	34466	10837	2531	798	26875	7195	2773	2033	1530	527	135	45	501	188	121	51
	%	100%	76.08%	23.92%	5.59%	1.76%	59.32%	15.88%	6.12%	4.49%	3.38%	1.16%	0.30%	0.10%	1.11%	0.41%	0.27%	0.11%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521																		
Table A3-1 - Occupational Categories - Distribution by Race/Ethnicity and Sex																		
Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive /Senior	#	3680	2860	820	173	49	2243	567	300	160	78	26	9	3	52	13	5	2
	%	100%	77.72%	22.28%	4.70%	1.33%	60.95%	15.41%	8.15%	4.35%	2.12%	0.71%	0.24%	0.08%	1.41%	0.35%	0.14%	0.05%
Mid-Level (Grades	#	2001	1627	374	155	32	1226	260	149	62	50	5	5	3	39	10	3	2
	%	100%	81.31%	18.69%	7.75%	1.60%	61.27%	12.99%	7.45%	3.10%	2.50%	0.25%	0.25%	0.15%	1.95%	0.50%	0.15%	0.10%
First-Level (Grades	#	354	290	64	19	6	238	50	23	7	7	0	0	0	3	1	0	0
	%	100%	81.92%	18.08%	5.37%	1.69%	67.23%	14.12%	6.50%	1.98%	1.98%	0.00%	0.00%	0.00%	0.85%	0.28%	0.00%	0.00%
Other	#	10774	7081	3693	648	259	5085	2140	833	1008	312	176	41	17	134	78	28	15
	%	100%	65.72%	34.28%	6.01%	2.40%	47.20%	19.86%	7.73%	9.36%	2.90%	1.63%	0.38%	0.16%	1.24%	0.72%	0.26%	0.14%
Officials And	#	16809	11858	4951	995	346	8792	3017	1305	1237	447	207	55	23	228	102	36	19
	%	100%	70.55%	29.45%	5.92%	2.06%	52.31%	17.95%	7.76%	7.36%	2.66%	1.23%	0.33%	0.14%	1.36%	0.61%	0.21%	0.11%
2. Professio	#	5590	4267	1323	267	92	3014	837	329	211	572	157	10	3	60	20	15	3
	%	100%	76.33%	23.67%	4.78%	1.65%	53.92%	14.97%	5.89%	3.77%	10.23%	2.81%	0.18%	0.05%	1.07%	0.36%	0.27%	0.05%
3. Technicia	#	17322	14451	2871	1015	230	11839	2209	901	267	434	105	48	10	150	26	64	24
	%	100%	83.43%	16.57%	5.86%	1.33%	68.35%	12.75%	5.20%	1.54%	2.51%	0.61%	0.28%	0.06%	0.87%	0.15%	0.37%	0.14%
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. Administr	#	1717	324	1393	27	117	193	871	74	303	18	54	3	8	6	37	3	3
	%	100%	18.87%	81.13%	1.57%	6.81%	11.24%	50.73%	4.31%	17.65%	1.05%	3.15%	0.17%	0.47%	0.35%	2.15%	0.17%	0.17%
6. Craft Workers	#	85	84	1	6	0	65	1	0	0	4	0	3	0	6	0	0	0
	%	100%	98.82%	1.18%	7.06%	0.00%	76.47%	1.18%	0.00%	0.00%	4.71%	0.00%	3.53%	0.00%	7.06%	0.00%	0.00%	0.00%
7. Operative	#	3767	3475	292	220	12	2966	256	164	15	55	4	16	1	51	2	3	2
	%	100%	92.25%	7.75%	5.84%	0.32%	78.74%	6.80%	4.35%	0.40%	1.46%	0.11%	0.42%	0.03%	1.35%	0.05%	0.08%	0.05%
8. Laborers	#	4	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	8	2	6	0	1	2	4	0	0	0	0	0	0	0	1	0	0
	%	100%	25.00%	75.00%	0.00%	12.50%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%

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Table A3-2 - Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive /Senior	#	3680	2860	820	173	49	2243	567	300	160	78	26	9	3	52	13	5	2
	%	8.12%	8.30%	7.57%	6.84%	6.14%	8.35%	7.88%	10.82%	7.87%	5.10%	4.93%	6.67%	6.67%	10.38%	6.91%	4.13%	3.92%
Mid-Level (Grades	#	2001	1627	374	155	32	1226	260	149	62	50	5	5	3	39	10	3	2
	%	4.42%	4.72%	3.45%	6.12%	4.01%	4.56%	3.61%	5.37%	3.05%	3.27%	0.95%	3.70%	6.67%	7.78%	5.32%	2.48%	3.92%
First-Level (Grades	#	354	290	64	19	6	238	50	23	7	7	0	0	0	3	1	0	0
	%	0.78%	0.84%	0.59%	0.75%	0.75%	0.89%	0.69%	0.83%	0.34%	0.46%	0.00%	0.00%	0.00%	0.60%	0.53%	0.00%	0.00%
Other	#	10774	7081	3693	648	259	5085	2140	833	1008	312	176	41	17	134	78	28	15
	%	23.78%	20.55%	34.08%	25.60%	32.46%	18.92%	29.74%	30.04%	49.58%	20.39%	33.40%	30.37%	37.78%	26.75%	41.49%	23.14%	29.41%
Officials And	#	16809	11858	4951	995	346	8792	3017	1305	1237	447	207	55	23	228	102	36	19
	%	37.10%	34.41%	45.69%	2.20%	0.76%	19.41%	6.66%	2.88%	2.73%	0.99%	0.46%	0.12%	0.05%	0.50%	0.23%	0.08%	0.04%
10. Professio	#	5590	4267	1323	267	92	3014	837	329	211	572	157	10	3	60	20	15	3
	%	12.34%	12.38%	12.21%	10.55%	11.53%	11.22%	11.63%	11.86%	10.38%	37.39%	29.79%	7.41%	6.67%	11.98%	10.64%	12.40%	5.88%
11. Technicia	#	17322	14451	2871	1015	230	11839	2209	901	267	434	105	48	10	150	26	64	24
	%	38.24%	41.93%	26.49%	40.10%	28.82%	44.05%	30.70%	32.49%	13.13%	28.37%	19.92%	35.56%	22.22%	29.94%	13.83%	52.89%	47.06%
12. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13. Administr	#	1717	324	1393	27	117	193	871	74	303	18	54	3	8	6	37	3	3
	%	3.79%	0.94%	12.85%	1.07%	14.66%	0.72%	12.11%	2.67%	14.90%	1.18%	10.25%	2.22%	17.78%	1.20%	19.68%	2.48%	5.88%
14. Craft Workers	#	85	84	1	6	0	65	1	0	0	4	0	3	0	6	0	0	0
	%	0.19%	0.24%	0.01%	0.24%	0.00%	0.24%	0.01%	0.00%	0.00%	0.26%	0.00%	2.22%	0.00%	1.20%	0.00%	0.00%	0.00%
15. Operative	#	3767	3475	292	220	12	2966	256	164	15	55	4	16	1	51	2	3	2
	%	8.32%	10.08%	2.69%	8.69%	1.50%	11.04%	3.56%	5.91%	0.74%	3.59%	0.76%	11.85%	2.22%	10.18%	1.06%	2.48%	3.92%
16. Laborers	#	4	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.04%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17. Service	#	8	2	6	0	1	2	4	0	0	0	0	0	0	0	1	0	0
	%	0.02%	0.01%	0.06%	0.00%	0.13%	0.01%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%
Permanen t	#	45302	34465	10837	2531	798	26874	7195	2773	2033	1530	527	135	45	501	188	121	51
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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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		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	6	5	1	0	0	4	1	1	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	16.67%	0.00%	0.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	159	45	114	4	14	27	71	10	18	3	6	0	2	0	3	1	0
	%	100%	28.30%	71.70%	2.52%	8.81%	16.98%	44.65%	6.29%	11.32%	1.89%	3.77%	0.00%	1.26%	0.00%	1.89%	0.63%	0.00%
GS-06	#	233	58	175	5	15	29	106	17	36	5	14	1	0	1	3	0	1
	%	100%	24.89%	75.11%	2.15%	6.44%	12.45%	45.49%	7.30%	15.45%	2.15%	6.01%	0.43%	0.00%	0.43%	1.29%	0.00%	0.43%
GS-07	#	640	117	523	11	43	68	302	27	134	6	22	1	2	3	18	1	2
	%	100%	18.28%	81.72%	1.72%	6.72%	10.63%	47.19%	4.22%	20.94%	0.94%	3.44%	0.16%	0.31%	0.47%	2.81%	0.16%	0.31%
GS-08	#	996	802	194	79	22	606	136	57	21	39	7	7	0	10	4	4	4
	%	100%	80.52%	19.48%	7.93%	2.21%	60.84%	13.65%	5.72%	2.11%	3.92%	0.70%	0.70%	0.00%	1.00%	0.40%	0.40%	0.40%
GS-09	#	1680	776	904	87	86	533	585	97	182	42	24	5	8	9	18	3	1
	%	100%	46.19%	53.81%	5.18%	5.12%	31.73%	34.82%	5.77%	10.83%	2.50%	1.43%	0.30%	0.48%	0.54%	1.07%	0.18%	0.06%
GS-10	#	1978	1149	829	105	84	822	484	141	179	44	44	12	5	18	27	7	6
	%	100%	58.09%	41.91%	5.31%	4.25%	41.56%	24.47%	7.13%	9.05%	2.22%	2.22%	0.61%	0.25%	0.91%	1.37%	0.35%	0.30%
GS-11	#	2005	1633	372	98	28	1351	283	112	39	39	16	6	1	14	1	13	4
	%	100%	81.45%	18.55%	4.89%	1.40%	67.38%	14.11%	5.59%	1.95%	1.95%	0.80%	0.30%	0.05%	0.70%	0.05%	0.65%	0.20%
GS-12	#	8501	6794	1707	526	134	5242	1112	562	321	286	95	27	6	123	29	28	10
	%	100%	79.92%	20.08%	6.19%	1.58%	61.66%	13.08%	6.61%	3.78%	3.36%	1.12%	0.32%	0.07%	1.45%	0.34%	0.33%	0.12%
GS-13	#	8233	6376	1857	512	114	4813	1163	494	411	423	122	25	10	90	29	19	8
	%	100%	77.44%	22.56%	6.22%	1.38%	58.46%	14.13%	6.00%	4.99%	5.14%	1.48%	0.30%	0.12%	1.09%	0.35%	0.23%	0.10%
GS-14	#	16482	13299	3183	900	197	10709	2276	913	505	535	142	39	8	164	43	39	12
	%	100%	80.69%	19.31%	5.46%	1.20%	64.97%	13.81%	5.54%	3.06%	3.25%	0.86%	0.24%	0.05%	1.00%	0.26%	0.24%	0.07%
GS-15	#	4041	3136	905	189	57	2465	622	314	175	98	33	9	3	56	13	5	2
	%	100%	77.60%	22.40%	4.68%	1.41%	61.00%	15.39%	7.77%	4.33%	2.43%	0.82%	0.22%	0.07%	1.39%	0.32%	0.12%	0.05%
All other (unspecifi	#	0	0	0	0	0	0	0	0	0	0	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	#	184	125	59	4	3	99	46	15	8	5	2	0	0	2	0	0	0
	%	100%	67.93%	32.07%	2.17%	1.63%	53.80%	25.00%	8.15%	4.35%	2.72%	1.09%	0.00%	0.00%	1.09%	0.00%	0.00%	0.00%

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Table A4-2: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	6	5	1	0	0	4	1	1	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.01%	0.00%	0.00%	0.01%	0.01%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	159	45	114	4	14	27	71	10	18	3	6	0	2	0	3	1	0
	%	0.35%	0.13%	1.05%	0.16%	1.76%	0.10%	0.99%	0.36%	0.89%	0.20%	1.14%	0.00%	4.44%	0.00%	1.60%	0.83%	0.00%
GS-06	#	233	58	175	5	15	29	106	17	36	5	14	1	0	1	3	0	1
	%	0.52%	0.17%	1.62%	0.20%	1.88%	0.11%	1.47%	0.62%	1.77%	0.33%	2.66%	0.76%	0.00%	0.20%	1.60%	0.00%	2.00%
GS-07	#	640	117	523	11	43	68	302	27	134	6	22	1	2	3	18	1	2
	%	1.42%	0.34%	4.83%	0.44%	5.40%	0.25%	4.20%	0.98%	6.60%	0.39%	4.17%	0.76%	4.44%	0.61%	9.57%	0.83%	4.00%
GS-08	#	996	802	194	79	22	606	136	57	21	39	7	7	0	10	4	4	4
	%	2.21%	2.34%	1.79%	3.13%	2.76%	2.26%	1.89%	2.07%	1.03%	2.56%	1.33%	5.30%	0.00%	2.04%	2.13%	3.33%	8.00%
GS-09	#	1680	776	904	87	86	533	585	97	182	42	24	5	8	9	18	3	1
	%	3.72%	2.26%	8.35%	3.45%	10.79%	1.99%	8.14%	3.51%	8.97%	2.75%	4.55%	3.79%	17.78%	1.84%	9.57%	2.50%	2.00%
GS-10	#	1978	1149	829	105	84	822	484	141	179	44	44	12	5	18	27	7	6
	%	4.38%	3.35%	7.66%	4.17%	10.54%	3.07%	6.73%	5.11%	8.82%	2.89%	8.35%	9.09%	11.11%	3.67%	14.36%	5.83%	12.00%
GS-11	#	2005	1633	372	98	28	1351	283	112	39	39	16	6	1	14	1	13	4
	%	4.44%	4.76%	3.44%	3.89%	3.51%	5.05%	3.94%	4.06%	1.92%	2.56%	3.04%	4.55%	2.22%	2.86%	0.53%	10.83%	8.00%
GS-12	#	8501	6794	1707	526	134	5242	1112	562	321	286	95	27	6	123	29	28	10
	%	18.83%	19.80%	15.77%	20.86%	16.81%	19.58%	15.47%	20.36%	15.82%	18.75%	18.03%	20.45%	13.33%	25.10%	15.43%	23.33%	20.00%
GS-13	#	8233	6376	1857	512	114	4813	1163	494	411	423	122	25	10	90	29	19	8
	%	18.24%	18.58%	17.16%	20.31%	14.30%	17.98%	16.18%	17.90%	20.26%	27.74%	23.15%	18.94%	22.22%	18.37%	15.43%	15.83%	16.00%
GS-14	#	16482	13299	3183	900	197	10709	2276	913	505	535	142	39	8	164	43	39	12
	%	36.51%	38.75%	29.41%	35.70%	24.72%	40.01%	31.67%	33.08%	24.89%	35.08%	26.94%	29.55%	17.78%	33.47%	22.87%	32.50%	24.00%
GS-15	#	4041	3136	905	189	57	2465	622	314	175	98	33	9	3	56	13	5	2
	%	8.95%	9.14%	8.36%	7.50%	7.15%	9.21%	8.65%	11.38%	8.62%	6.43%	6.26%	6.82%	6.67%	11.43%	6.91%	4.17%	4.00%
All other (unspecifi	#	0	0	0	0	0	0	0	0	0	0	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	#	184	125	59	4	3	99	46	15	8	5	2	0	0	2	0	0	0
	%	0.41%	0.36%	0.55%	0.16%	0.38%	0.37%	0.64%	0.54%	0.39%	0.33%	0.38%	0.00%	0.00%	0.41%	0.00%	0.00%	0.00%
TOTAL	#	45140	34317	10823	2521	797	26769	7187	2760	2029	1525	527	132	45	490	188	120	50
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Table A5-1 - Participation Rates For Wage Grades by Race/Ethnicity and Sex - Permanent Workforce

WD/WG, WL/WS & Other Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-03	#	4	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	33	28	5	0	0	18	5	6	0	1	0	0	0	3	0	0	0
	%	100%	84.85%	15.15%	0.00%	0.00%	54.55%	15.15%	18.18%	0.00%	3.03%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%
Grade-07	#	35	28	7	2	0	16	2	7	4	0	0	0	0	2	0	1	1
	%	100%	80.00%	20.00%	5.71%	0.00%	45.71%	5.71%	20.00%	11.43%	0.00%	0.00%	0.00%	0.00%	5.71%	0.00%	2.86%	2.86%
Grade-08	#	11	10	1	1	1	9	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	9.09%	9.09%	9.09%	81.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	23	23	0	1	0	17	0	0	0	1	0	0	0	4	0	0	0
	%	100%	100.00%	0.00%	4.35%	0.00%	73.91%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%	17.39%	0.00%	0.00%	0.00%
Grade-11	#	51	51	0	5	0	38	0	0	0	3	0	3	0	2	0	0	0
	%	100%	100.00%	0.00%	9.80%	0.00%	74.51%	0.00%	0.00%	0.00%	5.88%	0.00%	5.88%	0.00%	3.92%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	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-13	#	0	0	0	0	0	0	0	0	0	0	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-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other Wage	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

WD/WG, WL/WS & Other Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-03	#	4	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	2.45%	2.68%	0.00%	10.00%	0.00%	2.83%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.61%	0.67%	0.00%	0.00%	0.00%	0.94%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-06	#	33	28	5	0	0	18	5	6	0	1	0	0	0	3	0	0	0
	%	20.25%	18.79%	35.71%	0.00%	0.00%	16.98%	62.50%	46.15%	0.00%	20.00%	0%	0.00%	0%	27.27%	0%	0.00%	0.00%
Grade-07	#	35	28	7	2	0	16	2	7	4	0	0	0	0	2	0	1	1
	%	21.47%	18.79%	50.00%	20.00%	0.00%	15.09%	25.00%	53.85%	100.00%	0.00%	0%	0.00%	0%	18.18%	0%	100.00%	100.00%
Grade-08	#	11	10	1	1	1	9	0	0	0	0	0	0	0	0	0	0	0
	%	6.75%	6.71%	7.14%	10.00%	100.00%	8.49%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-09	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.23%	1.34%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-10	#	23	23	0	1	0	17	0	0	0	1	0	0	0	4	0	0	0
	%	14.11%	15.44%	0.00%	10.00%	0.00%	16.04%	0.00%	0.00%	0.00%	20.00%	0%	0.00%	0%	36.36%	0%	0.00%	0.00%
Grade-11	#	51	51	0	5	0	38	0	0	0	3	0	3	0	2	0	0	0
	%	31.29%	34.23%	0.00%	50.00%	0.00%	35.85%	0.00%	0.00%	0.00%	60.00%	0%	100.00%	0%	18.18%	0%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	1.84%	1.34%	7.14%	0.00%	0.00%	1.89%	12.50%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
All Other Wage	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
TOTAL	#	163	149	14	10	1	106	8	13	4	5	0	3	0	11	0	1	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Table A5NS-1 - Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-03	#	4	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	33	28	5	0	0	18	5	6	0	1	0	0	0	3	0	0	0
	%	100%	84.85%	15.15%	0.00%	0.00%	54.55%	15.15%	18.18%	0.00%	3.03%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%
Grade-07	#	30	23	7	2	0	12	2	6	4	0	0	0	0	2	0	1	1
	%	100%	76.67%	23.33%	6.67%	0.00%	40.00%	6.67%	20.00%	13.33%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%	3.33%	3.33%
Grade-08	#	11	10	1	1	1	9	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	9.09%	9.09%	9.09%	81.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	23	23	0	1	0	17	0	0	0	1	0	0	0	4	0	0	0
	%	100%	100.00%	0.00%	4.35%	0.00%	73.91%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%	17.39%	0.00%	0.00%	0.00%
Grade-11	#	51	51	0	5	0	38	0	0	0	3	0	3	0	2	0	0	0
	%	100%	100.00%	0.00%	9.80%	0.00%	74.51%	0.00%	0.00%	0.00%	5.88%	0.00%	5.88%	0.00%	3.92%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	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-13	#	0	0	0	0	0	0	0	0	0	0	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-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other Non-	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table A5NS-2 - Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-03	#	4	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	2.53%	2.78%	0.00%	10.00%	0.00%	2.94%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.63%	0.69%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-06	#	33	28	5	0	0	18	5	6	0	1	0	0	0	3	0	0	0
	%	20.89%	19.44%	35.71%	0.00%	0.00%	17.65%	62.50%	50.00%	0.00%	20.00%	0%	0.00%	0%	27.27%	0%	0.00%	0.00%
Grade-07	#	30	23	7	2	0	12	2	6	4	0	0	0	0	2	0	1	1
	%	18.99%	15.97%	50.00%	20.00%	0.00%	11.76%	25.00%	50.00%	100.00%	0.00%	0%	0.00%	0%	18.18%	0%	100.00%	100.00%
Grade-08	#	11	10	1	1	1	9	0	0	0	0	0	0	0	0	0	0	0
	%	6.96%	6.94%	7.14%	10.00%	100.00%	8.82%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-09	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.27%	1.39%	0.00%	0.00%	0.00%	1.96%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-10	#	23	23	0	1	0	17	0	0	0	1	0	0	0	4	0	0	0
	%	14.56%	15.97%	0.00%	10.00%	0.00%	16.67%	0.00%	0.00%	0.00%	20.00%	0%	0.00%	0%	36.36%	0%	0.00%	0.00%
Grade-11	#	51	51	0	5	0	38	0	0	0	3	0	3	0	2	0	0	0
	%	32.28%	35.42%	0.00%	50.00%	0.00%	37.25%	0.00%	0.00%	0.00%	60.00%	0%	100.00%	0%	18.18%	0%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	1.90%	1.39%	7.14%	0.00%	0.00%	1.96%	12.50%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
TOTAL	#	158	144	14	10	1	102	8	12	4	5	0	3	0	11	0	1	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table A5S-1 - Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table A5S-2 - Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521																		
Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce																		
Job Title/Series Rate Occupational		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
HUMAN RESOURC	#	337	107	230	17	15	64	95	25	107	0	8	0	2	1	3	0	0
	%	100%	31.75%	68.25%	5.04%	4.45%	18.99%	28.19%	7.42%	31.75%	0.00%	2.37%	0.00%	0.59%	0.30%	0.89%	0.00%	0.00%
Occupatio	#	100%	39.70%	60.30%	3.66%	5.84%	30.39%	44.18%	3.32%	7.11%	1.85%	2.33%	0.04%	0.08%	0.27%	0.48%	0.17%	0.29%
GENERAL ENGINEER	#	839	709	130	51	14	471	60	65	34	113	18	2	0	7	3	0	1
	%	100%	84.51%	15.49%	6.08%	1.67%	56.14%	7.15%	7.75%	4.05%	13.47%	2.15%	0.24%	0.00%	0.83%	0.36%	0.00%	0.12%
Occupatio	#	100%	88.32%	11.68%	4.08%	0.71%	70.69%	7.99%	3.43%	0.93%	9.20%	1.86%	0.06%	0.02%	0.52%	0.11%	0.35%	0.06%
CIVIL ENGINEER	#	450	380	70	42	7	264	39	26	11	42	12	1	0	2	1	3	0
	%	100%	84.44%	15.56%	9.33%	1.56%	58.67%	8.67%	5.78%	2.44%	9.33%	2.67%	0.22%	0.00%	0.44%	0.22%	0.67%	0.00%
Occupatio	#	100%	87.61%	12.39%	4.02%	0.91%	72.00%	9.11%	3.61%	0.72%	7.04%	1.41%	0.08%	0.04%	0.44%	0.13%	0.41%	0.07%
ELECTRONICS	#	754	683	71	47	11	430	26	50	12	143	21	1	0	12	1	0	0
	%	100%	90.58%	9.42%	6.23%	1.46%	57.03%	3.45%	6.63%	1.59%	18.97%	2.79%	0.13%	0.00%	1.59%	0.13%	0.00%	0.00%
Occupatio	#	100%	91.26%	8.74%	4.82%	0.67%	70.93%	5.51%	4.40%	0.90%	10.20%	1.52%	0.05%	0.01%	0.51%	0.06%	0.35%	0.07%
AEROSPACE	#	791	671	120	33	8	496	87	35	10	93	15	3	0	5	0	6	0
	%	100%	84.83%	15.17%	4.17%	1.01%	62.71%	11.00%	4.42%	1.26%	11.76%	1.90%	0.38%	0.00%	0.63%	0.00%	0.76%	0.00%
Occupatio	#	100%	88.25%	11.75%	4.88%	0.74%	68.79%	8.20%	3.56%	0.63%	9.98%	1.98%	0.10%	0.00%	0.54%	0.08%	0.39%	0.12%
CONTRACTING	#	243	108	135	3	10	74	78	29	37	1	7	1	0	0	1	0	2
	%	100%	44.44%	55.56%	1.23%	4.12%	30.45%	32.10%	11.93%	15.23%	0.41%	2.88%	0.41%	0.00%	0.00%	0.41%	0.00%	0.82%
Occupatio	#	100%	46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%
GENERAL INSPECTI	#	467	301	166	37	9	217	99	30	48	11	6	2	2	3	1	1	1
	%	100%	64.45%	35.55%	7.92%	1.93%	46.47%	21.20%	6.42%	10.28%	2.36%	1.28%	0.43%	0.43%	0.64%	0.21%	0.21%	0.21%
Occupatio	#	100%	53.57%	46.43%	4.37%	4.33%	41.05%	32.18%	4.26%	6.89%	2.89%	2.11%	0.05%	0.10%	0.63%	0.52%	0.31%	0.30%
AVIATION SAFETY	#	4301	3969	332	262	13	3364	290	200	16	65	7	16	1	59	4	3	1
	%	100%	92.28%	7.72%	6.09%	0.30%	78.21%	6.74%	4.65%	0.37%	1.51%	0.16%	0.37%	0.02%	1.37%	0.09%	0.07%	0.02%
Occupatio	#	100%	83.86%	16.14%	10.05%	2.49%	61.87%	9.76%	8.51%	3.19%	2.59%	0.35%	0.03%	0.14%	0.66%	0.13%	0.16%	0.09%
AIRWAY TRANSPO	#	5888	5434	454	532	31	3987	299	513	75	240	33	33	2	106	10	23	4
	%	100%	92.29%	7.71%	9.04%	0.53%	67.71%	5.08%	8.71%	1.27%	4.08%	0.56%	0.56%	0.03%	1.80%	0.17%	0.39%	0.07%
Occupatio	#	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
AIR TRAFFIC	#	18601	15456	3145	1098	246	12689	2446	974	293	421	101	51	10	163	26	60	23
	%	100%	83.09%	16.91%	5.90%	1.32%	68.22%	13.15%	5.24%	1.58%	2.26%	0.54%	0.27%	0.05%	0.88%	0.14%	0.32%	0.12%
Occupatio	#	100%	81.62%	18.38%	5.59%	1.51%	64.77%	13.76%	7.76%	1.76%	2.18%	0.84%	0.39%	0.16%	0.48%	0.11%	0.44%	0.22%
INFORMATION	#	1544	1100	444	59	17	823	292	112	81	74	43	4	0	27	10	1	1
	%	100%	71.24%	28.76%	3.82%	1.10%	53.30%	18.91%	7.25%	5.25%	4.79%	2.78%	0.26%	0.00%	1.75%	0.65%	0.06%	0.06%
Occupatio	#	100%	70.36%	29.64%	5.39%	2.17%	52.21%	20.89%	6.61%	4.50%	5.14%	1.55%	0.10%	0.05%	0.53%	0.29%	0.38%	0.18%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)																	
Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce																	
Job Title/Series Rate Occupational	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
HUMAN RESOURCES MANAGEMENT (0201)																	
Accession	#	36	16	20	1	4	6	9	9	7	0	0	0	0	0	0	0
s	%	100%	44.44%	55.56%	2.78%	11.11%	16.67%	25.00%	25.00%	19.44%	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%
GENERAL ENGINEERING (0801)																	
Accession	#	30	21	9	1	0	11	4	3	4	6	0	0	0	0	0	1
s	%	100%	70.00%	30.00%	3.33%	0.00%	36.67%	13.33%	10.00%	13.33%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%
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%
CIVIL ENGINEERING (0810)																	
Accession	#	33	29	4	3	1	23	0	0	2	2	1	0	0	1	0	0
s	%	100%	87.88%	12.12%	9.09%	3.03%	69.70%	0.00%	0.00%	6.06%	6.06%	3.03%	0.00%	0.00%	3.03%	0.00%	0.00%
CLF	#	100%	87.60%	12.40%	4.00%	0.90%	72.00%	9.10%	3.60%	0.70%	7.00%	1.40%	0.10%	0.00%	0.40%	0.10%	0.40%
ELECTRONICS ENGINEERING (0855)																	
Accession	#	29	24	5	1	1	18	2	0	0	3	2	0	0	2	0	0
s	%	100%	82.76%	17.24%	3.45%	3.45%	62.07%	6.90%	0.00%	0.00%	10.34%	6.90%	0.00%	0.00%	6.90%	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%
AEROSPACE ENGINEERING (0861)																	
Accession	#	54	45	9	0	0	33	9	2	0	9	0	0	0	0	0	1
s	%	100%	83.33%	16.67%	0.00%	0.00%	61.11%	16.67%	3.70%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	1.85%
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%
CONTRACTING (1102)																	
Accession	#	14	3	11	0	2	3	6	0	3	0	0	0	0	0	0	0
s	%	100%	21.43%	78.57%	0.00%	14.29%	21.43%	42.86%	0.00%	21.43%	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%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)																	
Accession	#	21	17	4	1	0	12	1	3	3	0	0	0	0	1	0	0
s	%	100%	80.95%	19.05%	4.76%	0.00%	57.14%	4.76%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	4.76%	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%
AVIATION SAFETY INSPECTOR (1825)																	
Accession	#	306	286	20	19	0	244	17	16	2	5	0	0	0	2	0	0
s	%	100%	93.46%	6.54%	6.21%	0.00%	79.74%	5.56%	5.23%	0.65%	1.63%	0.00%	0.00%	0.00%	0.65%	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%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)																	
Accession	#	280	268	12	38	2	175	4	34	4	12	2	2	0	5	0	2
s	%	100%	95.71%	4.29%	13.57%	0.71%	62.50%	1.43%	12.14%	1.43%	4.29%	0.71%	0.71%	0.00%	1.79%	0.00%	0.71%
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%
AIR TRAFFIC CONTROL SPECIALIST (2152)																	
Accession	#	405	333	72	30	10	267	51	20	6	10	2	2	0	2	1	2
s	%	100%	82.22%	17.78%	7.41%	2.47%	65.93%	12.59%	4.94%	1.48%	2.47%	0.49%	0.49%	0.00%	0.49%	0.25%	0.49%
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%
INFORMATION TECHNOLOGIST (0334)																	
Accession	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
s	%	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%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)

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

	RACE/ETHNICITY
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Employment Tenure		TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanen t	#	1944	1489	455	118	41	1101	268	162	106	80	21	6	5	16	7	6	7
	%	100%	76.59%	23.41%	6.07%	2.11%	56.64%	13.79%	8.33%	5.45%	4.12%	1.08%	0.31%	0.26%	0.82%	0.36%	0.31%	0.36%
Temporar y	#	1172	857	315	109	35	601	203	90	51	42	15	3	3	9	6	3	2
	%	100%	73.12%	26.88%	9.30%	2.99%	51.28%	17.32%	7.68%	4.35%	3.58%	1.28%	0.26%	0.26%	0.77%	0.51%	0.26%	0.17%
TOTAL	#	3116	2346	770	227	76	1702	471	252	157	122	36	9	8	25	13	9	9
	%	100%	75.29%	24.71%	7.28%	2.44%	54.62%	15.12%	8.09%	5.04%	3.92%	1.16%	0.29%	0.26%	0.80%	0.42%	0.29%	0.29%
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 (201521)																		
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex																		
Permanent Workforce		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total	#	1532	1246	286	67	20	1037	220	67	27	54	13	4	1	13	4	4	1
Employee	%	100%	81.33%	18.67%	4.37%	1.31%	67.69%	14.36%	4.37%	1.76%	3.52%	0.85%	0.26%	0.07%	0.85%	0.26%	0.26%	0.07%
Time in grade in excess of miniumum																		
1-12	#	170	136	34	5	2	118	27	7	4	4	1	0	0	1	0	1	0
Months	%	100%	80.00%	20.00%	2.94%	1.18%	69.41%	15.88%	4.12%	2.35%	2.35%	0.59%	0.00%	0.00%	0.59%	0.00%	0.59%	0.00%
13-24	#	126	106	20	9	2	84	16	7	1	5	0	0	0	0	1	1	0
Months	%	100%	84.13%	15.87%	7.14%	1.59%	66.67%	12.70%	5.56%	0.79%	3.97%	0.00%	0.00%	0.00%	0.00%	0.79%	0.79%	0.00%
25 +	#	677	563	114	23	6	491	94	25	8	17	5	1	1	5	0	1	0
months	%	100%	83.16%	16.84%	3.40%	0.89%	72.53%	13.88%	3.69%	1.18%	2.51%	0.74%	0.15%	0.15%	0.74%	0.00%	0.15%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)

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

Type of Award		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours																		
Total	#	6620	5057	1563	382	131	4060	1145	391	208	153	46	6	5	52	21	13	7
Time-Off	%	100%	76.39%	23.61%	5.77%	1.98%	61.33%	17.30%	5.91%	3.14%	2.31%	0.69%	0.09%	0.08%	0.79%	0.32%	0.20%	0.11%
Total Hours		39004	29698	9306	2173	721	23847	6789	2272	1335	937	272	36	26	347	114	86	49
Average Hours		6	6	6	6	6	6	6	6	6	6	6	6	5	7	5	7	7
Time-Off Awards - 9+ hours																		
Total	#	4312	3221	1091	235	68	2651	803	205	166	76	28	5	4	43	17	6	5
Time-Off	%	100%	74.70%	25.30%	5.45%	1.58%	61.48%	18.62%	4.75%	3.85%	1.76%	0.65%	0.12%	0.09%	1.00%	0.39%	0.14%	0.12%
Total Hours		92917	70299	22618	4957	1403	58233	16839	4205	3267	1779	596	82	67	919	360	124	86
Average Hours		22	22	21	21	21	22	21	21	20	23	21	16	17	21	21	21	17
Cash Awards - \$100 - \$500																		
Total Cash	#	9163	6749	2414	507	176	5330	1645	485	422	291	108	23	9	92	41	21	13
Awards	%	100%	73.65%	26.35%	5.53%	1.92%	58.17%	17.95%	5.29%	4.61%	3.18%	1.18%	0.25%	0.10%	1.00%	0.45%	0.23%	0.14%
Total Amount		\$3,173,395	\$2,271,664	\$901,731	\$169,701	\$61,152	\$1,780,796	\$609,657	\$171,836	\$169,351	\$103,699	\$38,796	\$7,940	\$3,090	\$30,607	\$14,585	\$7,085	\$5,100
Average Amount		\$346	\$337	\$374	\$335	\$347	\$334	\$371	\$354	\$401	\$356	\$359	\$345	\$343	\$333	\$356	\$337	\$392
Cash Awards - \$501+																		
Total Cash	#	8025	5391	2634	427	197	4081	1694	500	559	264	108	11	13	99	55	9	8
Awards	%	100%	67.18%	32.82%	5.32%	2.45%	50.85%	21.11%	6.23%	6.97%	3.29%	1.35%	0.14%	0.16%	1.23%	0.69%	0.11%	0.10%
Total Amount		\$10,609,224	\$7,311,627	\$3,297,597	\$642,772	\$222,101	\$5,477,271	\$2,169,661	\$702,685	\$685,973	\$313,079	\$136,169	\$23,191	\$13,500	\$141,125	\$62,512	\$11,504	\$7,681
Average Amount		\$1,322	\$1,356	\$1,252	\$1,505	\$1,127	\$1,342	\$1,281	\$1,405	\$1,227	\$1,186	\$1,261	\$2,108	\$1,038	\$1,426	\$1,137	\$1,278	\$960
Senior Executive Service Performance Awards																		
Total Cash	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	%	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 QSIs	#	35	23	12	1	0	20	10	0	1	2	0	0	0	0	1	0	0
Awarded	%	100%	65.71%	34.29%	2.86%	0.00%	57.14%	28.57%	0.00%	2.86%	5.71%	0.00%	0.00%	0.00%	0.00%	2.86%	0.00%	0.00%
Total Benefit		\$107,341	\$70,363	\$36,978	\$2,892	\$0	\$60,865	\$30,723	\$0	\$2,968	\$6,606	\$0	\$0	\$0	\$0	\$3,287	\$0	\$0
Average Benefit		\$3,067	\$3,059	\$3,082	\$2,892	0	\$3,043	\$3,072	0	\$2,968	\$3,303	0	0	0	0	\$3,287	0	0

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)

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

Type of Separation		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	2461	1835	626	94	32	1526	472	120	90	40	20	5	1	42	9	8	2
	%	100%	74.56%	25.44%	3.82%	1.30%	62.01%	19.18%	4.88%	3.66%	1.63%	0.81%	0.20%	0.04%	1.71%	0.37%	0.33%	0.08%
Involuntary	#	136	108	28	5	0	74	15	23	12	3	1	2	0	1	0	0	0
	%	100%	79.41%	20.59%	3.68%	0.00%	54.41%	11.03%	16.91%	8.82%	2.21%	0.74%	1.47%	0.00%	0.74%	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%	0%	0%	0%	0%	0%	0%
Total separatio	#	2597	1943	654	99	32	1600	487	143	102	43	21	7	1	43	9	8	2
	%	100%	74.82%	25.18%	3.81%	1.23%	61.61%	18.75%	5.51%	3.93%	1.66%	0.81%	0.27%	0.04%	1.66%	0.35%	0.31%	0.08%

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

List of Workforce Data Tables

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

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period from 201421 to 201521

Table B1 - Total Workforce - Distribution by Disability

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

Pay Period 201521

Table B2 - Permanent Workforce By Component - Distribution by Disability

			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
Component		Total	No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv e	Mental	Mental	Distortion
Federal Goal (FY09)	%					2.55%									
AERONAU	#	3419	2815	185	419	28	6	1	0	9	2	3	0	7	0
TICAL	%	100%	82.33%	5.41%	12.26%	0.82%	0.18%	0.03%	0.00%	0.26%	0.06%	0.09%	0.00%	0.20%	0.00%
ALASKAN	#	849	718	39	92	2	1	0	0	0	0	0	0	1	0
REGION	%	100%	84.57%	4.59%	10.84%	0.24%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%
CENTRAL	#	1963	1757	50	156	9	2	0	1	1	1	3	0	1	0
REGION	%	100%	89.51%	2.55%	7.95%	0.46%	0.10%	0.00%	0.05%	0.05%	0.05%	0.15%	0.00%	0.05%	0.00%
EASTERN	#	4351	4052	91	208	22	2	2	3	3	1	2	1	8	0
REGION	%	100%	93.13%	2.09%	4.78%	0.51%	0.05%	0.05%	0.07%	0.07%	0.02%	0.05%	0.02%	0.18%	0.00%
GREAT	#	5137	4600	270	267	23	5	2	1	6	1	1	0	7	0
LAKES	%	100%	89.55%	5.26%	5.20%	0.45%	0.10%	0.04%	0.02%	0.12%	0.02%	0.02%	0.00%	0.14%	0.00%
HEADQUA	#	8386	6984	567	835	107	4	15	8	26	7	12	5	29	1
RTERS	%	100%	83.28%	6.76%	9.96%	1.28%	0.05%	0.18%	0.10%	0.31%	0.08%	0.14%	0.06%	0.35%	0.01%
NEW	#	1316	1227	30	59	5	0	0	0	0	1	1	0	3	0
ENGLAND	%	100%	93.24%	2.28%	4.48%	0.38%	0.00%	0.00%	0.00%	0.00%	0.08%	0.08%	0.00%	0.23%	0.00%
NORTHW	#	3914	3325	325	264	24	1	0	1	5	3	3	0	10	1
EST	%	100%	84.95%	8.30%	6.75%	0.61%	0.03%	0.00%	0.03%	0.13%	0.08%	0.08%	0.00%	0.26%	0.03%
SOUTHER	#	6339	5755	169	415	33	3	0	2	9	1	1	2	15	0
N REGION	%	100%	90.79%	2.67%	6.55%	0.52%	0.05%	0.00%	0.03%	0.14%	0.02%	0.02%	0.03%	0.24%	0.00%
SOUTHWE	#	4527	4011	173	343	22	1	2	1	7	0	2	1	8	0
ST	%	100%	88.60%	3.82%	7.58%	0.49%	0.02%	0.04%	0.02%	0.15%	0.00%	0.04%	0.02%	0.18%	0.00%
TECHNICA	#	734	647	9	78	14	1	0	1	4	1	2	0	5	0
L CENTER	%	100%	88.15%	1.23%	10.63%	1.91%	0.14%	0.00%	0.14%	0.54%	0.14%	0.27%	0.00%	0.68%	0.00%
WESTERN	#	4368	3921	185	262	16	1	2	0	3	0	1	0	9	0
PACIFIC	%	100%	89.77%	4.24%	6.00%	0.37%	0.02%	0.05%	0.00%	0.07%	0.00%	0.02%	0.00%	0.21%	0.00%
Total	#	45303	39812	2093	3398	305	27	24	18	73	18	31	9	103	2
	%	100%	87.88%	4.62%	7.50%	0.67%	0.06%	0.05%	0.04%	0.16%	0.04%	0.07%	0.02%	0.23%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

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

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table B3-2 - Occupational Categories - Distribution by Disability - Permanent Workforce

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201521

Table B4-1: Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

Table B4-1: Participation Rates for General Schedule Grades - 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	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsive	Mental	Mental	Distortion
GS-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	6	1	1	4	3	1	0	0	1	0	1	0	0	0
	%	100%	16.67%	16.67%	66.67%	50.00%	16.67%	0.00%	0.00%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%
GS-04	#	1	0	0	1	1	0	0	0	0	0	0	1	0	0
	%	100%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
GS-05	#	159	98	16	45	9	0	1	1	2	2	0	0	3	0
	%	100%	61.64%	10.06%	28.30%	5.66%	0.00%	0.63%	0.63%	1.26%	1.26%	0.00%	0.00%	1.89%	0.00%
GS-06	#	233	166	17	50	4	2	0	0	1	0	0	0	1	0
	%	100%	71.24%	7.30%	21.46%	1.72%	0.86%	0.00%	0.00%	0.43%	0.00%	0.00%	0.00%	0.43%	0.00%
GS-07	#	640	464	41	135	26	7	2	1	6	2	2	2	4	0
	%	100%	72.50%	6.41%	21.09%	4.06%	1.09%	0.31%	0.16%	0.94%	0.31%	0.31%	0.31%	0.63%	0.00%
GS-08	#	996	939	28	29	0	0	0	0	0	0	0	0	0	0
	%	100%	94.28%	2.81%	2.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	1680	1347	116	217	29	4	3	2	6	2	2	1	8	1
	%	100%	80.18%	6.90%	12.92%	1.73%	0.24%	0.18%	0.12%	0.36%	0.12%	0.12%	0.06%	0.48%	0.06%
GS-10	#	1978	1531	158	289	40	1	2	1	7	3	5	3	18	0
	%	100%	77.40%	7.99%	14.61%	2.02%	0.05%	0.10%	0.05%	0.35%	0.15%	0.25%	0.15%	0.91%	0.00%
GS-11	#	2005	1883	46	76	4	0	0	1	1	0	0	0	2	0
	%	100%	93.92%	2.29%	3.79%	0.20%	0.00%	0.00%	0.05%	0.05%	0.00%	0.00%	0.00%	0.10%	0.00%
GS-12	#	8501	7291	459	751	63	4	5	5	17	3	6	0	22	1
	%	100%	85.77%	5.40%	8.83%	0.74%	0.05%	0.06%	0.06%	0.20%	0.04%	0.07%	0.00%	0.26%	0.01%
GS-13	#	8233	7062	479	692	58	6	2	3	15	3	4	1	24	0
	%	100%	85.78%	5.82%	8.41%	0.70%	0.07%	0.02%	0.04%	0.18%	0.04%	0.05%	0.01%	0.29%	0.00%
GS-14	#	16482	15056	576	850	55	2	6	3	15	2	10	0	17	0
	%	100%	91.35%	3.49%	5.16%	0.33%	0.01%	0.04%	0.02%	0.09%	0.01%	0.06%	0.00%	0.10%	0.00%
GS-15	#	4041	3693	135	213	11	0	2	1	2	1	1	0	4	0
	%	100%	91.39%	3.34%	5.27%	0.27%	0.00%	0.05%	0.02%	0.05%	0.02%	0.02%	0.00%	0.10%	0.00%
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior															
Executive Service	#	184	163	8	13	1	0	1	0	0	0	0	0	0	0
	%	100.00%	88.59%	4.35%	7.07%	0.54%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201521

Table B4-2: Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table B5-1 - Participation Rates For Wage Grades by Disability - Permanent Workforce

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table B5-2 - Participation Rates For Wage Grades by Disability - Permanent Workforce

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

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

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table B5NS-2 - Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table B5S-1 - Participation Rates for Supervisory Wage Grades - Distribution by Disability - Permanent Workforce

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

Table B5S-2 - Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

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	-1 Not	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing	(64-69) Partial	(71-79) Total	-82 Convulsiv e	-90 Mental	-91 Mental	-92 Distortion
HUMAN RESOURC	#	337	267	22	48	3	1	0	0	0	0	0	0	2	0
	%	100%	79.23%	6.53%	14.24%	0.89%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.59%	0.00%
GENERAL ENGINEER	#	839	777	21	41	4	0	0	1	1	1	0	0	1	0
	%	100%	92.61%	2.50%	4.89%	0.48%	0.00%	0.00%	0.12%	0.12%	0.12%	0.00%	0.00%	0.12%	0.00%
CIVIL ENGINEER	#	450	383	38	29	2	0	0	0	0	0	0	0	2	0
	%	100%	85.11%	8.44%	6.44%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.44%	0.00%
ELECTRONICS	#	754	687	20	47	6	0	1	0	2	0	2	0	1	0
	%	100%	91.11%	2.65%	6.23%	0.80%	0.00%	0.13%	0.00%	0.27%	0.00%	0.27%	0.00%	0.13%	0.00%
AEROSPACE	#	791	705	43	43	3	0	0	0	0	1	0	0	2	0
	%	100%	89.13%	5.44%	5.44%	0.38%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.25%	0.00%
CONTRACTING	#	243	205	15	23	3	0	0	0	2	0	1	0	0	0
	%	100%	84.36%	6.17%	9.47%	1.23%	0.00%	0.00%	0.00%	0.82%	0.00%	0.41%	0.00%	0.00%	0.00%
GENERAL INSPECTIO	#	467	377	43	47	3	0	1	0	1	0	0	0	1	0
	%	100%	80.73%	9.21%	10.06%	0.64%	0.00%	0.21%	0.00%	0.21%	0.00%	0.00%	0.00%	0.21%	0.00%
AVIATION SAFETY	#	4301	3498	326	477	19	1	0	1	10	0	0	0	7	0
	%	100%	81.33%	7.58%	11.09%	0.44%	0.02%	0.00%	0.02%	0.23%	0.00%	0.00%	0.00%	0.16%	0.00%
AIRWAY TRANSPO	#	5888	4958	334	596	30	2	3	1	2	0	4	0	18	0
	%	100%	84.21%	5.67%	10.12%	0.51%	0.03%	0.05%	0.02%	0.03%	0.00%	0.07%	0.00%	0.31%	0.00%
AIR TRAFFIC	#	18601	17743	367	491	24	1	1	5	3	1	4	0	9	0
	%	100%	95.39%	1.97%	2.64%	0.13%	0.01%	0.01%	0.03%	0.02%	0.01%	0.02%	0.00%	0.05%	0.00%
INFORMATION	#	1544	1310	67	167	24	2	4	2	5	2	1	0	8	0
	%	100%	84.84%	4.34%	10.82%	1.55%	0.13%	0.26%	0.13%	0.32%	0.13%	0.06%	0.00%	0.52%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)

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

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)

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

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities									
			(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82 Convulsiv e	-90 Mental	-91 Mental	-92 Distortion	
Permanent	#	1944	1432	191	321	42	6	1	3	10	1	2	4	14	1	
	%	100%	73.66%	9.83%	16.51%	2.16%	0.31%	0.05%	0.15%	0.51%	0.05%	0.10%	0.21%	0.72%	0.05%	
Temporary	#	1172	1089	29	54	4	1	0	0	2	0	0	0	1	0	
	%	100%	92.92%	2.47%	4.61%	0.34%	0.09%	0.00%	0.00%	0.17%	0.00%	0.00%	0.00%	0.09%	0.00%	
Total	#	3116	2521	220	375	46	7	1	3	12	1	2	4	15	1	
	%	100%	80.91%	7.06%	12.03%	1.48%	0.22%	0.03%	0.10%	0.39%	0.03%	0.06%	0.13%	0.48%	0.03%	

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201521

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

			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
Employment Tenure		Total	No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv e	Mental	Mental	Distortion
Total	#	1532	1427	44	61	7	0	0	2	0	2	1	1	0	1
Employee	%	100%	93.15%	2.87%	3.98%	0.46%	0.00%	0.00%	0.13%	0.00%	0.13%	0.07%	0.07%	0.00%	0.07%
Time in Grade Excess of Minimum															
1-12 Months	#	170	163	0	7	1	0	0	0	0	0	0	1	0	0
	%	100%	95.88%	0.00%	4.12%	0.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.59%	0.00%	0.00%
13-24 Months	#	126	123	1	2	1	0	0	1	0	0	0	0	0	0
	%	100%	97.62%	0.79%	1.59%	0.79%	0.00%	0.00%	0.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25 + Months	#	677	653	10	14	1	0	0	0	0	0	1	0	0	0
	%	100%	96.45%	1.48%	2.07%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)

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

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2014-10-01 TO 2015-09-30)

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

		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
Type of Separation		No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv e	Mental	Mental	Distortion	
Voluntary	#	2461	2163	97	201	18	1	1	1	4	3	3	0	5	0
	%	100%	87.89%	3.94%	8.17%	0.73%	0.04%	0.04%	0.04%	0.16%	0.12%	0.12%	0.00%	0.20%	0.00%
Involuntar y	#	136	96	7	33	4	0	0	0	1	0	1	0	2	0
	%	%	70.59%	5.15%	24.26%	2.94%	0.00%	0.00%	0.00%	0.74%	0.00%	0.74%	0.00%	1.47%	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 Separatio	#	2597	2259	104	234	22	1	1	1	5	3	4	0	7	0
	%	100%	86.98%	4.00%	9.01%	0.85%	0.04%	0.04%	0.04%	0.19%	0.12%	0.15%	0.00%	0.27%	0.00%

TAB 11

FAA 462 Report

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 2015

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	467	447
C.1. COUNSELED WITHIN 30 DAYS	113	111
C.2. COUNSELED WITHIN 31 TO 90 DAYS	348	336
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	148	143
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	198	195
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	6	6
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES	COUNSELING	INDIVIDUALS
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	84	82
D.2. INITIATED DURING THE REPORTING PERIOD	475	454
D.3. COMPLETED/ENDED COUNSELINGS	467	447
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	43	43
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	159	158
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	259	250
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	6	6
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	92	92

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$27,000.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$27,000.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON- MONETARY BENEFITS TOTAL	5	5
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	3	3
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	1	1
F.12. NEUTRAL REFERENCE	0	0
F.13. Aggrieved receives guidance	1	1
F.14. Email notification received	1	1

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	6	6	\$25,000.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	5	5	\$23,500.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$1,500.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	37	37
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	0	0
H.2.b. NON-RETROACTIVE	1	1
H.3. EXPUNGEMENTS	2	2
H.4. REASSIGNMENTS	12	12
H.5. REMOVALS RESCINDED	1	1
H.5.a. REINSTATEMENT	1	1
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	2	2
H.7. TRAINING	9	9
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	5	5
H.9.a. RESCINDED	1	1
H.9.b. MODIFIED	4	4
H.10. PERFORMANCE EVALUATION MODIFIED	3	3
H.11. LEAVE RESTORED	8	8
H.12. NEUTRAL REFERENCE	1	1
H.13. Time Off Award;No Adverse Action;Priority Hiring Consideration;No EEO Discussions;Maxiflex schedule approved;Memorandum of Understanding;Alternate schedule approved	7	7
H.14. Establish an IDP;Find 6-month detail;Receive Non-selection Feedback;Work interim schedule;Aggrieved receives email;Receive application feedback;Changed reporting;Employee work virtually structure;Allowed to ERR	8	8

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	6	6

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2015

PART II - FORMAL COMPLAINT ACTIVITIES

534	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
279	B. COMPLAINTS FILED
13	C. REMANDS (sum of lines C1+C2+C3)
8	C.1. REMANDS (NOT INCLUDED IN A OR B)
5	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
821	D. TOTAL COMPLAINTS
813	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
249	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
8	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
6	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
571	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
266	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
4	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	45,639			
A.1.b. PERMANENT EMPLOYEES	45,285			
A.2. COUNSELOR	13		2	
A.2.a. FULL-TIME	6	46.15	0	0
A.2.b. PART-TIME	6	46.15	0	0
A.2.c. COLLATERAL DUTY	1	7.69	2	100
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 (NS) - TOTAL	1	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	1	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	12	2	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	12	2	0	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	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, ACR-1		
4.	WHO DOES THAT PERSON REPORT TO?		
PERSON	Michael Huerta		
TITLE	FAA Administrator, AOA-1		

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

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2015

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	2	0	5	12	0	9	1	9	69	28	28
B. ASSIGNMENT OF DUTIES	0	0	0	7	1	0	3	0	10	38	14	14
C. AWARDS	0	1	0	2	0	0	1	0	3	12	7	7
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	0	0	7	0	0	5	3	15	55	26	26
E.1. DEMOTION	0	0	0	2	0	0	1	0	1	6	2	2
E.2. REPRIMAND	1	0	0	2	0	0	2	1	4	18	7	7
E.3. SUSPENSION	0	0	0	3	0	0	2	2	8	20	9	9
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	6	3	3
E.5 5. Noncompliance of Verbal Orders	0	0	0	0	0	0	0	0	1	3	1	1
E.6 6. Investigation and Administrative-Leave	0	0	0	0	0	0	0	0	0	2	1	1
F. DUTY HOURS	0	0	0	0	1	0	0	0	2	6	2	2
G. PERF. EVAL./APPRAISAL	0	1	0	3	1	0	2	0	3	18	7	7
H. EXAMINATION/TEST	0	0	0	1	4	0	3	0	2	16	6	6
I. HARASSMENT	0	3	2	40	14	1	27	9	85	350	128	125
I.1. NON-SEXUAL	0	3	2	40	14	1	27	9	84	343	121	118
I.2. SEXUAL									1	7	7	7
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	4	3	3
K. PAY INCLUDING OVERTIME	0	0	0	1	1	0	1	0	2	19	10	10
L. PROMOTION/NON-SELECTION	2	0	0	23	6	0	13	2	39	164	73	68
M. REASSIGNMENT	0	2	0	2	0	0	3	0	5	24	11	11
M.1. DENIED	0	1	0	0	0	0	1	0	2	7	5	5
M.2. DIRECTED	0	1	0	2	0	0	2	0	3	17	6	6
N. REASONABLE ACCOMMODATION									6	30	19	19
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	1	7	4	4
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	1	1	1
T. TERMINATION	1	0	0	8	1	0	5	0	17	63	24	24
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	3	1	0	3	1	4	22	7	7
V. TIME AND ATTENDANCE	0	0	0	2	0	0	2	0	7	26	11	11
W. TRAINING	0	2	0	8	0	0	3	0	8	36	21	21
X. OTHER (Please specify below)	0	0	0	0	0	0	1	0	2	5	2	2
X.1. 1. Subject of Investigation	0	0	0	0	0	0	1	0	1	3	1	1
X.2. 2. False accusation	0	0	0	0	0	0	0	0	1	2	1	1
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	4	11	2	112	42	1	81	16	220			
TOTAL ALL COMPLAINTS FILED BY BASES	4	6	2	75	35	1	57	14	155			

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 2015

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						
TOTAL ALL COMPLAINANTS BY BASES	4	6	2	73	33	1	56	12	145		

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 2015

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	10	1	0	0	1	7			8	0	3	1	69	28	28
B. ASSIGNMENT OF DUTIES	3	4	0	0	0	0			9	0	1	0	38	14	14
C. AWARDS	1	1	0	0	1	0			2	0	0	0	12	7	7
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	8	3	0	0	0	0			6	2	5	0	55	26	26
E.1. DEMOTION	1	1	0	0	0	0			0	0	0	0	6	2	2
E.2. REPRIMAND	3	2	0	0	0	0			2	0	1	0	18	7	7
E.3. SUSPENSION	2	0	0	0	0	0			2	0	1	0	20	9	9
E.4. REMOVAL	1	0	0	0	0	0			0	2	2	0	6	3	3
E.5.	1	0	0	0	0	0			1	0	0	0	3	1	1
E.6.	0	0	0	0	0	0			1	0	1	0	2	1	1
F. DUTY HOURS	0	1	0	0	0	0			0	0	2	0	6	2	2
G. EVALUATION/APPRaisal	1	1	0	0	0	1			3	0	2	0	18	7	7
H. EXAMINATION/TEST	2	1	0	0	0	2			1	0	0	0	16	6	6
I. HARASSMENT	25	29	1	3	4	9			43	17	36	2	350	128	125
I.1. NON-SEXUAL	24	25	0	3	4	9			43	17	36	2	343	121	118
I.2. SEXUAL	1	4	1	0									7	7	7
J. MEDICAL EXAMINATION	0	1	0	0	0	0			1	1	1	0	4	3	3
K. PAY INCLUDING OVERTIME	2	4	0	0	0	0	1	2	5	0	0	0	19	10	10
L. PROMOTION/NON-SELECTION	11	10	0	0	3	4			39	2	10	0	164	73	68
M. REASSIGNMENT	2	0	0	0	4	0			4	1	1	0	24	11	11
M.1. DENIED	0	0	0	0	1	0			2	0	0	0	7	5	5
M.2. DIRECTED	2	0	0	0	3	0			2	1	1	0	17	6	6
N. REASONABLE ACCOMMODATION DISABILI				1						7	15	1	30	19	19
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			3	1	2	0	7	4	4
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	1	0	0	0	0			0	0	0	0	1	1	1
T. TERMINATION	4	7	0	0	0	2			6	4	7	1	63	24	24
U. TERMS/CONDITIONS OF EMPLOYMENT	3	1	0	0	1	1			2	0	2	0	22	7	7
V. TIME AND ATTENDANCE	0	4	0	1	0	0			4	4	2	0	26	11	11
W. TRAINING	3	2	0	0	2	0			4	1	3	0	36	21	21
X. OTHER (Please specify below)	1	0	0	0	0	0			0	0	1	0	5	2	2
X.1. Subject of Investigation	1	0	0	0	0	0			0	0	0	0	3	1	1
X.2. False accusation	0	0	0	0	0	0			0	0	1	0	2	1	1
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	76	71	1	5	16	26	1	2	140	40	93	5			
TOTAL ALL COMPLAINTS FILED BY BASES	55	50	1	3	11	21	1	2	98	24	59	3			

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AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2015

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINANTS BY BASES	54	50	1	3	11	21	1	2	92	22	55	3			

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AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						BASES OF ALLEGED DISCRIMINATION IN SETELEMETS								
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	1	0	1	0	1	0	0	0	5	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	2	0	0	2	0	6	12	4	4	9	4	4
C. AWARDS	0	0	0	1	2	0	3	0	3	8	3	3	11	4	4
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	3	1	0	1	3	5	15	7	7	11	5	5
E.1. DEMOTION	0	0	0	0	1	0	0	0	1	3	1	1	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	1	1	1	2	1	1
E.3. SUSPENSION	0	0	0	2	0	0	0	2	2	5	3	3	7	3	3
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
E.5. 5. Indefinite Administrative Leave:Investigation Interview Disparities	0	0	0	1	0	0	1	1	0	6	2	2	0	0	0
E.6. 6. Operational Error Decertification	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	1	0	0	0	0	2	2	2	2	2	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	1	0	13	3	0	5	3	25	41	21	21	63	23	23
I.1. NON-SEXUAL	1	1	0	13	3	0	5	3	23	37	19	19	60	21	21
I.2. SEXUAL									2	4	2	2	3	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	3	2	0	2	0	1	0	0	0	20	7	7
L. PROMOTION/NON-SELECTION	0	0	0	5	2	0	2	2	6	8	7	7	28	11	11
M. REASSIGNMENT	0	0	0	2	1	0	2	0	2	4	3	3	14	5	5
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
M.2. DIRECTED	0	0	0	2	1	0	2	0	2	4	3	3	13	4	4
N. REASONABLE ACCOMMODATION									2	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	2	1	0	1	0	3	3	2	2	10	2	2
V. TIME AND ATTENDANCE	0	0	0	1	1	0	1	1	2	5	4	4	8	3	3
W. TRAINING	0	0	0	4	0	0	0	0	3	2	1	1	11	6	6
X. OTHER (Please specify below)	0	0	0	1	0	0	1	0	0	0	0	0	3	1	1
X.1. 1. Failure to respond	0	0	0	1	0	0	1	0	0	0	0	0	3	1	1
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	1	0	0	14	3	0	6	5	17						
I.1A. NUMBER OF COUNSELINGS SETTLED	1	0	0	13	3	0	5	4	11						

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AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	0	0	13	3	0	5	4	11						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	1	0	27	12	0	17	4	45						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	1	0	19	8	0	11	3	32						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	1	0	18	6	0	10	3	30						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																				
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX				NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE		
	MALE	FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	1	0	0	0	0			1	0	0	0	0	0	0	5	2	2		
B. ASSIGNMENT OF DUTIES	1	4	0	0	0	1			3	0	0	0	12	4	4	9	4	4		
C. AWARDS	3	1	0	0	0	1			3	0	1	0	8	3	3	11	4	4		
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
E. DISCIPLINARY ACTION	1	6	0	0	3	0			2	0	1	0	15	7	7	11	5	5		
E.1. DEMOTION	0	0	0	0	1	0			0	0	0	0	3	1	1	0	0	0		
E.2. REPRIMAND	0	1	0	0	1	0			0	0	0	0	1	1	1	2	1	1		
E.3. SUSPENSION	1	3	0	0	1	0			0	0	0	0	5	3	3	7	3	3		
E.4. REMOVAL	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1		
E.5. 5. Indefinite Administrative Leave;Investigation Interview Disparities	0	2	0	0	0	0			1	0	0	0	6	2	2	0	0	0		
E.6. 6. Operational Error Decertification	0	0	0	0	0	0			1	0	0	0	0	0	0	1	1	1		
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
G. EVALUATION/APPRaisal	0	0	0	0	0	0			1	0	0	0	2	2	2	2	1	1		
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
I. HARASSMENT	5	14	0	0	1	4			12	6	2	0	41	21	21	63	23	23		
I.1. NON-SEXUAL	5	12	0	0	1	4			12	6	2	0	37	19	19	60	21	21		
I.2. SEXUAL	0	2	0	0									4	2	2	3	2	2		
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
K. PAY INCLUDING OVERTIME	1	4	0	0	1	1	1	1	2	0	1	0	0	0	0	20	7	7		
L. PROMOTION/NON-SELECTION	1	3	0	0	0	0			9	0	2	0	8	7	7	28	11	11		
M. REASSIGNMENT	4	2	0	0	1	0			3	0	0	0	4	3	3	14	5	5		
M.1. DENIED	0	0	0	0	0	0			1	0	0	0	0	0	0	1	1	1		
M.2. DIRECTED	4	2	0	0	1	0			2	0	0	0	4	3	3	13	4	4		
N. REASONABLE ACCOMMODATION DISABILITY					0									0	0	0	0			
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0		
Q. RETIREMENT	0	0	0	0	0	0			1	0	0	0	1	1	1	0	0	0		
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0		
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
T. TERMINATION	0	1	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
U. TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	0	0	1			1	1	1	0	3	2	2	10	2	2		
V. TIME AND ATTENDANCE	1	1	0	0	0	0			3	1	1	0	5	4	4	8	3	3		
W. TRAINING	0	4	0	0	0	1			1	0	0	0	2	1	1	11	6	6		
X. OTHER (Please specify below)	1	1	0	0	0	0			0	0	0	0	0	0	0	3	1	1		
X.1. 1. Failure to respond	0	1	0	0	0	0			0	0	0	0	0	0	0	3	1	1		
X.2. 2.	1	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
I. COUNSELING SETTLEMENT ALLEGATIONS	6	14	0	0	2	4	0	0	17	6	4	0								
I.1A. NUMBER OF COUNSELINGS SETTLED	4	11	0	0	2	3	0	0	10	4	4	0								

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS														NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA							
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL								
1.1B. NUMBER OF COUNSELEES SETTLED WITH	4	11	0	0	2	3	0	0	10	4	4	0							
2. COMPLAINT SETTLEMENT ALLEGATIONS	12	32	0	0	3	5	1	1	29	5	9	1							
2.2A. NUMBER OF COMPLAINTS SETTLED	10	22	0	0	2	3	1	1	19	3	6	1							
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	8	21	0	0	2	3	1	1	17	3	6	1							

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS										
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	1	0	0	1	0	1	0	0	0	2	2	2	2	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									1	0	0	0	2	2	2	2	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS						NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0					
2. AJ Decision Findings	0	0	0	1	0	0	1	0	2					
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	1	0	2					
3. Final Agency Order Findings Implemented	0	0	0	1	0	0	1	0	2					
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	1	0	0	1	0	2					
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	0	0	1	0	2					

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																					
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0								0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	1		
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
N. REASONABLE ACCOMMODATION DISABILITY				0					0	1	0	0	0	0	0	2	2	2	2	1	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
P. RELIGIOUS ACCOMMODATION												0	0	0	0	0	0	0	0		
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R. SEX-STEROTYPING	0	0	0									0	0	0	0	0	0	0	0		
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
W. TRAINING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0										
I.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0										

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																				
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	1	0							
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	1	0							
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	1	0							
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	1	0							
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	1	0							

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PART V - SUMMARY OF CLOSURES BY STATUTE

217	A.1. TITLE VII
0	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
99	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
58	A.3. REHABILITATION ACT
13	A.4. EQUAL PAY ACT (EPA)
5	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
392	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	255	175504	688.25
A.1. WITHDRAWALS	12	3430	285.83
A.1.a. NON-ADR WITHDRAWALS	12	3430	285.83
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	57	37921	665.28
A.2.a. NON-ADR SETTLEMENTS	55	37078	674.15
A.2.b. ADR SETTLEMENTS	2	843	421.50
A.3. FINAL AGENCY ACTIONS	186	134153	721.25
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	144	95598	663.88
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	65	25223	388.05
B.3. DISMISSAL OF COMPLAINTS	79	70375	890.82
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	42	38555	917.98
C.1. AJ DECISION FULLY IMPLEMENTED	42	38555	917.98
C.1.a FINDING DISCRIMINATION	2	3152	1,576.00
C.1.b FINDING NO DISCRIMINATION	40	35403	885.08
C.1.c DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b FINDING NO DISCRIMINATION	0	0	0.00
C.2.c DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	65	3454	53.14
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	21	1095	52.14
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	16	719	44.94
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	5	376	75.20
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	19	942	49.58
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	10	372	37.20
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	9	570	63.33
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	20	1157	57.85
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	12	498	41.50
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	8	659	82.38
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	5	260	52.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	35	35.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	4	225	56.25

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	59	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	40	\$990,884.88
B.1. BACK PAY/FRONT PAY	8	\$26,705.00
B.2. LUMP SUM PAYMENT	27	\$615,217.96
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	13	\$348,961.92
D. INTENTIONALLY LEFT BLANK		
B.5. 5. Non-Pecuniary Damages	1	\$50,000.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	44	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	1
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	1
F.2. PROMOTIONS	2	0
F.2.a. RETROACTIVE	2	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	6	1
F.4. REASSIGNMENTS	3	10
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	1
F.7. TRAINING	4	5
F.8. APOLOGY	1	1
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	8	4
F.12. NEUTRAL REFERENCE	0	0
F.13. 13. Adjusted Computation Date;Relationship among managers;Placed on IDP;Parties meet weekly	0	4
F.14. 14. Telework;Complainant receives SCI-1s	0	3

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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)	571	381318			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	2	2	2	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	111	19933	179.58	3577	
A.2. COMPLAINTS PENDING IN INVESTIGATION	89	8465	95.11	845	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	307	293521	956.09	5572	460-2012-00128X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	63	59397	942.81	6453	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	214	29073	135.86
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	79	13512	171.04
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	61	9335	153.03
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	17	3775	222.06
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	13	2803	215.62
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	4	972	243.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	402	402.00
A.2. AGENCY INVESTIGATION COSTS	\$646,019.34		\$8,177.46
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	135	15561	115.27
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	128	13259	103.59
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	6	1352	225.33
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	5	1160	232.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	1	192	192.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	950	950.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$572,726.70		\$4,242.42

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

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	298	290		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	95	93		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	203	200		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	171	169		
C.1. INHOUSE	123	122		
C.2. ANOTHER FEDERAL AGENCY	38	38		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	6	6		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	4	4		
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)	171	169	7575	44.30
D.1. MEDIATION	171	169	7575	44.30
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. 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
E.1. TOTAL CLOSED	203	200	8742	43.06
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	37	37	1463	39.54
E.1.b. NO FORMAL COMPLAINT FILED	62	62	2656	42.84
E.1.c COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	99	98	4366	44.10
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	4	4	194	48.50
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1	63	63.00

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	9	9		
B.2. REJECTED BY COMPLAINANT	0	0		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	9	9		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	6	6		
C.1. INHOUSE	4	4		
C.2. ANOTHER FEDERAL AGENCY	1	1		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	1	1		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	6	6	468	78.00
D.1. MEDIATION	6	6	468	78.00
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
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	9	9	744	82.67
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	354	177.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	7	7	390	55.71
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e.	0	0	\$0.00	
F.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	1	1		
F.2.l. NEUTRAL REFERENCE	0	0		
F.2.m. Reports to Executive	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	45639	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	7	
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	4	
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	3	
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
	AMOUNT	
D. EEO ADR FUNDING SPENT	\$119,226.84	
E. EEO ADR CONTACT INFORMATION		
E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Wilbur Barham	
E.2. TITLE	Deputy Director, National Policy and Compliance	
E.3. TELEPHONE NUMBER	202-267-1215	
E.4. EMAIL	wilbur.barham@faa.gov	
F. EEO ADR PROGRAM INFORMATION		
	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.1a. If yes, is there a written policy requiring the participation?		
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?	X	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Stephanie Jones
TITLE OF CERTIFYING OFFICIAL:	Acting Director
TELEPHONE NUMBER:	(202) 366-6800
E-MAIL:	stephanie.jones@dot.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	09-11-2015
NAME OF PREPARER:	William Roberts
TITLE OF PREPARER:	Database Administrator
TELEPHONE NUMBER:	(202) 366-5637
E-MAIL:	william.roberts.ctr@dot.gov
DATE:	09-11-2015

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

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

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2015

Form 462 Comments

Part Name	COMMENT(expression left evaluation symbol expression right value1 value2 comment)
Part I	<p>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) 84 87 The difference in the number of pre-complaints on hand at the end of FY 2014 versus those on hand at the start of FY 2015 can be attributed to FY 2014 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2014 Form 462 Report were generated.</p> <p>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) 82 84 The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2014 versus those on hand at the start of FY 2015 can be attributed to FY 2014 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2014 Form 462 Report were generated.</p> <p>D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II. J 250 266 Part I. Line D.3.c. (Individuals) (250 entered) is not equal to Part II. Line J. (266 entered) due to the existence of (20) pre-complaints in which counseling was completed of FY 2014 and a corresponding formal complaint was filed in FY 2015</p> <p>D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints = Part II. B 259 279 Part I. Line D.3.c. (Counselings) (259 entered) is not equal to Part II. Line B. (279 entered) due to the existence of (20) pre-complaints in which counseling was completed of FY 2014 and a corresponding formal complaint was filed in FY 2015.</p>
Part II	<p>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) 534 536 The difference in the number of formal complaints on hand at the end of FY 2014 versus those on hand at the start of FY 2015 can be attributed to FY 2014 complaints in which the formal file or closure was not processed until after the statistics for the FY 2014 Form 462 Report were generated.</p>
PART III	<p>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).</p> <p>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 0 All FAA contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation (OST).</p>
Part X	<p>If C.4>0, then comment required N/A N/A 4 0 Both In-house and Federal Shared Neutrals mediators were used in (2) counselings; Both In-house and Federal Executive Board mediators were used in (2) counselings.</p>
PART XI	<p>E1a--Settlements with Benefits (Monetary & Non-monetary) - Average Days between 0 and 100 177 100 The (177) day average in this category can be attributed to (2) formal complaints that were settled while pending hearing.</p>
Part XI	<p>If C.4>0, then comment required N/A N/A 1 0 Both In-house and Federal Executive Board mediators were used in (1) counseling.</p>

TAB 12

UFAS/Section 504 Rehabilitation Act Assessment

**UFAS / Section 504
Rehabilitation Act and
ABAAS Accessibility
Assessments
Facility Accessibility
Program Office
MD-715
FY 2015**



**FAA
Air Traffic Organization**

In FY 2015 the Facility Accessibility Program Office:

- Conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 31 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 one class on Real Estate Contracting Officer specific responsibilities in complying with ABAAS;
- Served as a resource to the FAA to resolve issues involving facility accessibility and ABAAS compliance.

Conducted *UFAS / Section 504* or *ABAAS Facility Accessibility Surveys* of 31 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 31 FAA facilities and transmitted the reports to the facility managers and Program Offices during FY 2015. The thirty one surveyed facilities had a combined staffing of 385. 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>
Long Beach System Support Center – LGB	13
San Diego Surv/Comm/Env System Support Center – SAN	11
Ridgecrest System Support Center – IYK	17
Mojave AST Office	3
Bakersfield System Support Center – BFL	6
Sacramento Envtl/Radar/Comm System Support Center – SAC	13
North Bay System Support Center - STS	10
San Francisco System Support Center – SFO	19
Paso Robles System Support Center – PRB	16
Burbank (Valley) System Support Center – BUR	15
Ontario System Support Center – ONT	60
Jacksonville Field Maintenance Program	5
Daytona Beach System Support Center – DAB	10
Orlando TRACON Building	60
Melbourne SSC – MLB	16
Tampa District Office – TPA	14
Gainesville System Support Center – GNV	9
Martinsburg System Support Center – MRB	12
Clarksburg System Support Center – CKB	15
Elkins System Support Center – EKN	1
Charleston System Support Center – CRW	8
Huntington System Support Center – HTS	4
Burlington System Support Unit – BRL	1
Cedar Rapids System Support Center – CID	13
Des Moines System Support Center – DSM	15
Fort Dodge System Support Center – FOD	7
Nashwauk ARSR System Support Unit – J60	2
Hibbing System Support Unit – HIB	4
Eau Claire System Support Unit – EAU	1
Rhinelanders System Support Unit – RHI	2
CWA / Mosinee System Support Unit – CWA	<u>3</u>
	385

The reports that were transmitted to the facility managers and Program Offices included a spreadsheet of items not in compliance with *UFAS / ABAAS* or items that were designated as

“Section 504” which would be required to ensure Program Access at the facility. The reports included suggested ABAAS compliant remediations. The Section 504 items were designated separately to allow those items to be prioritized and expedited to provide Program Access for the facility.

A total of 721 FAA staffed facilities have been surveyed for UFAS / ABAAS compliance.

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

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

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

Conducted one class on Real Estate Contracting Officer specific responsibilities in complying with ABAAS:

The FAPO conducted one class for Real Estate Contracting Officers on *Architectural Barriers Act Accessibility Standard (ABAAS) for RECO's*, this is a mandatory class for Level I RECO Certification. Developed a training unit for RECO's on what ABAAS issues to review when evaluating facilities for lease. Only conducted 1 class for real estate because of scheduling / coordination issues. Have developed a more in-depth class for them in coordination with Policies and Procedures as most have had the basic class.

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

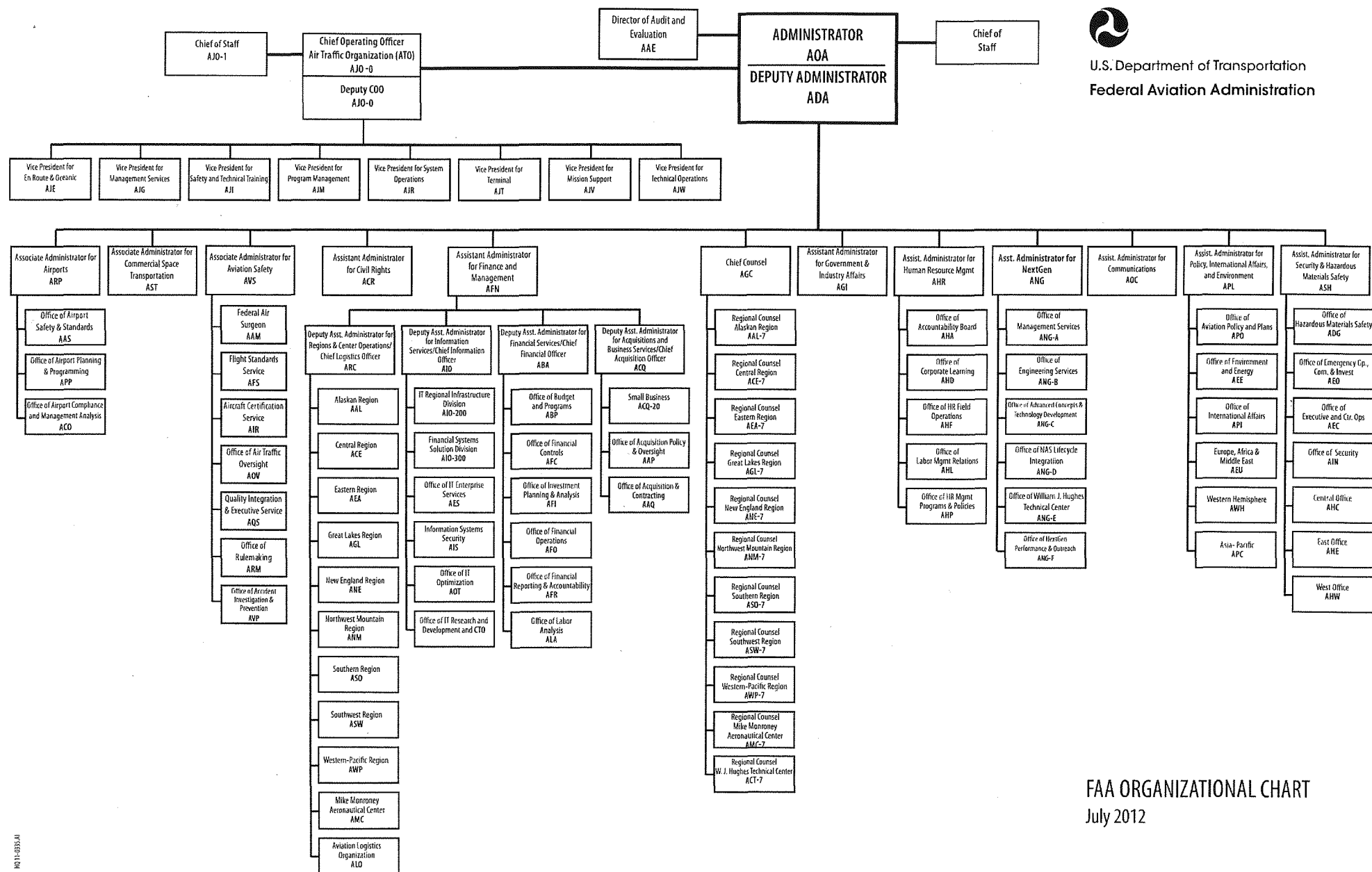
Served as a point of contact for the FAA program offices, architects, engineers, space coordinators, and real estate personnel for issues involving facility accessibility and ABAAS compliance.

TAB 13

FAA Organization Chart



U.S. Department of Transportation
Federal Aviation Administration



FAA ORGANIZATIONAL CHART
July 2012