



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2016

Prepared by FAA
Office of Civil Rights 2017

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 - 2016**

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	45,312	596	0	45,908

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	0301	EV/SE S 01	202-267-8087	Mamie.Mallory@faa.gov
Title VII Affirmative EEO Program Official	Harnetta Williams	Director, National EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Section 501 Affirmative Action Program Official	Harnetta Williams	Director, National EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Complaint Processing Program Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Hispanic Employment Program Manager (SEPM)	Sadie Perez	National Hispanic Employment Program Manger	0260	J band	202-267-0471	Sadie.Perez@faa.gov
Women's Program Manager (SEPM)	Deena Collier	Federal Women's Program Manager	0260	J band	202-267-0491	Deena.Collier@faa.gov
Disability Program Manager (SEPM)	Sadie Perez	People with Disability Program Manager	0260	J band	202-267-0471	Sadie.Perez@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
ADR Program Manager	Harnetta Williams	Director, National EEO Policy and ADR	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Compliance Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Principal MD-715 Preparer	Yvette Aine	Principal MD-715 Preparer	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	
Facility Accessibility Survey Results Necessary to Support EEO Action Plan for Building Renovation Projects	No	
Organizational Chart	Yes	
FEORP Report	No	FAA is not covered by Title V, Section 7201 or its implementing regulations that require the FEORP. FAA is covered under DOT FEORP Report and provided input.
Anti-Harassment Policy and Procedures	Yes	
Diversity Policy Statement	Yes	
Strategic Plan (excerpts of EEO goal	Yes	

Is the following Form or Document Uploaded?	(Please respond “Yes” or “No”)	Comments
only)		
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 and Vision

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 to strive to reach the next level of safety, efficiency, environmental responsibility and global leadership. We are accountable to the American public and our stakeholders.

Results of the Agency's Annual Self-Assessment

The agency conducted its annual self-assessment against Management Directive (MD) 715 "Essential Elements." The following highlights the agency's FY 2016 Equal Employment Opportunity (EEO) self-assessment results.

Essential Element A: Demonstrated Commitment from Agency Leadership

- FAA affirmed its commitment to EEO and diversity by timely reissuing its policy statements on Non-Discrimination and The Prevention of Harassment in support of equal employment opportunity and diversity and a workplace free of discriminatory harassment. The policy statements were communicated via email and FAA Broadcast to all employees. Also, each of FAA's Line of Business and Staff Office (LOB/SO) leaders has committed to EEO and diversity by issuing a reminder message to include FAA's EEO policy statements in support of EEO and diversity. The Office of Human Resources (AHR) ensured that the policy statements were disseminated to all new employees during orientation and are available on the intranet and internet sites.
- Additionally, 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.

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

- In order to maintain a model EEO program, the FAA recognizes that it must provide the infrastructure necessary to achieve the ultimate goal of a discrimination/harassment free work environment, characterized by an atmosphere of inclusion and free and open competition for employment opportunities.
- The Assistant Administrator for Civil Rights (ACR-1) is under the direct supervision of the Agency Head. ACR-1 has a Deputy Assistant Administrator (ACR-2) who is a direct report to ACR-1 and eight EEO Directors that are direct reports to ACR-2.
- ACR-1 attends weekly meetings to inform the Agency Head and other top management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO program.
- ACR participates in recruitment strategies and receives funds to conduct outreach and targeted recruitment. ACR with FAA's Office of Human Resources (AHR) was

intricately involved in discussions regarding Aviation Safety Specialist (1825) and the Airway Transportation Systems Specialist (2101) hiring procedures and sources.

Essential Element C: Management and Program Accountability

- ACR-1 chairs a bi-monthly EEO/Diversity and Inclusion Action Committee (EAC) 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).
- FAA also continued to enhance EEO access to relevant workforce data by providing bi-monthly data of critical business plan items during the EAC meetings.
- ACR-1 conducts as needed meetings with heads of each LOB to discuss EEO activity within their organization. Additionally, there are biweekly meetings between the FAA's ACR, AHR, and the Office of the General Counsel (AGC) to discuss EEO matters.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- 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. 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. A barrier analysis will be conducted on FAA's Senior Executive hiring process in FY 2017.
- 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.
- Special Emphasis Programs (SEP) continue to provide a framework for incorporating EEO principles of fairness and equal opportunity into the fabric of the FAA across the employment spectrum. Established throughout the FAA, the three federally mandated SEPs -- the Hispanic Employment Program, the Federal Women's Program, and the Persons with Disabilities Program -- reflect the FAA's commitment to equal opportunity.
- FAA has devoted significant resources to resolving conflict through dispute prevention and Alternative Dispute Resolution (ADR) methods.

Essential Element E: Efficiency

- FAA utilizes the iComplaint system that was selected by DOT as its complaint tracking system. FAA also utilizes the e-Complaint on-line system to provide employees 24/7 on-line access to file an EEO complaint. ACR prepares a quarterly report (documenting activity and complaint bases) to review complaint activity by LOB/SO.
- FAA has full-time dedicated EEO Counselors and a small cadre of collateral duty Counselors. EEO Counselors and Mediators receive annual training to ensure their skills and knowledge is current and relevant.

Essential Element F: Responsiveness and Legal Compliance

- FAA is in compliance with the law, including Equal Employment Opportunity Commission (EEOC) regulations, directives, orders and other instructions. FAA has posted all required No Fear Act information, provided the required training, and consistently filed timely MD-715 and EEOC Form 462 reports as well as other reports required by EEOC and Office of Personnel Management (OPM).
- The FAA timely implements necessary corrective actions such as facility postings, trainings, and reviews disciplinary actions as appropriate.

Executive Summary: Workforce Analyses

In FY 2016 FAA had a total workforce of 45,908 compared to the 45,649 employees in FY 2015.

Total Workforce by RNO – FAA

	Participation Rate for FY 2016		2010 CLF
	#	%	
Males	34,937	76.10%	51.84%
Females	10,971	23.90%	48.16%
Hispanic or Latino Males	2,670	5.82%	5.17%
Hispanic or Latino Females	832	1.81%	4.79%
White Males	27,029	58.87%	38.33%
White Females	7,230	15.74%	34.03%
Black or African American Males	2,851	6.21%	5.49%
Black or African American Females	2,074	4.52%	6.53%
Asian Males	1,590	3.46%	1.97%
Asian Females	551	1.20%	1.93%
NHOPI Males	135	0.29%	0.07%
NHOPI Females	42	0.09%	0.07%
AIAN Males	519	1.13%	0.55%
AIAN Females	183	0.40%	0.53%
Two or More Races Males	143	0.31%	0.26%
Two or More Races Females	59	0.13%	0.28%
Individuals with Targeted Disabilities	320	0.70%	CLF Not Available
*Numbers in red represent participation rates lower than the CLF			

In the beginning of FY 2016, the FAA employed 45,649 workers compared with 45,908 workers at the end of FY 2016. Therefore, during the course of FY 2016, the agency experienced a net gain of 259 employees or a net rate change of 0.57%.

During FY 2016, the number of FAA permanent and temporary employees reporting targeted disabilities reflects a positive change of 11 employees (FAA On-Board: 0.70 versus the Federal Goal: 2.55% resulting in a net change 3.56%).

Summary of Fiscal Year 2016 Accomplishments

While the FAA has made significant progress in FY 2016, all of the focus areas in Part I of this report will carry over into FY 2017 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 reports respectively and the Agency is in the process of implementing the recommendations emanating from the reports.

The Office of Civil Rights (ACR) is pleased to report a high level of sustained accomplishments for Fiscal Year (FY) 2016 in support of the Workforce of the Future & Best Places to Work goals. The following programs and activities reflect the agency's commitment to create 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 ensures program success and compliance. Our Model EEO Program included the following activities:

- **Policy:** ACR reviewed and commented on various EEO related reports and policies from OPM, EEOC and the Departmental Office of Civil Rights (DOCR). We also, coordinated and provided data and information to complete the annual No FEAR report to Congress.
- **EEO Complaint Activity:** ACR processed 435 informal complaints with a 99.1% rate of efficiency. The FAA's complaint ratio in FY 2016 was 0.95%, which is below the government-wide average of 1.14%. In FY 2016, there were 236 formal complaints filed with DOCR, which is a 14.49% decrease from FY 2015 filings. 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 chaired the EAC which actively engaged in supporting EEO/D&I goals, evaluated LOB/SO demographics, received awareness briefings from EEOC, and interacted with employee association presidents. The EAC was a catalyst for integrating EEO into the agency's strategic mission and provided management and program accountability. A major focus of the EAC was to drive changes to the OPM Standard Form 256 to easily identify persons with

targeted disabilities. As a direct result of FAA's input, OPM revised the SF 256 in August 2016 which is currently in use government-wide.

- **Assessment Activity:** In FY 2016, ACR conducted ten MD-715 assessments and eight follow-ups, as selected by ACR and LOB/SOs. In addition, ACR actively participated with the Executive Steering Committee on the Air Traffic Control Specialist hiring process. Additionally, we collaborated with the Office of Human Resources (AHR), Office of General Counsel (AGC), Office of Aviation Safety (AVS) and Air Traffic Organization (ATO) on the Aviation Safety Inspector and the Airway Transportation System Specialist hiring processes. We proactively identified and eliminated barriers to EEO, as well as identified 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 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 2016. 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:** The agency exceeded the People with Targeted Disabilities (PWTD) hiring goal of 2.33% achieving **2.64%**, 89 of 3373 total hires thus supporting President Obama's Executive Order 13548. We partnered with AHR to coordinate career fairs nationwide. Approximately 519 job candidates attended these events. To further support this initiative, we conducted training for approximately 974 managers and employees regarding Disability Awareness & Reasonable Accommodations for People with Disabilities (PWD). ACR exceeded the goal of efficiently processing 90% of reasonable accommodations within 25 business days from the date received attaining **94.26%**.
- **EEO Training Institute:** Utilizing various learning platforms, ACR delivered EEO training on EEO responsibilities, appropriate behavior, diversity, culture, and inclusion to **84.71%** of managers (goal: 60%) and **35.78%** of employees (goal: 10%), thus engaging in proactive prevention of unlawful discrimination. ACR continued its efforts to train 100% of FAA employees on the No FEAR Act and Model EEO Program to date achieving 94.29%. To address recent findings of discrimination, ACR partnered with ATO Leaders Training Leaders to develop and deliver a module on bullying. The training has helped to identify and reduce bullying in ATO facilities.
- **Alternative Dispute Resolution (ADR):** The goal to ensure that 70% of all managers engage in the ADR process, when the employee request mediation, was exceeded this year: **83%** of managers engaged in mediation.
- **Conflict Coaching Program:** The Conflict Coaching program utilization was up 93% in FY 2016. This is a one-on-one program designed to help participants' improve their conflict management skills. The goal of the program is to provide participants with an avenue to redress an issue without having to seek a formal complaint process such as an

EEO Complaint or Grievance. At least 76% of customers surveyed find value in the program.

- **Special Emphasis Programs:** The Hispanic Employment, Federal Women's and Persons with Disabilities Program Managers actively participated in the National Employee Forum along with employee association presidents co-chaired by ACR. The Special Emphasis Program Managers (SEPM) participated in various employee association national conferences providing speed mentoring, mock interview training, diversity and inclusion and other EEO/diversity training. ACR-1 served as the co-chair with the Departmental Office of Human Resources to host the first Diversity and Inclusion Day. The event was nationally broadcasted and well attended by all modal administration employees.
- **Redesign of the Report of Investigation (ROI) Process:** ACR redesigned the Report of Investigation (ROI) Development Process. The redesign considered all elements of developing the ROI from the initial stages of the DOCR formal complaint acceptance letter to the agency's response to the request for information which includes the procurement of data, documents, notification of witnesses, securing witness affidavit's and the compilation of the evidence. The redesign is intended to improve the efficiency and effectiveness of the investigative process.
- **EEO Complaint Information Exchange:** ACR conducted its first EEO Complaint Information Exchange Forum, in which EEO executives and practitioners from various Federal agencies across the DC metro area, New Jersey, and Pennsylvania, participated in a one day round-table discussion in which they shared their EEO programs "best practices". This was an opportunity to network with other federal organizations to continue efforts toward building a Model EEO Program in accordance with EEOC guidelines.

External Civil Rights Policy and Compliance

One of ACR's core missions is to enforce civil rights regulations and policies affecting airports, by improving the aviation experience for airport visitors, passengers, small businesses and communities. The following activities supported a viable Disadvantaged Business Enterprise/Airport Concession Disadvantaged Business Enterprise (DBE/ACDBE) program: improved accessibility for passengers with disabilities, increased enforcement of Title VI of the Civil Rights Act of 1964, increased access for Limited English proficient passengers, and reduced negative impacts on communities regarding environmental justice.

- **Policy:** To assist airports in addressing their many civil rights responsibilities and to clarify complex matters, ACR issued policy and guidance in the following areas: airport concession joint ventures, participation by women and minority small businesses in car rental concessions, Title VI grant assurance requirements in airport contracts and emergency evacuation and emerging technology use for persons with disabilities. To address resource constraints ACR engaged contractor support to develop a risk-based methodology for selecting airports for compliance reviews.

- **Office of Inspector General (OIG) and Congressional Inquiries:** As a result of the ongoing OIG audits and Congressional inquiries regarding FAA's DBE program, we increased our technical assistance and guidance to airport sponsors and stakeholders to ensure that our DBE participants operate in the most current and consistent manner and to mitigate misinterpretation of the program requirements. Conducting these consultations significantly addressed inconsistencies among various stakeholders. We have successfully coordinated and supported three OIG audits. From the 2014 report, we resolved two recommendations; the third is currently being coordinated with DOCR. We have reached an agreement on all six recommendations in the 2015 report. We are currently reviewing the 2016 report.
- **Disadvantaged Business Enterprise (DBE) Program:** In FY 2016, ACR approved one-hundred thirty eight (138) goal methodologies under Part 26 (contracting) and approved twenty-six (26) goal methodologies under Part 23 (concessions). An airport self-assessment pilot for program compliance was also conducted with nine airports. During FY 2016, ACR conducted two national DBE/ACDBE webinars with Airports Council International- North America (ACI-NA) members on car rental and prompt payment guidance. ACR collaborated with DOCR, Federal Transit Administration (FTA) and Federal Highway Administration (FHWA) to deliver the new DBE Academy Training Program. Additionally, ACR collaborated with DOCR, Federal Railroad Administration (FRA), and FHWA to deliver webinars on certification for certifiers that covered 18 states. ACR continued efforts to build-out the dbE-Connect program management system with items such as the new ADO Dashboard and automated ACDBE Firms Form.
- **Americans with Disabilities Act (ADA), Section 504 Program:** To further enhance ACR's communication, airport sponsors identified ADA/Section 504 points of contact allowing for more efficient communications regarding accessibility matters. ACR developed five new scalable training programs and partnered extensively with the Aviation Consumer Protection Division, Department of Justice (DOJ), FTA and Transportation Security Administration (TSA) in providing guidance to airport stakeholders. In particular, ACR participated in the negotiated rulemaking activities of the Service Animal Working Group, charged with proposing new rules for service animals on airplanes, under the Air Carrier Access Act.
- **Non-Discrimination at Airports (Title VI), Limited English Proficiency (LEP), Environmental Justice (EJ) Program.** ACR staff met one-on-one with many of the recipients who attended the Title VI sessions at the National Training Conference to provide targeted assistance. Additionally, ACR distributed the Title VI Awareness Tool to sixty (60) airports and updated the Title VI point of contact list, increasing the total to more than four hundred and seventy (470). ACR created and piloted a Title VI Mini-Review Tool and added Title VI elements to the FAA dbE-Connect System which was piloted to nine airports.
- **Compliance Reviews:** Airports nationwide are subject to a number of civil rights requirements. Using a risk based analysis; we selected a sample each year to review for violations, common misunderstandings, as well as best practices. This year we conducted 24 on-site compliance reviews, piloted nine self-assessment compliance reviews, plus an additional two DBE certification reviews. As a result, major airports nationwide have eliminated civil rights deficiencies and improved experiences for

travelers. The self-assessment tool will allow airports to measure and correct any violations, leveraging technology to ultimately reach up to 2,000 airports.

- **Training:** We engaged in a number of proactive measures to increase civil rights compliance, to include conducting:
 - **Agency-wide Training Sessions:** 34 national, regional and local training sessions with more than 1,200 participants, 137 consultations with approximately 119 airport sponsors and stakeholders, and 23 webinars impacting approximately 350 sponsors & stakeholders.
 - **National Training Conference:** ACR provided comprehensive civil rights training at the 7th Annual National Civil Rights Training Conference for Airports with approximately 200 participants. As a result of this annual training, attendees gained knowledge and tools to ensure program requirements are met and to reduce civil rights violations at airports.
 - **Airport Business Diversity Conference:** ACR continued to support the 2016 Airport Business Diversity Conference with the Airport Minority Advisory Council. FAA staff served on the planning committee and as conference speakers and moderators. This is one of the largest aviation conferences in the country, with over 850 registrants this year. This is a major educational and networking opportunity for small businesses, prime contractors and concessionaires, airport and government officials, and consultants.

Best Places to Work

ACR worked diligently in FY 2016 to improve the Best Places to Work (BPTW) status and increase the FAA Employee Engagement Index rating. ACR developed a management and employee workgroup to provide input for initiatives maximizing effectiveness and cultural engagement.

- **Quality Management System:** Service delivery and implementation of the ISO 9001:2008 Quality Management System was an FY 2016 focus. Through process improvement, employees are encouraged and required to fully engage with teammates, quality representatives and managers creating an environment of exchange, empowerment, ownership and high expectations. The growing pains of this process have reaffirmed the ACR commitment to BPTW success.

TAB 3

Part F

Certification

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

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

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

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

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

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

Mamie W. Mallory

1/13/2017

Signature of Principal EEO Director/Official

Date

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

[Signature]

JAN 31 2017

Signature of Agency Head or Agency Head Designee

Date

TAB 4

Policy Statements

FAA



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



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 715-01 Part G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
A.1.a. The Agency Head was installed on <u>12/05/2011</u> . The EEO policy statement was issued on <u>02/01/2012</u> . Was the EEO policy statement issued within 6-9 months of installation of the Agency Head?		X			The EEO Policy statement is reissued every year along with a reminder message to FAA employees via email message. All new employees receive a copy of the EEO Policy statement during the Onboarding Orientation and the Frontline Managers Course (FMC). This applies to questions A.1.a. to A.1.d
A.1.b. During the current Agency Head's tenure, has the EEO policy statement been re-issued annually? If no, provide an explanation.		X			
A.1.c. Are new employees provided a copy of the EEO policy statement during orientation?		X			
A.1.d. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X			

Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
A.2.a. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X			Annual reminder sent via email and FAA Broadcast
A.2.b. Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X			FAA websites (internet and intranet)
A.2.c. 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
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
A.3.a. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X			Model EEO program included in managers, supervisors, and executive performance standards.
A.3.b. Resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X			

A.3.c. Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X			
A.3.d. Support the agency's EEO program through allocation of mission personnel to participate in community outreach and recruitment programs with private employers, public schools and universities?	X			FAA EEO Program Order 1400.8A includes this.
A.3.e. Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X			
A.3.f. Ensure a workplace that is free from all forms of discrimination, harassment, and retaliation?	X			
A.3.g. 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			
A.3.h. Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X			
A.3.i. 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)
A.3.j. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about	X			New employee orientation, AHR Accountability Board Training, and the posting of the FAA Table of Penalties on the FAA websites.

the penalties for unacceptable behavior.					
A.3.k. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation or new employees and by making such procedures available on the World Wide Web or Internet?		X			These procedures are poster on the FAA internet and intranet sites and are provided during the Onboarding Orientation.
A.3.l. Have managers and supervisors 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 discrimination in any of the agency's policies, procedures, or practices and supports the agency's strategic mission.					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
B.1.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			

B.1.b. Are the duties and responsibilities of EEO officials clearly defined?		X			
B.1.c. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X			
B.1.d. If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X			
B.1.e. If the agency has 2 nd level reporting components; does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting component?				X	
B.1.f. If not, please describe how EEO program authority is delegated to subordinate reporting components.				X	
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
B.2.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			ACR-1 conducts as needed meetings with heads of each LOB to discuss EEO activity within their organization. Additionally, there are biweekly meetings between the FAA's ACR, AHR, and the Office of the General Counsel

				(AGC) to discuss EEO matters.
B.2.b. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X			May 2016
B.2.c. Are EEO program officials present during agency deliberations prior to decision 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. ACR-2 participates in the Workforce of the Future meetings with other LOB/SO leadership.
B.2.d. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as 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.
B.2.e. 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) or employees or applicants? [see 29 CFR § 1614.102(b)(3)]	X			
B.2.f. Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to	X			

ensure that EEO concerns are integrated into the Agency's strategic mission?					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
B.3.a. Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		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.
B.3.b. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessment and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X			
B.3.c. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X			
B.3.d. Federal Women's Program – 5. U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X			
B.3.e. Hispanic Employment Program – Title 5 CFR, Subpart B, 720.204		X			
B.3.f. People with Disabilities Program Manager; Selective Placement Program for Individuals with Disabilities – Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X			

B.3.g. Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP – 5 CFR 720; Veterans Employment Programs; and Black/African American, American Indian/Alaska Native, and 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 FEORP.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	The agency has committed sufficient budget to support the success 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	
B.4.a. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems.		X			The FAA has conducted a barrier analysis on the Major Occupations (MO) Air Traffic Controllers, 2152; Aviation Safety Inspectors, 1825; and Airway Transportation System Specialist, 2101.
B.4.b. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X			
B.4.c. Has funding been secured for publication and distribution of EEO materials (e.g., harassment policies, EEO posters, reasonable accommodation procedures, etc.)?		X			
B.4.d. Is there a central fund or other mechanism for funding supplies, equipment, and services necessary to provide disability accommodations?		X			DOT Disability Resource Center
B.4.e. Does the agency fund major renovation projects to ensure timely		X			

compliance with Uniform Federal Accessibility Standards?				
B.4.f. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
B.4.g. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 CFR § 1614.102(b)(5)]	X			
B.4.h. 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 ATN Broadcast.
B.4.i. Is there sufficient funding to provide all managers and supervisors with training and periodic updates on their EEO responsibilities:	X			
B.4.j. For ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			
B.4.k. To provide religious accommodations?	X			
B.4.l. To provide disability accommodations in accordance with the agency's written procedures?	X			
B.4.m. In the EEO discrimination complaint process?	X			
B.4.n. To participate in ADR?	X			

Essential Element C:

MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the Agency Head to hold all managers, supervisors, and EEO

Officials responsible for the effective implementation of the agency's EEO Program and Plan.						
Department of Transportation, Federal Aviation Administration			For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	EEO Program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
C.1.a. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X				
C.1.b. 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).	
Department of Transportation, Federal Aviation Administration			For period covering October 1, 2013 to September 30, 2014			
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		
C.2.a. Have time-tables or schedules been established for the agency to review		X				

its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?					
C.2.b. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X			
C.2.c. Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X			
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
C.3.a. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X			Human Resource Policy Manual (HRPM) Volume 4: Employee Relations Employee Relations ER-4.2 Maintaining Discipline and ER-4.5 FAA Procedures for Disciplinary and Adverse Actions.
C.3.b. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X			
C.3.c. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees		X			

found to have discriminated over the past two years?				
C.3.d. If so, cite number found to have discriminated and list penalty/disciplinary action.			X	There were two findings of discrimination in FY 2015. Disciplinary action was taken in one and no action taken in the other case. There were three findings of discrimination in FY 2016. One is on appeal, one is pending appeal and both managers in the other case retired before disciplinary action could be taken.
C.3.e. 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			
C.3.f. 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			

<p style="text-align: center;">Essential Element D:</p> <p style="text-align: center;">PROACTIVE PREVENTION</p> <p style="text-align: center;">Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</p>					
<p>Department of Transportation, Federal Aviation Administration</p>			<p>For period covering October 1, 2015 to September 30, 2016</p>		
<p>Compliance Indicator</p>	<p>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</p>	<p>Measure has been met</p>			<p>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</p>
		<p>Yes</p>	<p>No</p>	<p>N/A</p>	
<p>D.1.a. Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?</p>		X			<p>Currently addressing FAA MOs through a collaborative effort with all key LOB/SOs officials to address strategies for implementing corrective actions.</p>
<p>D.1.b. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers.</p>		X			<p>FAA identified several areas for improvement as a result of the barrier analysis of the 2152, 1825, and 2101 series hiring process. The FAA is in the process of implementing some of the recommendations emanating from the analysis.</p>
<p>D.1.c. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?</p>		X			
<p>D.1.d. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?</p>		X			<p>See data tables A1 and B1.</p>
<p>D.1.e. Are trend analyses of the workforce's major occupations conducted</p>		X			

by race, national origin, sex and disability?					
D.1.f. Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X			
D.1.f. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X			
D.1.g. Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex and disability?		X			
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
D.2.a. Are all employees encouraged to use ADR?		X			
D.2.b. Is the participation of supervisors and managers in the ADR process required?			X		Equal Employment Opportunity Mediation Program, Order 1400.10, encourages participation. Some of the Major LOB/SOs require participation when the complainant requests ADR.

Essential Element E:					
EFFICIENCY					
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
E.1.a. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X			
E.1.b. Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by the MD-715 and these instructions?		X			
E.1.c. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X			
E.1.d. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X			The FAA has an established Reasonable Accommodation Team (ReACT) process which is a best practice.

E.1.e. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X			FAA processed 94% of its accommodation request within the timeframe set forth in the agency's procedures for reasonable accommodation.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
E.2.a. Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X			FAA uses iComplaints to track all relevant information from beginning to end.
E.2.b. Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials, and other information to analyze complaint activity and trends?		X			
E.2.c. Does the agency hold contractors accountable for delay in counseling an investigation processing times?				X	FAA performs the counseling function, and the Departmental Office of Civil Rights (DOCR) has authority for the formal phase.
E.2.d. If yes, briefly describe how:				X	There is a designated POC to monitor contract counselors.
E.2.e. 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			

E.2.f. 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 DOOCR has the responsibility to meet the requirement for investigator training.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	The agency has sufficient staffing, funding, and authority to comply with the time frames in accordance with the EEOC (29 CFR § 1614) regulations for processing EEO complaints of employment discrimination.	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	
E.3.a. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR § 1614?		X			FAA uses iComplaints to track all relevant information from beginning to end. Response is from E.3.a. thru E.3.h.
E.3.b. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X			
E.3.c. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X			
E.3.d. Does the agency complete the investigations within the applicable prescribed time frame?		X			
E.3.e. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X			
E.3.f. When a complainant requests a hearing, does the agency immediately		X			

upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?					
E.3.g. When a settlement agreement is entered into, does the agency timely complete any obligations provided in such agreements?		X			FAA prepares Compliance Reports along with supporting documents as evidence that the terms of the Settlement Agreement are met. A report is submitted to DOCR.
E.3.h. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X			
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
E.4.a. In accordance with 29 CFR § 1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			The FAA has an ADR Program Order (1400.10)
E.4.b. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR § 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 in 29 CFR, but some of our LOB/SOs some of our LOB/SOs require managers to participate in the ADR process when complainant elects ADR.
E.4.c. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X		Eighty-three percent of managers engaged in mediation when requested by employees, although not required.

E.4.d. Does the responsible management official directly involved in the dispute have settlement authority?			X		
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
E.5.a. Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X			iComplaints system and the 462 Report.
E.5.b. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR § 1614.102(a)(1)?		X			Annually review iComplaints system for software updates.
E.5.c. Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X			
E.5.d. Does 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 EEOC.
E.5.e. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under		X			The FAA, in addition to the EEOC 462 report, conducts quarterly trend analysis on EEO complaint activity. Subsequent briefings are

Title VII and the Rehabilitation Act?					conducted with senior management teams to ascertain the significance of variable trends and determinations for resource allocations to address EEO variances.
E.5.f. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X			
E.5.g. Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X			FAA attends an annual forum and quarterly CR directors meetings that is inclusive of DOT OAs. FAA conducted its first EEO Complaint Information Exchange Form with other Federal Agencies to share best practices.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
E.6.a. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X			
E.6.b. 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.	
E.6.c. 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 consulted on that basis.	
Essential Element F:					
RESPONSIVENESS AND LEGAL COMPLIANCE					
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
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	
F.1.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 Judges?	X				
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			

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 the 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	
F.2.a. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below:		X			
F.2.b. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X			ACR, AHR, AGC and the LOB/SO coordinate the timely processing of ordered monetary relief. Response for F.2.b and F.2.c.
F.2.c. Are procedures in place to promptly process other forms of ordered relief?		X			
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2015 to September 30, 2016			
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance reports to the 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	
F.3.a. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X			
F.3.b. If so, please identify the employees by title in the comments section, and state how performance is measured.		X			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.
F.3.c. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X			
F.3.d. If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comment section.			X	
F.3.e. Have the involved employees received any formal training in EEO compliance?	X			
F.3.f. Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X			FAA has annual training requirement for EEO. Counselors and DOOCR ensures investigator training is conducted.
F.3.g. 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 DOOCR.
F.3.h. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award.	X			
F.3.i. 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			
F.3.j. Compensatory Damages: The final agency decision and evidence of payment, if made.	X			
F.3.k. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency	X			

official confirming that specific persons or groups of person attended training on a date certain.				
F.3.l. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s.	X			
F.3.m. 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			
F.3.n. Supplemental Investigation: <ol style="list-style-type: none"> 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			
F.3.o. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X			
F.3.p. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X			
F.3.q. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X			
F.3.r. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief 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

No section H is required for this report.

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) major occupation	Lower than expected participation rate in several categories

EEO Group(s) Affected by Trigger

EEO Group	Affected By Trigger?
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	No
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	Yes
Two or More Races Males	Yes
Two or More Races Females	Yes
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	
Reports (OIG, EEOC, MSPB, GAO, etc.)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
Yes	Yes

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
Other	Barrier analysis completed of the Aviation Safety Inspector Hiring Process. All relevant policies, procedures, and practices were reviewed and analyzed.

Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct a barrier analysis on this major 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 major 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	Yes	09/30/2016

Report of Accomplishments and Modifications to Objective

A barrier analysis of this MO hiring process has been completed and Corrective Action Plan is being reviewed. 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) major 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	

Sources of Data	Has Source Been Reviewed?	Identify Information Collected
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 of the ATCS Centralized Hiring Process. All relevant policies, procedures, and practices were reviewed and analyzed.

Objective(s) and Dates for EEO Plan

Objective	Date Objective Initiated (mm/dd/yyyy)	Target Date for Completion of Objective (mm/dd/yyyy)	Date Objective Completed (mm/dd/yyyy)
Conduct barrier analysis on this major 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 major 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	09/30/2015

Report of Accomplishments and Modifications to Objective

A barrier analysis of the Air Traffic Control Specialist Centralized Hiring Process has been completed. Some of the recommendations from the Corrective Action Plan have been implemented.

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) major 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

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

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	
Reports (OIG, EEOC, MSPB, GAO, etc.)	No	
Other (Please Describe)		

Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
Yes	Yes, the report is currently being reviewed.

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
	The barrier analysis process has been completed. Report is currently being reviewed.

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 major occupation.	10/01/2009	09/30/2015	09/30/2015
If any barriers are identified, create an action plan to address and implement recommended improvements if possible.	10/01/2009	09/30/2018	

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	09/30/2009	10/01/2014	Yes	09/30/2015

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
occupation				
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2009	10/01/2017	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	No
Hispanic or Latino Males	Yes
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	No
Native Hawaiian or Other Pacific Islander Males	Yes
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	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	No	
Complaint Data (i.e., Trends, Findings of Discrimination, etc.)	No	
Grievance Data	No	
Climate Assessment Survey	No	
Exit Interview Data	No	
Interviews	No	
Applicable Policies and Procedures	No	
Reports (OIG, EEOC, MSPB, GAO, etc.)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
No	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	10/01/2016	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	45,649	45,908	.57%
Reportable Disability	3430	3609	5.22%
Targeted Disability	309	320	3.56%

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	89

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 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					

Other Employment/Personnel Programs	Total	Reportable Disability	Targeted Disability	Not Identified	No Disability
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	No	N/A
# of PWTD in New Hires	No	N/A
% of PWTD in New Hires	Yes	2.33%

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.

Fiscal Year 16 Training Accomplishments

- # of Reasonable Accommodation trainings during FY 16 – 6
 - # of Managers trained on Reasonable Accommodation for FY 16 - 99
 - # of Employees trained on Reasonable Accommodation for FY 16 – 27
- # of Hiring People with disabilities including Targeted Disabilities trainings during FY 16 – 8
 - # of Managers trained on Employing PWTD for FY 16 - 97
 - # of Employees trained on Employing PWTD for FY 16 – 31
- # of Disability Awareness trainings during FY 16 - 2
 - # of Managers trained on Disability Awareness for FY 16 - 3
 - # of Employees trained on Disability Awareness for FY 16 - 13
- # of RAMS trainings during FY 16 - 8
 - # of Managers trained on RAMS for FY 16 - 117
 - # of Employees trained on RAMS for FY 16 - 22
- Online Disability Awareness Training
 - # of Managers trained - 234

- # of Employees trained - 558

Fiscal Year 16 Hiring Accomplishments

- ACR-1 chairs the agency's PWTD Tiger Team to examine hiring strategies to increase the number of PWD/PWTD employees at the FAA. The strategies included:
 - Established a PWTD hiring goal for FY16 of 2.33%.
 - Increased the recruitment and outreach of PWD and PWTD.
 - Provided one consultation to hiring managers in each LOB/SO on the hiring of PWD and PWTD.
 - Developed a memo for distribution by each LOB/SO Assistant Administrator in support of the hiring goal.
 - Provided training to hiring managers on the hiring of PWD and PWTD and resources available to recruit candidates.
 - Reviewed best practices in the FAA LOB/SOs that could be utilized across the agency
- During FY16, the FAA hired 327 PWD and of those 89 were PWTD which was 2.68% of all new hires.
- The National People with Disabilities Program Manager conducted four information sessions on FAA hiring strategies for PWD/PWTD to MD, DC and VA vocational rehab offices.
- The National People with Disabilities Program Manager provided monthly reports for every FAA LOB/SO, which outlined the LOB/SO progress towards the PWTD hiring goal and Reasonable Accommodation Efficiency measure.
- Through the efforts of the National People with Disabilities Program, we maintained relationships with various organizations and agencies across the country who assist individuals with disabilities find employment in the federal government. In addition, we attended numerous career fairs that targeted people with disabilities to promote the FAA and our efforts to increase the hiring of people with disabilities. Through these targeted outreach efforts, we maintained contact with candidates that had a strong desire to work for the FAA and provided them with current open positions and information on our hiring procedures which contributed to the agency successfully reaching the FY16 hiring goal.

Fiscal Year 16 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, 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 to make sure the request is processed in a timely manner.

- Percentage of requests processed within the 25 day time frame set forth on our reasonable accommodation procedures.
 - FY 2013 – 89%
 - FY 2014 – 94%
 - FY 2015 – 93%
 - FY 2016 – 94%
- ACR and AGC delivered the ReAct training module to the Office of Aviation Medicine doctors who participate in reasonable accommodation review process.
- ACR and AHR partnered to coordinate nationwide career fairs for PWD/PWTD candidates. Approximately 519 candidates attended these events. Several candidates were considered for FAA positions.

TAB 9

Tables by RNO and Gender A1-A14

"A" Tables	Description	Comments
TableA1	Workforce- Distribution by Race/Ethnicity and Sex	Data Provided
TableA2	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
TableAS-1	Participation Rates For Wage Grades by Race/Ethnicity and Sex	Data Provided
TableA5-2	Participation Rates For Wage Grades by Race/Ethnicity and Sex	Data Provided
Table ASNS-1	Participation Rates for Non-Supervisory Wage Grades- Distribution by Race/Ethnicity and Sex	Data Provided
Table ASNS-2	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex- Permanent Workforce	Data Provided
TableASS-1	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table ASS-2	Participation Rates for Supervisory Wage Grades- Distribution by Race/Ethnicity and Sex	Data Provided
Table AS	Participation Rates for Major Occupations- Distribution by Race/Ethnicity and Sex	Data Provided
TableA7	Hires for Major Occupations Distribution by Race/Ethnicity and Sex	Data Provided
Table AS	New Hires by Type of Appointment- Distribution by Race/Ethnicity and Sex	Data Provided
TableA9	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
TableA12	Participation in Career Development by Race/Ethnicity and Sex	Not Available
TableA13	Employee Recognition and Awards- Distribution by Race/Ethnicity and Sex	Data Provided
TableA14	Separations by Type of Separation- Distribution by Race/Ethnicity and Sex	Data Provided

List of Workforce Data Tables

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

FEDERAL AVIATION ADMINISTRATION Pay Period from 201521 to 201621

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian 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	#	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
Current FY	#	45908	34937	10971	2670	832	27025	7224	2851	2074	1590	551	135	42	519	183	143	59
	%	100%	76.10%	23.90%	5.82	1.81	58.87	15.74	6.21	4.52	3.46	1.2	0.29	0.09	1.13	0.4	0.31	0.13
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	#	259	224	35	110	19	-7	-24	32	14	50	22	-1	-4	14	-6	22	8
Ratio Change	%	0.00%	0.06%	-0.06%	0.21%	0.03%	-0.35%	-0.14%	0.03%	0.01%	0.09%	0.04%	0.00%	-0.01%	0.02%	-0.02%	0.05%	0.02%
Net Change	%	0.57%	0.65%	0.32%	4.30%	2.34%	-0.03%	-0.33%	1.14%	0.68%	3.25%	4.16%	-0.74%	-8.70%	2.77%	-3.17%	18.18%	15.69%
PERMANENT																		
Prior 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%
Current FY	#	45312	34478	10834	2616	813	26712	7147	2793	2042	1566	542	133	42	512	183	142	59
	%	100%	76.09%	23.91%	5.77%	1.79%	58.95%	15.77%	6.16%	4.51%	3.46%	1.20%	0.29%	0.09%	1.13%	0.40%	0.31%	0.13%
Difference	#	9	12	-3	85	15	-163	-48	20	9	36	15	-2	-3	11	-5	21	8
Ratio Change	%	0%	0.01%	-0.01%	0.19%	0.03%	-0.37%	-0.11%	0.04%	0.02%	0.08%	0.03%	0.00%	-0.01%	0.02%	-0.01%	0.05%	0.02%
Net Change	%	0.02%	0.03%	-0.03%	3.36%	1.88%	-0.61%	-0.67%	0.72%	0.44%	2.35%	2.85%	-1.48%	-6.67%	2.20%	-2.66%	17.36%	15.69%
TEMPORARY																		
Prior 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
Current FY	#	596	459	137	54	19	313	77	58	32	24	9	2	0	7	0	1	0
	%	100%	77.01%	22.99%	9.06	3.19	52.52	12.92	9.73	5.37	4.03	1.51	0.34	0	1.17	0	0.17	0
Difference	#	250	212	38	25	4	156	24	12	5	14	7	1	-1	3	-1	1	0
Ratio Change	%	0%	5.63%	-5.63%	0.68%	-1.15%	7.14%	-2.40%	-3.56%	-2.43%	1.14%	0.93%	0.05%	-0.29%	0.02%	-0.29%	0.17%	0.00%
Net Change	%	72.25%	85.83%	38.38%	86.21%	26.67%	99.36%	45.28%	26.09%	18.52%	140.00%	350.00%	100.00%	#####	75.00%	-100.00%	0%	0%

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

Organizational Component	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
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%
	#	3450	2270	1180	108	55	1800	851	172	136	90	66	4	1	87	64	9	7
AERONAUTICAL CENTER (SB)	%	100%	65.80%	34.20%	3.13%	1.59%	52.17%	24.67%	4.99%	3.94%	2.61%	1.91%	0.12%	0.03%	2.52%	1.86%	0.26%	0.20%
	#	853	689	164	33	7	571	131	26	8	19	8	2	0	36	8	2	2
ALASKAN REGION (SB)	%	100%	80.77%	19.23%	3.87%	0.82%	66.94%	15.36%	3.05%	0.94%	2.23%	0.94%	0.23%	0.00%	4.22%	0.94%	0.23%	0.23%
	#	1972	1563	409	51	20	1378	312	72	65	28	5	2	3	27	4	5	0
CENTRAL REGION (SB)	%	100%	79.26%	20.74%	2.59%	1.01%	69.88%	15.82%	3.65%	3.30%	1.42%	0.25%	0.10%	0.15%	1.37%	0.20%	0.25%	0.00%
	#	4313	3531	782	230	67	2872	579	285	106	115	24	3	0	17	3	9	3
EASTERN REGION (SB)	%	100%	81.87%	18.13%	5.33%	1.55%	66.59%	13.42%	6.61%	2.46%	2.67%	0.56%	0.07%	0.00%	0.39%	0.07%	0.21%	0.07%
	#	5126	4231	895	178	48	3719	751	208	77	70	7	3	0	45	8	8	4
GREAT LAKES REGION (SB)	%	100%	82.54%	17.46%	3.47%	0.94%	72.55%	14.65%	4.06%	1.50%	1.37%	0.14%	0.06%	0.00%	0.88%	0.16%	0.16%	0.08%
	#	8578	5579	2999	377	184	3873	1635	716	958	507	170	15	8	75	32	16	12
HEADQUARTERS (SB)	%	100%	65.04%	34.96%	4.39%	2.15%	45.15%	19.06%	8.35%	11.17%	5.91%	1.98%	0.17%	0.09%	0.87%	0.37%	0.19%	0.14%
	#	1277	1007	270	29	9	909	239	26	11	29	7	0	3	12	1	2	0
NEW ENGLAND REGION (SB)	%	100%	78.86%	21.14%	2.27%	0.70%	71.18%	18.72%	2.04%	0.86%	2.27%	0.55%	0.00%	0.23%	0.94%	0.08%	0.16%	0.00%
	#	3867	2970	897	153	51	2525	703	70	45	144	72	15	5	43	17	20	4
NORTHWEST MOUNTAIN REGION (SB)	%	100%	76.80%	23.20%	3.96%	1.32%	65.30%	18.18%	1.81%	1.16%	3.72%	1.86%	0.39%	0.13%	1.11%	0.44%	0.52%	0.10%
	#	6240	5000	1240	572	131	3664	718	608	345	80	24	8	2	49	14	19	6
SOUTHERN REGION (SB)	%	100%	80.13%	19.87%	9.17%	2.10%	58.72%	11.51%	9.74%	5.53%	1.28%	0.38%	0.13%	0.03%	0.79%	0.22%	0.30%	0.10%
	#	4604	3696	908	443	142	2720	578	347	134	96	27	10	1	74	21	6	5
SOUTHWEST REGION (SB)	%	100%	80.28%	19.72%	9.62%	3.08%	59.08%	12.55%	7.54%	2.91%	2.09%	0.59%	0.22%	0.02%	1.61%	0.46%	0.13%	0.11%
	#	731	520	211	34	10	407	137	29	47	45	15	1	0	4	2	0	0
TECHNICAL CENTER (SB)	%	100%	71.14%	28.86%	4.65%	1.37%	55.68%	18.74%	3.97%	6.43%	6.16%	2.05%	0.14%	0.00%	0.55%	0.27%	0.00%	0.00%
	#	4291	3418	873	408	89	2274	513	234	110	343	117	70	19	43	9	46	16
WESTERN PACIFIC REGION (SB)	%	100%	79.66%	20.34%	9.51%	2.07%	52.99%	11.96%	5.45%	2.56%	7.99%	2.73%	1.63%	0.44%	1.00%	0.21%	1.07%	0.37%
	#	45302	34474	10828	2616	813	26712	7147	2793	2042	1566	542	133	42	512	183	142	59
Total	%	100%	76.10%	23.90%	5.77%	1.79%	58.96%	15.78%	6.17%	4.51%	3.46%	1.20%	0.29%	0.09%	1.13%	0.40%	0.31%	0.13%

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

Occupational Categories	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian Other Pacific		American Indian Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	3641	2835	806	178	49	2193	550	315	165	80	24	10	3	51	13	8	2
	%	100%	77.86%	22.14%	4.89%	1.35%	60.23%	15.11%	8.65%	4.53%	2.20%	0.66%	0.27%	0.08%	1.40%	0.36%	0.22%	0.05%
Mid-Level (Grades 13-14)	#	1975	1597	378	149	31	1212	263	141	62	50	8	3	4	36	8	6	2
	%	100%	80.86%	19.14%	7.54%	1.57%	61.37%	13.32%	7.14%	3.14%	2.53%	0.41%	0.15%	0.20%	1.82%	0.41%	0.30%	0.10%
First-Level (Grades 12 and Below)	#	356	294	62	22	5	236	49	27	7	6	0	0	0	2	1	1	0
	%	100%	82.58%	17.42%	6.18%	1.40%	66.29%	13.76%	7.58%	1.97%	1.69%	0.00%	0.00%	0.00%	0.56%	0.28%	0.28%	0.00%
Other	#	10784	7054	3730	669	272	5021	2126	832	1043	320	179	43	18	134	74	35	18
	%	100%	65.41%	34.59%	6.20%	2.52%	46.56%	19.71%	7.72%	9.67%	2.97%	1.66%	0.40%	0.17%	1.24%	0.69%	0.32%	0.17%
Officials And Managers - TOTAL	#	16756	11780	4976	1018	357	8662	2988	1315	1277	456	211	56	25	223	96	50	22
	%	100%	70.30%	29.70%	6.08%	2.13%	51.69%	17.83%	7.85%	7.62%	2.72%	1.26%	0.33%	0.15%	1.33%	0.57%	0.30%	0.13%
2. Professionals	#	5639	4298	1341	272	93	3025	858	331	203	584	159	12	3	61	21	13	4
	%	100%	76.22%	23.78%	4.82%	1.65%	53.64%	15.22%	5.87%	3.60%	10.36%	2.82%	0.21%	0.05%	1.08%	0.37%	0.23%	0.07%
3. Technicians	#	17414	14526	2888	1068	238	11824	2208	908	270	447	111	45	7	163	26	71	28
	%	100%	83.42%	16.58%	6.13%	1.37%	67.90%	12.68%	5.21%	1.55%	2.57%	0.64%	0.26%	0.04%	0.94%	0.15%	0.41%	0.16%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	1649	325	1324	24	111	192	832	79	277	17	56	1	7	9	38	3	3
	%	100%	19.71%	80.29%	1.46%	6.73%	11.64%	50.45%	4.79%	16.80%	1.03%	3.40%	0.06%	0.42%	0.55%	2.30%	0.18%	0.18%
6. Craft Workers	#	82	81	1	5	0	63	1	1	0	4	0	3	0	5	0	0	0
	%	100%	98.78%	1.22%	6.10%	0.00%	76.83%	1.22%	1.22%	0.00%	4.88%	0.00%	3.66%	0.00%	6.10%	0.00%	0.00%	0.00%
7. Operatives	#	3747	3457	290	228	12	2941	255	159	15	57	5	16	0	51	1	5	2
	%	100%	92.26%	7.74%	6.08%	0.32%	78.49%	6.81%	4.24%	0.40%	1.52%	0.13%	0.43%	0.00%	1.36%	0.03%	0.13%	0.05%
8. Laborers and Helpers	#	4	4	0	1	0	2	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	10	2	8	0	2	2	5	0	0	0	0	0	0	0	1	0	0
	%	100%	20.00%	80.00%	0.00%	20.00%	20.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%

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

GS/GM, SES AND RELATED GRADES	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian Other Pacific		American Indian Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	4	3	1	0	0	2	1	1	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	50.00%	25.00%	25.00%	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	#	160	48	112	6	14	25	61	10	22	3	9	0	3	3	2	1	1
	%	100%	30.00%	70.00%	3.75%	8.75%	15.63%	38.13%	6.25%	13.75%	1.88%	5.63%	0.00%	1.88%	1.88%	1.25%	0.63%	0.63%
GS-06	#	42	9	33	1	2	2	18	5	7	1	4	0	0	0	2	0	0
	%	100%	21.43%	78.57%	2.38%	4.76%	4.76%	42.86%	11.90%	16.67%	2.38%	9.52%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%
GS-07	#	768	152	616	14	46	87	375	39	146	9	31	1	0	1	18	1	0
	%	100%	19.79%	80.21%	1.82%	5.99%	11.33%	48.83%	5.08%	19.01%	1.17%	4.04%	0.13%	0.00%	0.13%	2.34%	0.13%	0.00%
GS-08	#	905	746	159	84	15	579	115	43	19	30	7	1	0	6	1	3	2
	%	100%	82.43%	17.57%	9.28%	1.66%	63.98%	12.71%	4.75%	2.10%	3.31%	0.77%	0.11%	0.00%	0.66%	0.11%	0.33%	0.22%
GS-09	#	1829	873	956	92	94	601	614	117	185	37	29	7	9	13	21	6	4
	%	100%	47.73%	52.27%	5.03%	5.14%	32.86%	33.57%	6.40%	10.11%	2.02%	1.59%	0.38%	0.49%	0.71%	1.15%	0.33%	0.22%
GS-10	#	2022	1246	776	129	78	872	452	134	176	69	40	9	1	26	24	7	5
	%	100%	61.62%	38.38%	6.38%	3.86%	43.13%	22.35%	6.63%	8.70%	3.41%	1.98%	0.45%	0.05%	1.29%	1.19%	0.35%	0.25%
GS-11	#	2033	1684	349	105	28	1399	264	104	34	41	14	6	1	17	4	12	4
	%	100%	82.83%	17.17%	5.16%	1.38%	68.81%	12.99%	5.12%	1.67%	2.02%	0.69%	0.30%	0.05%	0.84%	0.20%	0.59%	0.20%
GS-12	#	8270	6560	1710	528	151	5009	1098	567	319	269	101	33	5	118	24	36	12
	%	100%	79.32%	20.68%	6.38%	1.83%	60.57%	13.28%	6.86%	3.86%	3.25%	1.22%	0.40%	0.06%	1.43%	0.29%	0.44%	0.15%
GS-13	#	8340	6430	1910	508	123	4807	1198	525	417	446	120	28	10	94	31	22	11
	%	100%	77.10%	22.90%	6.09%	1.47%	57.64%	14.36%	6.29%	5.00%	5.35%	1.44%	0.34%	0.12%	1.13%	0.37%	0.26%	0.13%
GS-14	#	16490	13269	3221	937	199	10647	2281	887	520	550	152	35	10	168	42	45	17
	%	100%	80.47%	19.53%	5.68%	1.21%	64.57%	13.83%	5.38%	3.15%	3.34%	0.92%	0.21%	0.06%	1.02%	0.25%	0.27%	0.10%
GS-15	#	3981	3099	882	194	60	2410	595	324	177	99	32	10	3	54	13	8	2
	%	100%	77.84%	22.16%	4.87%	1.51%	60.54%	14.95%	8.14%	4.45%	2.49%	0.80%	0.25%	0.08%	1.36%	0.33%	0.20%	0.05%
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior Executive Service	#	199	132	67	6	2	100	50	18	12	6	3	0	0	2	0	0	0
	%	100%	66.33%	33.67%	3.02%	1.01%	50.25%	25.13%	9.05%	6.03%	3.02%	1.51%	0.00%	0.00%	1.01%	0.00%	0.00%	0.00%

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	#																	
HUMAN RESOURCES MANAGEMENT (0201)	#	334	105	229	13	14	63	102	27	100	1	9	0	1	1	3	0	0
Occupational CLF	%	100%	31.44%	68.56%	3.89%	4.19%	18.86%	30.54%	8.08%	29.94%	0.30%	2.69%	0.00%	0.30%	0.30%	0.90%	0.00%	0.00%
GENERAL ENGINEERING (0801)	#	857	721	136	51	17	479	63	68	34	114	19	2	0	7	3	0	0
Occupational CLF	%	100%	84.13%	15.87%	5.95%	1.98%	55.89%	7.35%	7.93%	3.97%	13.30%	2.22%	0.23%	0.00%	0.82%	0.35%	0.00%	0.00%
CIVIL ENGINEERING (0810)	#	456	378	78	39	8	258	48	25	9	47	12	2	0	4	1	3	0
Occupational CLF	%	100%	82.89%	17.11%	8.55%	1.75%	56.58%	10.53%	5.48%	1.97%	10.31%	2.63%	0.44%	0.00%	0.88%	0.22%	0.66%	0.00%
ELECTRONICS ENGINEERING (0855)	#	756	682	74	49	11	421	27	50	13	149	22	1	0	12	1	0	0
Occupational CLF	%	100%	90.21%	9.79%	6.48%	1.46%	55.69%	3.57%	6.61%	1.72%	19.71%	2.91%	0.13%	0.00%	1.59%	0.13%	0.00%	0.00%
AEROSPACE ENGINEERING (0861)	#	822	684	138	33	8	509	101	33	9	95	20	3	0	5	0	6	0
Occupational CLF	%	100%	83.21%	16.79%	4.01%	0.97%	61.92%	12.29%	4.01%	1.09%	11.56%	2.43%	0.36%	0.00%	0.61%	0.00%	0.73%	0.00%
CONTRACTING (1102)	#	247	109	138	2	9	73	80	32	36	1	8	1	1	0	3	0	1
Occupational CLF	%	100%	44.13%	55.87%	0.81%	3.64%	29.55%	32.39%	12.96%	14.57%	0.40%	3.24%	0.40%	0.40%	0.00%	1.21%	0.00%	0.40%
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)	#	421	306	115	44	5	215	70	28	31	11	5	2	1	5	1	1	2
Occupational CLF	%	100%	72.68%	27.32%	10.45%	1.19%	51.07%	16.63%	6.65%	7.36%	2.61%	1.19%	0.48%	0.24%	1.19%	0.24%	0.24%	0.48%
AVIATION SAFETY INSPECTOR (1825)	#	4285	3949	336	269	13	3336	295	192	17	68	6	16	0	61	4	7	1
Occupational CLF	%	100%	92.16%	7.84%	6.28%	0.30%	77.85%	6.88%	4.48%	0.40%	1.59%	0.14%	0.37%	0.00%	1.42%	0.09%	0.16%	0.02%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	#	5909	5461	448	540	32	3995	292	516	74	242	36	37	2	104	9	27	3
Occupational CLF	%	100%	92.42%	7.58%	9.14%	0.54%	67.61%	4.94%	8.73%	1.25%	4.10%	0.61%	0.63%	0.03%	1.76%	0.15%	0.46%	0.05%
AIR TRAFFIC CONTROL SPECIALIST (2152)	#	18410	15311	3099	1144	254	12478	2388	972	291	433	105	49	9	164	25	71	27
Occupational CLF	%	100%	83.17%	16.83%	6.21%	1.38%	67.78%	12.97%	5.28%	1.58%	2.35%	0.57%	0.27%	0.05%	0.89%	0.14%	0.39%	0.15%
INFORMATION TECHNOLOGIST (0334)	#	1532	1103	429	63	18	820	280	112	78	76	41	4	0	27	10	1	2
Occupational CLF	%	100%	72.00%	28.00%	4.11%	1.17%	53.52%	18.28%	7.31%	5.09%	4.96%	2.68%	0.26%	0.00%	1.76%	0.65%	0.07%	0.13%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2015-10-01 TO 2016-09-30)

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
	All	male	female	Hispanic or Latino		Non- Hispanic or Latino				Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races	
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
HUMAN RESOURCES MANAGEMENT (0201)																			
#	29	8	21	0	1	2	10	5	8	1	1	0	0	0	0	0	0	0	
Accessions	%	100%	27.59%	72.41%	0.00%	3.45%	6.90%	34.48%	17.24%	27.59%	3.45%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF	#	100%	39.70%	60.30%	3.70%	5.80%	30.40%	44.20%	3.30%	7.10%	1.80%	2.30%	0.00%	0.10%	0.30%	0.50%	0.20%	0.30%	
GENERAL ENGINEERING (0801)																			
#	31	23	8	0	1	17	4	1	1	5	2	0	0	0	0	0	0	0	
Accessions	%	100%	74.19%	25.81%	0.00%	3.23%	54.84%	12.90%	3.23%	3.23%	16.13%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF	#	100%	88.30%	11.70%	4.10%	0.70%	70.70%	8.00%	3.40%	0.90%	9.20%	1.90%	0.10%	0.00%	0.50%	0.10%	0.40%	0.10%	
CIVIL ENGINEERING (0810)																			
#	42	31	11	2	3	17	8	2	0	7	0	1	0	2	0	0	0	0	
Accessions	%	100%	73.81%	26.19%	4.76%	7.14%	40.48%	19.05%	4.76%	0.00%	16.67%	0.00%	2.38%	0.00%	4.76%	0.00%	0.00%	0.00%	
CLF	#	100%	87.60%	12.40%	4.00%	0.90%	72.00%	9.10%	3.60%	0.70%	7.00%	1.40%	0.10%	0.00%	0.40%	0.10%	0.40%	0.10%	
ELECTRONICS ENGINEERING (0855)																			
#	28	26	2	3	1	12	0	2	0	9	1	0	0	0	0	0	0	0	
Accessions	%	100%	92.86%	7.14%	10.71%	3.57%	42.86%	0.00%	7.14%	0.00%	32.14%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF	#	100%	91.30%	8.70%	4.80%	0.70%	70.90%	5.50%	4.40%	0.90%	10.20%	1.50%	0.10%	0.00%	0.50%	0.10%	0.30%	0.10%	
AEROSPACE ENGINEERING (0861)																			
#	72	49	23	1	0	38	18	1	0	9	5	0	0	0	0	0	0	0	
Accessions	%	100%	68.06%	31.94%	1.39%	0.00%	52.78%	25.00%	1.39%	0.00%	12.50%	6.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF	#	100%	88.20%	11.80%	4.90%	0.70%	68.80%	8.20%	3.60%	0.60%	10.00%	2.00%	0.10%	0.00%	0.50%	0.10%	0.40%	0.10%	
CONTRACTING (1102)																			
#	36	17	19	1	0	9	11	7	7	0	0	0	0	0	0	1	0	0	
Accessions	%	100%	47.22%	52.78%	2.78%	0.00%	25.00%	30.56%	19.44%	19.44%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%	
CLF	#	100%	46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.50%	1.40%	1.80%	0.00%	0.10%	0.30%	0.50%	0.10%	0.30%	
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)																			
#	32	27	5	1	0	24	2	2	3	0	0	0	0	0	0	0	0	0	
Accessions	%	100%	84.38%	15.63%	3.13%	0.00%	75.00%	6.25%	6.25%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF	#	100%	53.60%	46.40%	4.40%	4.30%	41.00%	32.20%	4.30%	6.90%	2.90%	2.10%	0.10%	0.10%	0.60%	0.50%	0.30%	0.30%	
AVIATION SAFETY INSPECTOR (1825)																			
#	277	252	25	17	1	216	21	8	1	5	1	2	0	2	0	1	0	0	
Accessions	%	100%	90.97%	9.03%	6.14%	0.36%	77.98%	7.58%	2.89%	0.36%	1.81%	0.36%	0.72%	0.00%	0.72%	0.00%	0.36%	0.00%	
CLF	#	100%	83.90%	16.10%	10.00%	2.50%	61.90%	9.80%	8.50%	3.20%	2.60%	0.30%	0.00%	0.10%	0.70%	0.10%	0.20%	0.10%	
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)																			
#	302	287	15	40	2	196	9	27	2	12	2	5	0	3	0	4	0	0	
Accessions	%	100%	95.03%	4.97%	13.25%	0.66%	64.90%	2.98%	8.94%	0.66%	3.97%	0.66%	1.66%	0.00%	0.99%	0.00%	1.32%	0.00%	
CLF	#	100%	36.70%	63.30%	2.90%	5.90%	27.10%	43.80%	3.60%	8.90%	2.60%	3.60%	0.00%	0.10%	0.30%	0.60%	0.30%	0.40%	
AIR TRAFFIC CONTROL SPECIALIST (2152)																			
#	277	249	28	28	4	192	20	17	3	5	0	1	0	4	0	2	1	0	
Accessions	%	100%	89.89%	10.11%	10.11%	1.44%	69.31%	7.22%	6.14%	1.08%	1.81%	0.00%	0.36%	0.00%	1.44%	0.00%	0.72%	0.36%	
CLF	#	100%	81.60%	18.40%	5.60%	1.50%	64.80%	13.80%	7.80%	1.80%	2.20%	0.80%	0.40%	0.20%	0.50%	0.10%	0.40%	0.20%	
INFORMATION TECHNOLOGIST (0334)																			
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Accessions	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
CLF	#	100%	70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.60%	4.50%	5.10%	1.60%	0.10%	0.00%	0.50%	0.30%	0.40%	0.20%	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2015-10-01 TO 2016-09-30)

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

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	1891	1396	495	126	31	1021	305	135	118	67	27	9	2	25	4	10	2
	%	100%	73.82%	26.18%	6.66%	1.64%	53.99%	16.13%	7.14%	6.24%	3.54%	1.43%	0.48%	0.11%	1.32%	0.21%	0.53%	0.11%
Temporary	#	1499	1175	324	137	46	874	205	93	48	53	21	2	0	10	1	6	3
	%	100%	78.39%	21.61%	9.14%	3.07%	58.31%	13.68%	6.20%	3.20%	3.54%	1.40%	0.13%	0.00%	0.67%	0.07%	0.40%	0.20%
TOTAL	#	3390	2571	819	263	77	1895	510	228	166	120	48	11	2	35	5	16	5
	%	100%	75.84%	24.16%	7.76%	2.27%	55.90%	15.04%	6.73%	4.90%	3.54%	1.42%	0.32%	0.06%	1.03%	0.15%	0.47%	0.15%
Nat 2010 CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

CLF is based on all workers on all Census Population

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (201621)

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

Permanent Workforce	RACE/ETHNICITY																	
	TOTAL WORKFORCE			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career Ladder Promotions	#	1452	1170	282	76	28	949	212	73	24	44	12	6	0	17	4	4	2
	%	100%	80.58%	19.42%	5.23%	1.93%	65.36%	14.60%	5.03%	1.65%	3.03%	0.83%	0.41%	0.00%	1.17%	0.28%	0.28%	0.14%
Time in grade in excess of miniumum																		
1-12 Months	#	106	84	22	4	3	60	16	7	2	8	1	2	0	2	0	1	0
	%	100%	79.25%	20.75%	3.77%	2.83%	56.60%	15.09%	6.60%	1.89%	7.55%	0.94%	1.89%	0.00%	1.89%	0.00%	0.94%	0.00%
13-24 Months	#	99	80	19	3	1	71	17	4	1	2	0	0	0	0	0	0	0
	%	100%	80.81%	19.19%	3.03%	1.01%	71.72%	17.17%	4.04%	1.01%	2.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25 + months	#	543	458	85	19	6	396	68	23	6	12	4	1	0	5	1	2	0
	%	100%	84.35%	15.65%	3.50%	1.10%	72.93%	12.52%	4.24%	1.10%	2.21%	0.74%	0.18%	0.00%	0.92%	0.18%	0.37%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2015-10-01 TO 2016-09-30)

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		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	#																	
Voluntary	#	2602	1959	643	115	41	1600	445	145	117	52	19	11	2	31	14	5	5
	%	100%	75.29%	24.71%	4.42%	1.58%	61.49%	17.10%	5.57%	4.50%	2.00%	0.73%	0.42%	0.08%	1.19%	0.54%	0.19%	0.19%
Involuntary	#	128	94	34	9	2	65	22	11	7	6	1	2	1	0	1	1	0
	%	100%	73.44%	26.56%	7.03%	1.56%	50.78%	17.19%	8.59%	5.47%	4.69%	0.78%	1.56%	0.78%	0.00%	0.78%	0.78%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total separation	#	2730	2053	677	124	43	1665	467	156	124	58	20	13	3	31	15	6	5
	%	100%	75.20%	24.80%	4.54%	1.58%	60.99%	17.11%	5.71%	4.54%	2.12%	0.73%	0.48%	0.11%	1.14%	0.55%	0.22%	0.18%

TAB 10

Tables by Disability

B1-B14

'B" Tables	Description	Comments
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List of Workforce Data Tables

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

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period from 201521 to 201621

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92	
		No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsive	Mental	Mental	Distortion	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	45649	40102	2117	3430	309	28	24	18	75	18	31	9	104	2
	%	100%	87.85%	4.64%	7.51%	0.68%	0.06%	0.05%	0.04%	0.16%	0.04%	0.07%	0.02%	0.23%	0.00%
Current FY	#	45908	40049	2250	3609	320	28	23	16	76	18	31	8	118	2
	%	100%	87.24%	4.90%	7.86%	0.70%	0.06%	0.05%	0.03%	0.17%	0.04%	0.07%	0.02%	0.26%	0.00%
Federal Goal (FY09)	#					2.55%									
Difference	#	259	-53	133	179	11	0	-1	-2	1	0	0	-1	14	0
Ratio Change	%	0.00%	-0.61%	0.26%	0.35%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%
Net Change	%	0.57%	-0.13%	6.28%	5.22%	3.56%	0.00%	-4.17%	-11.11%	1.33%	0.00%	0.00%	-11.11%	13.46%	0.00%
PERMANENT WORKFORCE															
Prior FY	#	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%
Current FY	#	45312	39509	2225	3578	317	28	23	16	74	18	31	8	117	2
	%	100%	87.19%	4.91%	7.90%	0.70%	0.06%	0.05%	0.04%	0.16%	0.04%	0.07%	0.02%	0.26%	0.00%
Difference	#	9	-303	132	180	12	1	-1	-2	1	0	0	-1	14	0
Ratio Change	%	0.00%	-0.69%	0.29%	0.40%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%
Net Change	%	0.02%	-0.76%	6.31%	5.30%	3.93%	3.70%	-4.17%	-11.11%	1.37%	0.00%	0.00%	-11.11%	13.59%	0.00%
TEMPORARY WORKFORCE															
Prior FY	#	346	290	24	32	4	1	0	0	2	0	0	0	1	0
	%	100%	83.82%	6.94%	9.25%	1.16%	0.29%	0.00%	0.00%	0.58%	0.00%	0.00%	0.00%	0.29%	0.00%
Current FY	#	596	540	25	31	3	0	0	0	2	0	0	0	1	0
	%	100%	90.60%	4.19%	5.20%	0.50%	0.00%	0.00%	0.00%	0.34%	0.00%	0.00%	0.00%	0.17%	0.00%
Difference	#	250	250	1	-1	-1	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	6.79%	-2.74%	-4.05%	-0.65%	-0.29%	0.00%	0.00%	-0.24%	0.00%	0.00%	0.00%	-0.12%	0.00%
Net Change	%	72.25%	86.21%	4.17%	-3.13%	-25.00%	-100.00%	0%	0%	0.00%	0%	0%	0%	0.00%	0%

Pay Period 201621

Table B2 - Permanent Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Federal Goal (FY09)	%				2.55%										
AERONA UTICAL	#	3451	2782	203	466	36	6	1	0	10	2	4	0	13	0
	%	100%	80.61%	5.88%	13.50%	1.04%	0.17%	0.03%	0.00%	0.29%	0.06%	0.12%	0.00%	0.38%	0.00%
ALASKAN REGION	#	853	717	45	91	2	1	0	0	0	0	0	0	1	0
	%	100%	84.06%	5.28%	10.67%	0.23%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%
CENTRAL REGION	#	1972	1743	54	175	9	2	0	1	1	1	3	0	1	0
	%	100%	88.39%	2.74%	8.87%	0.46%	0.10%	0.00%	0.05%	0.05%	0.05%	0.15%	0.00%	0.05%	0.00%
EASTERN REGION	#	4314	4002	112	200	20	2	2	3	3	1	2	1	6	0
	%	100%	92.77%	2.60%	4.64%	0.46%	0.05%	0.05%	0.07%	0.07%	0.02%	0.05%	0.02%	0.14%	0.00%
GREAT LAKES	#	5126	4552	294	280	24	5	2	1	8	1	1	0	6	0
	%	100%	88.80%	5.74%	5.46%	0.47%	0.10%	0.04%	0.02%	0.16%	0.02%	0.02%	0.00%	0.12%	0.00%
HEADQUARTERS	#	8579	7090	586	903	112	5	15	7	26	7	10	5	36	1
	%	100%	82.64%	6.83%	10.53%	1.31%	0.06%	0.17%	0.08%	0.30%	0.08%	0.12%	0.06%	0.42%	0.01%
NEW ENGLAND	#	1277	1180	33	64	6	0	0	0	0	1	1	0	4	0
	%	100%	92.40%	2.58%	5.01%	0.47%	0.00%	0.00%	0.00%	0.00%	0.08%	0.08%	0.00%	0.31%	0.00%
NORTHEAST	#	3871	3274	329	268	23	1	0	1	4	3	3	0	10	1
	%	100%	84.58%	8.50%	6.92%	0.59%	0.03%	0.00%	0.03%	0.10%	0.08%	0.08%	0.00%	0.26%	0.03%
SOUTHERN REGION	#	6242	5652	175	415	33	3	0	1	9	1	2	1	16	0
	%	100%	90.55%	2.80%	6.65%	0.53%	0.05%	0.00%	0.02%	0.14%	0.02%	0.03%	0.02%	0.26%	0.00%
SOUTHWEST	#	4605	4053	193	359	20	1	2	1	6	0	2	1	7	0
	%	100%	88.01%	4.19%	7.80%	0.43%	0.02%	0.04%	0.02%	0.13%	0.00%	0.04%	0.02%	0.15%	0.00%
TECHNICAL CENTER	#	731	639	11	81	14	1	0	1	4	1	2	0	5	0
	%	100%	87.41%	1.50%	11.08%	1.92%	0.14%	0.00%	0.14%	0.55%	0.14%	0.27%	0.00%	0.68%	0.00%
WESTERN PACIFIC	#	4291	3825	190	276	18	1	1	0	3	0	1	0	12	0
	%	100%	89.14%	4.43%	6.43%	0.42%	0.02%	0.02%	0.00%	0.07%	0.00%	0.02%	0.00%	0.28%	0.00%
Total	#	45312	39509	2225	3578	317	28	23	16	74	18	31	8	117	2
	%	100%	87.19%	4.91%	7.90%	0.70%	0.06%	0.05%	0.04%	0.16%	0.04%	0.07%	0.02%	0.26%	0.00%

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

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201621

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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental on/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
1. Officials and Managers															
Executive /Senior	#	3641	3308	136	197	11	0	4	0	2	1	1	0	3	0
	%	100%	90.85%	3.74%	5.41%	0.30%	0.00%	0.11%	0.00%	0.05%	0.03%	0.03%	0.00%	0.08%	0.00%
Mid-Level (Grades	#	1975	1782	71	122	3	0	1	0	1	0	1	0	0	0
	%	100%	90.23%	3.59%	6.18%	0.15%	0.00%	0.05%	0.00%	0.05%	0.00%	0.05%	0.00%	0.00%	0.00%
First-Level	#	356	337	5	14	1	0	0	0	0	1	0	0	0	0
	%	100%	94.66%	1.40%	3.93%	0.28%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%
Other	#	10785	8683	774	1328	134	9	9	6	30	6	18	4	50	2
	%	100%	80.51%	7.18%	12.31%	1.24%	0.08%	0.08%	0.06%	0.28%	0.06%	0.17%	0.04%	0.46%	0.02%
Officials And	#	16757	14110	986	1661	149	9	14	6	33	8	20	4	53	2
	%	100%	84.20%	5.88%	9.91%	0.89%	0.05%	0.08%	0.04%	0.20%	0.05%	0.12%	0.02%	0.32%	0.01%
2. Professio	#	5640	4873	307	460	54	2	4	4	12	5	5	0	22	0
	%	100%	86.40%	5.44%	8.16%	0.96%	0.04%	0.07%	0.07%	0.21%	0.09%	0.09%	0.00%	0.39%	0.00%
3. Technicia	#	17416	16310	475	631	38	5	1	4	7	1	2	0	18	0
	%	100%	93.65%	2.73%	3.62%	0.22%	0.03%	0.01%	0.02%	0.04%	0.01%	0.01%	0.00%	0.10%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administr	#	1652	1160	136	356	56	11	4	1	13	4	4	3	16	0
	%	100%	70.22%	8.23%	21.55%	3.39%	0.67%	0.24%	0.06%	0.79%	0.24%	0.24%	0.18%	0.97%	0.00%
6. Craft Workers	#	82	54	12	16	1	0	0	0	0	0	0	1	0	0
	%	100%	65.85%	14.63%	19.51%	1.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.22%	0.00%	0.00%
7. Operative	#	3750	2992	308	450	18	1	0	1	9	0	0	0	7	0
	%	100%	79.79%	8.21%	12%	0.48%	0.03%	0.00%	0.03%	0.24%	0.00%	0.00%	0.00%	0.19%	0.00%
8. Laborers	#	4	2	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50%	25%	25%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	10	7	0	3	1	0	0	0	0	0	0	0	1	0
	%	100%	70%	0%	30%	10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%

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

Occupational Category	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
HUMAN RESOURCES	#	335	263	21	51	3	1	0	0	0	0	0	0	2	0
	%	100%	78.51%	6.27%	15.22%	0.90%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.60%	0.00%
GENERAL ENGINEER	#	857	785	25	47	5	0	0	1	1	1	0	0	2	0
	%	100%	91.60%	2.92%	5.48%	0.58%	0.00%	0.00%	0.12%	0.12%	0.12%	0.00%	0.00%	0.23%	0.00%
CIVIL ENGINEER	#	456	387	41	28	3	0	0	1	0	0	0	0	2	0
	%	100%	84.87%	8.99%	6.14%	0.66%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.44%	0.00%
ELECTRONICS	#	756	689	21	46	6	0	1	0	2	0	2	0	1	0
	%	100%	91.14%	2.78%	6.08%	0.79%	0.00%	0.13%	0.00%	0.26%	0.00%	0.26%	0.00%	0.13%	0.00%
AEROSPACE CONTRACTING	#	247	209	12	26	5	0	0	0	3	0	1	0	1	0
	%	100%	84.62%	4.86%	10.53%	2.02%	0.00%	0.00%	0.00%	1.21%	0.00%	0.40%	0.00%	0.40%	0.00%
GENERAL INSPECTOR	#	421	336	42	43	2	0	1	0	0	0	0	0	1	0
	%	100%	79.81%	9.98%	10.21%	0.48%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%	0.00%
AVIATION SAFETY	#	4288	3460	332	496	17	1	0	1	9	0	0	0	6	0
	%	100%	80.69%	7.74%	11.57%	0.40%	0.02%	0.00%	0.02%	0.21%	0.00%	0.00%	0.00%	0.14%	0.00%
AIRWAY TRANSPORT	#	5909	4921	371	617	33	2	3	1	4	0	4	0	19	0
	%	100%	83.28%	6.28%	10.44%	0.56%	0.03%	0.05%	0.02%	0.07%	0.00%	0.07%	0.00%	0.32%	0.00%
AIR TRAFFIC CONTROLLER	#	18410	17545	382	483	21	1	1	3	3	1	2	0	10	0
	%	100%	95.30%	2.07%	2.62%	0.11%	0.01%	0.01%	0.02%	0.02%	0.01%	0.01%	0.00%	0.05%	0.00%
INFORMATION TECHNOLOGIST	#	1532	1288	71	173	25	2	4	2	6	2	1	0	8	0
	%	100%	84.07%	4.63%	11.29%	1.63%	0.13%	0.26%	0.13%	0.39%	0.13%	0.07%	0.00%	0.52%	0.00%

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

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities									
			(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Permanent	#	1891	1387	199	305	30	1	0	2	4	0	4	0	19	0	
	%	100%	73.35%	10.52%	16.13%	1.59%	0.05%	0.00%	0.11%	0.21%	0.00%	0.21%	0.00%	1.00%	0.00%	
Temporary	#	1499	1437	28	34	1	0	0	0	0	0	0	0	1	0	
	%	100%	95.86%	1.87%	2.27%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	
Total	#	3390	2824	227	339	31	1	0	2	4	0	4	0	20	0	
	%	100%	83.30%	6.70%	10.00%	0.91%	0.03%	0.00%	0.06%	0.12%	0.00%	0.12%	0.00%	0.59%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2015-10-01 TO 2016-09-30)

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

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Voluntary	#	2602	2268	100	234	22	0	1	3	4	0	5	0	9	0
Voluntary	%	100%	87.16%	3.84%	8.99%	0.85%	0.00%	0.04%	0.12%	0.15%	0.00%	0.19%	0.00%	0.35%	0.00%
Involuntary	#	128	89	8	31	7	2	0	0	2	0	0	0	3	0
Involuntary	%	%	69.53%	6.25%	24.22%	5.47%	1.56%	0.00%	0.00%	1.56%	0.00%	0.00%	0.00%	2.34%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RIF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Separation	#	2730	2357	108	265	29	2	1	3	6	0	5	0	12	0
Total Separation	%	100%	86.34%	3.96%	9.71%	1.06%	0.07%	0.04%	0.11%	0.22%	0.00%	0.18%	0.00%	0.44%	0.00%

TAB 11

FAA 462 Report

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	432	408
C.1. COUNSELED WITHIN 30 DAYS	68	67
C.2. COUNSELED WITHIN 31 TO 90 DAYS	360	347
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	119	118
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	239	233
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	4	4
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	85	85
D.2. INITIATED DURING THE REPORTING PERIOD	432	402
D.3. COMPLETED/ENDED COUNSELINGS	432	408
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	59	58
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	132	129
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	226	217
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	15	15
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	85	85

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

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	1	1
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	14	14	\$68,312.54
G.1. COMPENSATORY DAMAGES	1	1	\$1,200.00
G.2. BACKPAY/FRONTPAY	2	2	\$6,600.00
G.3. LUMP SUM PAYMENT	8	8	\$47,385.54
G.4. ATTORNEY FEES AND COSTS	1	1	\$5,000.00
G.5. SALARY INCREASE	2	2	\$2,027.00
G.6. RELOCATION EXPENSES	1	1	\$6,100.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	53	52
H.1. HIRES	1	1
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	1	1
H.2. PROMOTIONS	4	4
H.2.a. RETROACTIVE	1	1
H.2.b. NON-RETROACTIVE	3	3
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	18	18
H.5. REMOVALS RESCINDED	2	2
H.5.a. REINSTATEMENT	1	1
H.5.b. VOLUNTARY RESIGNATION	1	1
H.6. ACCOMMODATIONS	3	3
H.7. TRAINING	13	13
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	5	5
H.9.a. RESCINDED	5	5
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	6	6
H.11. LEAVE RESTORED	9	9
H.12. NEUTRAL REFERENCE	1	1
H.13. CONDUCT INVESTIGATION;RECOMMENDATION;NON-BARGAINING WITNESS AT MEETINGS;ALTERNATE WORK SCHEDULE; DESIGNATED LEAVE APPROVERS	8	8
H.14. DETAIL; WEEKLY MTGS; ADMIN LEAVE; MD-715 ASSESSMENT;	8	8

I. NON-ADR SETTLEMENTS		
	COUNSELING	INDIVIDUALS
TOTAL	1	1

PART II - FORMAL COMPLAINT ACTIVITIES

572	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
241	B. COMPLAINTS FILED
13	C. REMANDS (sum of lines C1+C2+C3)
5	C.1. REMANDS (NOT INCLUDED IN A OR B)
8	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
818	D. TOTAL COMPLAINTS
812	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
274	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
6	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
552	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
232	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
3	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	45,898			
A.1.b. PERMANENT EMPLOYEES	45,302			
A.2. COUNSELOR	10		4	
A.2.a. FULL-TIME	5	50	0	0
A.2.b. PART-TIME	4	40	4	100
A.2.c. COLLATERAL DUTY	1	10	0	0
A.3. INVESTIGATOR	0		0	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	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	10	4	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	10	4	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 & FAA Diversity Advocate, ACR-1
4.	WHO DOES THAT PERSON REPORT TO?	
	PERSON	Michael Huerta
	TITLE	FAA Administrator

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

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2016

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	1	0	1	2	1	1	0	2	23	9	9
B. ASSIGNMENT OF DUTIES	0	0	0	2	1	0	1	2	6	27	11	11
C. AWARDS	0	0	0	2	1	0	1	0	2	6	4	4
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	7	0	2	4	1	13	46	19	18
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	1	0	0	0	0	2	5	3	3
E.3. SUSPENSION	0	0	0	4	0	2	3	1	6	25	11	10
E.4. REMOVAL	0	0	0	2	0	0	1	0	3	12	3	3
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	1	3	1	1
E.6. Opportunity to Demonstrate Performance	0	0	0	0	0	0	0	0	1	1	1	1
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	0	0	0	0	2	8	5	5
G. PERF. EVAL./APPRAISAL	0	0	0	4	1	0	6	1	4	24	10	10
H. EXAMINATION/TEST	0	0	0	1	0	0	1	0	0	4	1	1
I. HARASSMENT	1	1	2	28	6	3	24	9	87	318	127	126
I.1. NON-SEXUAL	1	1	2	28	6	3	24	9	82	304	118	117
I.2. SEXUAL									5	14	9	9
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	7	2	2
K. PAY INCLUDING OVERTIME	0	0	0	2	0	0	0	0	2	25	11	11
L. PROMOTION/NON-SELECTION	1	1	0	11	5	1	4	0	34	136	60	57
M. REASSIGNMENT	0	0	0	2	1	0	2	1	3	19	11	11
M.1. DENIED	0	0	0	0	1	0	1	0	1	4	3	3
M.2. DIRECTED	0	0	0	2	0	0	1	1	2	15	8	8
N. REASONABLE ACCOMMODATION									10	40	23	23
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	1	0	0	0	0	4	16	10	10
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	1	0	0	1	0	0	2	1	1
T. TERMINATION	0	0	0	5	2	0	3	1	9	43	23	23
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	0	0	2	5	3	3
V. TIME AND ATTENDANCE	0	0	0	1	0	0	0	0	4	13	4	4
W. TRAINING	0	0	0	5	0	0	1	1	7	28	13	13
X. OTHER (Please specify below)	0	0	0	1	0	0	1	0	2	7	3	3
X.1. FOIA	0	0	0	1	0	0	1	0	1	3	1	1
X.2. OWCP Compensation	0	0	0	0	0	0	0	0	1	4	2	2
X.3.	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
TOTAL ALL ISSUES BY BASES	2	3	2	76	19	7	50	16	194			

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 2016

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						
TOTAL ALL COMPLAINTS FILED BY BASES	2	3	2	53	17	5	35	12	134			
TOTAL ALL COMPLAINANTS BY BASES	2	3	2	51	17	5	34	12	128			

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 2016

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	3	1	1	0	1	2			3	1	3	0	23	9	9
B. ASSIGNMENT OF DUTIES	2	4	0	0	0	1			5	0	3	0	27	11	11
C. AWARDS	0	0	0	0	0	0			0	0	0	0	6	4	4
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	3	3	0	0	1	0			3	4	4	1	46	19	18
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	1	0	0	0	0			0	1	0	0	5	3	3
E.3. SUSPENSION	3	1	0	0	1	0			3	0	1	0	25	11	10
E.4. REMOVAL	0	1	0	0	0	0			0	3	2	0	12	3	3
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	1	1	3	1	1
E.6. Opportunity to Demonstrate Perform	0	0	0	0	0	0			0	0	0	0	1	1	1
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	3	0	0	0	0	0			1	0	1	0	8	5	5
G. EVALUATION/APPRaisal	1	3	0	0	0	1			3	0	0	0	24	10	10
H. EXAMINATION/TEST	0	1	0	0	0	0			0	0	1	0	4	1	1
I. HARASSMENT	10	48	0	1	6	9			35	24	22	2	318	127	126
I.1. NON-SEXUAL	8	41	0	1	6	9			35	24	22	2	304	118	117
I.2. SEXUAL	2	7	0	0									14	9	9
J. MEDICAL EXAMINATION	0	2	0	0	0	0			1	1	2	0	7	2	2
K. PAY INCLUDING OVERTIME	5	5	0	0	1	0	4	2	3	0	1	0	25	11	11
L. PROMOTION/NON-SELECTION	8	10	0	0	4	1			38	5	13	0	136	60	57
M. REASSIGNMENT	0	4	0	0	0	0			6	0	0	0	19	11	11
M.1. DENIED	0	1	0	0	0	0			0	0	0	0	4	3	3
M.2. DIRECTED	0	3	0	0	0	0			6	0	0	0	15	8	8
N. REASONABLE ACCOMMODATION DISABILITY				1						11	17	1	40	23	23
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	2	0	0	1	0			8	0	0	0	16	10	10
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	2	1	1
T. TERMINATION	1	9	0	0	2	0			3	1	7	0	43	23	23
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0			1	0	0	0	5	3	3
V. TIME AND ATTENDANCE	0	3	0	0	0	0			1	2	2	0	13	4	4
W. TRAINING	2	6	0	0	1	0			4	0	1	0	28	13	13
X. OTHER (Please specify below)	0	1	0	0	0	0			0	1	1	0	7	3	3
X.1. FOIA	0	0	0	0	0	0			0	0	0	0	3	1	1
X.2. OWCP Compensation	0	1	0	0	0	0			0	1	1	0	4	2	2
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	38	103	1	2	17	14	4	2	115	50	78	4			

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

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	27	68	1	1	13	13	4	2	86	32	52	3			
TOTAL ALL COMPLAINANTS BY BASES	26	66	1	1	13	13	4	2	83	32	52	3			

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 2016

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	0	0	2	1	0	2	1	1	6	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	5	0	1	1	0	7	15	5	5	15	6	5
C. AWARDS	0	0	0	3	0	1	2	0	4	8	3	3	9	3	3
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	1	0	0	4	1	3	5	0	12	20	7	7	13	3	3
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	1	0	0	1	1	1	2	0	5	8	4	4	4	2	2
E.3. SUSPENSION	0	0	0	2	0	0	1	0	4	0	0	0	9	4	4
E.4. REMOVAL	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	2	2	0	2	8	2	2	0	0	0
E.6. EEO Investigation	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
E.7	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	2	2	2
G. PERF. EVAL./APPRAISAL	0	0	0	5	2	1	3	0	5	21	8	8	8	4	4
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	1	1	24	6	2	13	2	37	78	31	31	100	37	35
I.1. NON-SEXUAL	1	1	1	24	6	2	13	2	37	76	29	29	99	36	34
I.2. SEXUAL									0	2	2	2	1	1	1
J. MEDICAL EXAMINATION	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	3	0	1	1	0	6	10	3	3	10	4	4
L. PROMOTION/NON-SELECTION	0	1	0	9	3	0	4	1	17	34	13	13	51	20	18
M. REASSIGNMENT	0	0	0	1	0	0	1	0	2	6	3	3	7	4	4
M.1. DENIED	0	0	0	0	0	0	0	0	0	3	2	2	4	3	3
M.2. DIRECTED	0	0	0	1	0	0	1	0	2	3	1	1	3	1	1
N. REASONABLE ACCOMMODATION									4	0	0	0	7	4	4
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	0	0	0	4	1	1
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	1	0	0	5	1	0	2	1	5	8	3	3	18	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	5	0	1	2	0	3	13	7	7	9	3	3
V. TIME AND ATTENDANCE	0	0	0	0	0	1	1	0	4	6	2	2	4	3	3
W. TRAINING	0	1	0	5	0	1	2	0	4	24	6	6	7	3	3
X. OTHER (Please specify below)	0	0	0	1	0	0	0	0	1	0	0	0	5	1	1
X.1. Workers' Compensation Medical Entitlement	0	0	0	1	0	0	0	0	1	0	0	0	5	1	1
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	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	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	2	0	37	5	12	23	4	39						

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

AGENCY OR DEPARTMENT: DOT Federal Aviation Administration

REPORTING PERIOD: FY 2016

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 SELLEMENT 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									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	19	2	2	10	4	20						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	19	2	2	10	4	20						
2. COMPLAINT SETTLEMENT ALLEGATIONS	3	2	1	34	8	0	16	1	72						
2.2A. NUMBER OF COMPLAINTS SETTLED	3	1	1	20	7	0	9	1	45						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	1	1	19	7	0	9	1	38						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
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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 SETTLEMENTS	SEX			PDA	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 SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	1	0	0	2	0			1	0	0	0	2	1	1	6	2	2
B. ASSIGNMENT OF DUTIES	4	1	0	0	1	2			4	2	2	0	15	5	5	15	6	5
C. AWARDS	1	3	0	0	0	1			2	0	0	0	8	3	3	9	3	3
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	0	0	0	0	0	1			2	0	0	0	20	7	7	13	3	3
E.1. DEMOTION	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			1	0	0	0	8	4	4	4	2	2
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	9	4	4
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	1			1	0	0	0	8	2	2	0	0	0
E.6. EEO Investigation	0	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	0	0	0			0	0	1	0	0	0	0	2	2	2
G. EVALUATION/APPRaisal	4	2	0	0	0	2			5	0	0	0	21	8	8	8	4	4
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	12	22	0	1	2	7			21	4	14	1	78	31	31	100	37	35
I.1. NON-SEXUAL	10	21	0	1	2	7			21	4	14	1	76	29	29	99	36	34
I.2. SEXUAL	2	1	0	0									2	2	2	1	1	1
J. MEDICAL EXAMINATION	1	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0
K. PAY INCLUDING OVERTIME	1	2	0	0	0	1	1	0	4	0	0	0	10	3	3	10	4	4
L. PROMOTION/NON-SELECTION	6	11	0	0	4	2			17	1	4	0	34	13	13	51	20	18
M. REASSIGNMENT	2	0	0	0	1	0			2	0	2	0	6	3	3	7	4	4
M.1. DENIED	2	0	0	0	0	0			1	0	2	0	3	2	2	4	3	3
M.2. DIRECTED	0	0	0	0	1	0			1	0	0	0	3	1	1	3	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0								0	0	0	0	7	4	4
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	1	0	0	0	0			1	0	1	0	0	0	0	4	1	1
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	2	4	0	0	0	3			2	1	3	0	8	3	3	18	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	2	1	0	0	0	1			2	0	1	0	13	7	7	9	3	3
V. TIME AND ATTENDANCE	0	0	0	0	0	1			1	0	0	0	6	2	2	4	3	3
W. TRAINING	4	2	0	0	0	4			4	0	1	0	24	6	6	7	3	3
X. OTHER (Please specify below)	0	1	0	0	0	0			1	0	1	0	0	0	0	5	1	1
X.1. Workers' Compensation Medical Entitlement	0	1	0	0	0	0			1	0	1	0	0	0	0	5	1	1
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	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	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	27	23	0	0	3	18	1	0	30	10	16	2						

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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 SETELEMETS	SEX			PDA	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		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	10	16	0	0	2	7	1	0	15	6	7	1						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	10	16	0	0	2	7	1	0	15	6	7	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	18	31	0	2	7	9	0	0	40	2	23	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	8	22	0	2	4	6	0	0	24	2	15	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	7	10	0	2	3	6	0	0	23	1	11	0						

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						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
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
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	1	0	0	0	1	1	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. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	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	1	1	1	1	1
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	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	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	1	0	0	0	0	1	0	0	0	3	1	3	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	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	0	0	0	0
I. Final Agency Decision 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	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN 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	# COMPLAINANTS 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											
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								
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	0	0	2								
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	0	0	2								
3. Final Agency Order Findings Implemented	0	0	0	1	0	0	0	0	1								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	1	0	0	0	0	1								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	0	0	0	0	1								

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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 COMPLAINED 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 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
C. AWARDS	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
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	0	0	0
E.1. DEMOTION	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
E.3. SUSPENSION	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
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	1	1	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7.	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
G. EVALUATION/APPRaisal	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
I. HARASSMENT	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
I.2. SEXUAL	0	0	0	0	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	1	0	0	0	0	1	1	1	1	1
K. PAY INCLUDING OVERTIME	0	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	0	0	0	0
M. REASSIGNMENT	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
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	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
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
T. TERMINATION	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
V. TIME AND ATTENDANCE	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	3	1	3	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	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	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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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 COMPLAINEE 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									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	1	0	0	0	0	0	0	0	0	0	1	0								
2.2a. Number AJ Decisions With Findings	1	0	0	0	0	0	0	0	0	0	1	0								
3. Final Agency Order Findings Implemented	1	0	0	0	0	0	0	0	0	0	1	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	1	0	0	0	0	0	0	0	0	0	1	0								
3.3b. # of Complainants issued FOs with Findings Implemented	1	0	0	0	0	0	0	0	0	0	1	0								

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PART V - SUMMARY OF CLOSURES BY STATUTE

233	A.1. TITLE VII
3	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
93	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
64	A.3. REHABILITATION ACT
9	A.4. EQUAL PAY ACT (EPA)
6	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
408	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	274	107345	391.77
A.1. WITHDRAWALS	10	4168	416.80
A.1.a. NON-ADR WITHDRAWALS	10	4168	416.80
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	71	41463	583.99
A.2.a. NON-ADR SETTLEMENTS	69	40645	589.06
A.2.b. ADR SETTLEMENTS	2	818	409.00
A.3. FINAL AGENCY ACTIONS	193	61714	319.76
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	158	32512	205.77
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	68	25748	378.65
B.3. DISMISSAL OF COMPLAINTS	90	6764	75.16
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	35	29202	834.34
C.1. AJ DECISION FULLY IMPLEMENTED	34	27875	819.85
C.1.a. FINDING DISCRIMINATION	2	1852	926.00
C.1.b. FINDING NO DISCRIMINATION	31	26007	838.94
C.1.c. DISMISSAL OF COMPLAINTS	1	16	16.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	1327	1,327.00
C.2.a. FINDING DISCRIMINATION	1	1327	1,327.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	1327	1,327.00
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	68	6028	88.65
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	22	1541	70.05
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	8	375	46.88
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	14	1166	83.29
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	17	1763	103.71
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	2	112	56.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	15	1651	110.07
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	22	1890	85.91
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	7	379	54.14
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	15	1511	100.73
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	7	834	119.14
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	28	28.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	6	806	134.33

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	73	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	51	\$1,705,647.03
B.1. BACK PAY/FRONT PAY	1	\$2,000.00
B.2. LUMP SUM PAYMENT	37	\$873,263.75
B.3. COMPENSATORY DAMAGES	3	\$164,235.00
B.4. ATTORNEY FEES AND COSTS	24	\$666,148.28
D. INTENTIONALLY LEFT BLANK		
B.5. CREDIT CARD SPENDING LIMIT INCREASE	1	\$50,000.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	62	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	3	2
F.2.a. RETROACTIVE	2	1
F.2.b. NON-RETROACTIVE	1	1
F.3. EXPUNGEMENTS	5	5
F.4. REASSIGNMENTS	9	9
F.5. REMOVALS RESCINDED	2	0
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	1	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	4	5
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	7	7
F.9.a. RESCINDED	6	4
F.9.b. MODIFIED	1	3
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	20	7
F.12. NEUTRAL REFERENCE	2	2
F.13. Priority Consideration for New Vacancies;Telework;Government Vehicle Use;Paid Leave;Immediate Release;Relocation;Pay Increase	0	7
F.14.	0	0

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY_

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	552	430105			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	78	20153	258.37	3943	
A.2. COMPLAINTS PENDING IN INVESTIGATION	87	8012	92.09	845	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	323	332399	1029.1	3473	490-2009-00006X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	64	69541	1086.58	6819	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	196	26948	137.49
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	82	15127	184.48
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	48	7658	159.54
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	34	7469	219.68
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	32	6968	217.75
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	2	501	250.50
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$688,898.40		\$8,401.20
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	114	11821	103.69
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	114	11821	103.69
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$421,152.48		\$3,694.32

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 2016

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	318	305		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	73	72		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	245	238		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	153	151		
C.2. ANOTHER FEDERAL AGENCY	46	46		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	4	4		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	2	2		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
D.1. MEDIATION	198	195	10674	52.07
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	3	3	72	24.00
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)	4	4	168	42.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
E.1. TOTAL CLOSED	245	238	12141	49.56
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	58	57	2863	49.36
E.1.b. NO FORMAL COMPLAINT FILED	61	60	2931	48.05
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	117	115	5837	49.89
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	9	9	510	56.67

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 2016

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		3	3		
B.2. REJECTED BY COMPLAINANT		1	1		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		2	2		
C.1. INHOUSE		1	1		
C.2. ANOTHER FEDERAL AGENCY		0	0		
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)		2	2	125	62.50
D.1. MEDIATION		2	2	125	62.50
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		2	2	125	62.50
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		2	2	125	62.50
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		0	0	0	0.00
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)		2	2	\$15,671.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		2	2	\$15,671.00	
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		1	1		
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		0	0		
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		2	2		
F.2.l. NEUTRAL REFERENCE		1	1		
F.2.m.		0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	45898
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	16
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)	12
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$114,740.54

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

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

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2015 through September 30, 2016 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	leslie proll
TITLE OF CERTIFYING OFFICIAL:	Director
TELEPHONE NUMBER:	(202) 366-4648
E-MAIL:	leslie.proll@dot.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	01-11-2016

NAME OF PREPARER:	William Roberts
TITLE OF PREPARER:	Database Administrator
TELEPHONE NUMBER:	(202) 366-5637
E-MAIL:	william.roberts.ctr@dot.gov
DATE:	01-11-2016

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 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 2016

Form 462 Comments

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

Part I

D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 85 | 92 | The difference in the number of pre-complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 85 | 92 | The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 217 | 232 | Part I. Line D.3.c. (Individuals) (217 entered) is not equal to Part II. Line J. (232 entered) due to the existence of (15) pre-complaints in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

D3c--Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 226 | 241 | Part I. Line D.3.c. (Counselings) (226 entered) is not equal to Part II. Line B. (241 entered) due to the existence of (15) pre-complaints in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

Part II

A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 572 | 571 | The difference in the number of formal complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 complaints in which the formal file or closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

PART III

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

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

Part X

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

If D.8>0, then comment required | N/A | N/A | 4 | 0 | Both Mediation and Facilitation was used in (4) counselings.

Part XI

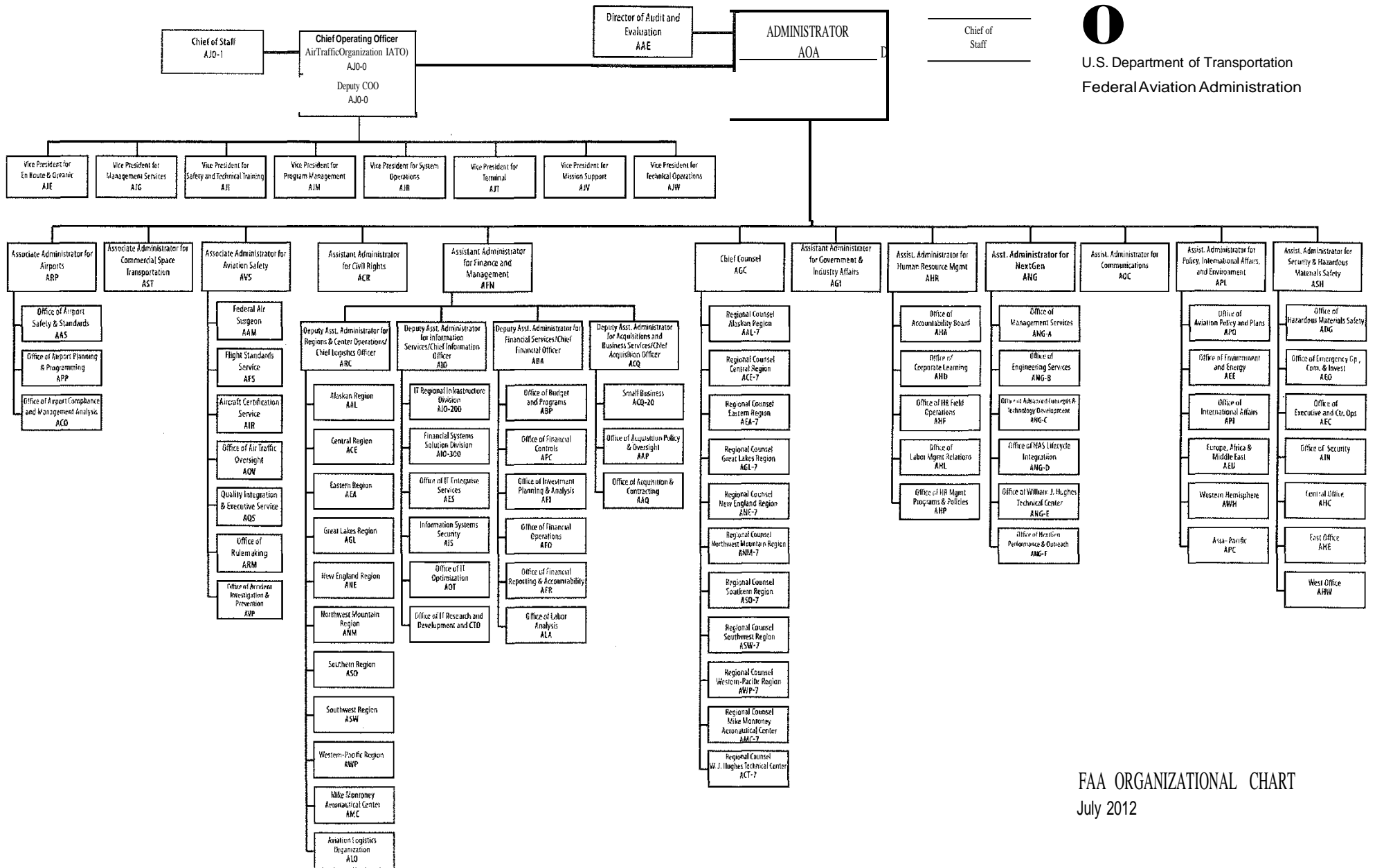
If C.4>0, then comment required | N/A | N/A | 1 | 0 | Both In-house and Federal Shared Neutrals mediators were used in (1) complaint.

TAB 12

FAA Organizational Chart



U.S. Department of Transportation
Federal Aviation Administration



FAA ORGANIZATIONAL CHART
July 2012