



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2017

Prepared by FAA
Office of Civil Rights 2018

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 FY 2017**

PARTS A Through D

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 intent 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	44,969	675	0	45,644

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

Agency Leadership	Name	Title
Head of Agency	Daniel Elwell	Acting Administrator
Head of Agency Designee	Courtney L. Wilkerson	Acting Assistant Administrator, Office of Civil Rights

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

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Courtney L. Wilkerson	Acting Assistant Administrator, Office of Civil Rights	0340	EV/SES 02	202-267-8087	Courtney.Wilkerson@faa.gov
Title VII Affirmative EEO Program Official	Harnetta Williams	Director, National Policy and Compliance	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Section 501 Affirmative Action Program Official	Harnetta Williams	Director, National Policy and Compliance	0260	K band	202-267-5794	Harnetta.Williams@faa.gov
Complaint Processing Program Manager	Cheryl Wilkes	Director, EEO Complaint Services	0260	K band	609-485-6676	Cheryl.Wilkes@faa.gov
Hispanic Employment Program Manager (SEPM)	Sadie Perez	National Hispanic Employment Program Manager	0260	J band	202-267-0471	Sadie.Perez@faa.gov
Women's Program Manager (SEPM)	Vacant	Federal Women's Program Manager				
Disability Program Manager (SEPM)	Joyce Hunter	National People with Disabilities Program Manager	0260	J band	202-267-4532	Joyce.Hunter@faa.gov
ADR Program Manager	Harnetta Williams	Director, National Policy and Compliance	0260	K band	202-267-5794	Harnetta.Williams@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)cv	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
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 only)	Yes	
Human Capital Strategic Plan	Yes	
EEO Strategic Plan	Yes	
Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

TAB 2

Part E

Executive Summary

PART 1 - Executive Summary: Mission and Vision

The Federal Aviation Administration (FAA) is an Operating Administration 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 2017 Equal Employment Opportunity (EEO) self-assessment results.

Essential Element A: Demonstrated Commitment from Agency Leadership

- Every Line of Business and Staff Office (LOB/SO) leader has committed to EEO and diversity by issuing a reminder message to include FAA's EEO policy statements in support of EEO and diversity. These policies are prominently posted throughout every LOB/SO. 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

- 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 AHR was intricately involved in discussions regarding Aviation Safety Specialist (1825) and 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 LOB/SO.
- FAA also continued to enhance EEO access to relevant workforce data by providing bi-monthly data of critical business plan items during 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 major occupations and the Executive Services Ranks. The three major occupations are: Air Traffic Control Specialist (2152), Aviation Safety Inspector (1825), and Airway Transportation Systems Specialist (2101). Agency officials from the Air Traffic Organization (ATO), Aviation Safety (AVS), AHR, and AGC were consulted throughout each occupation review process. EEO data is tracked continuously to enable the FAA to conduct a thorough statistical analysis that looks at the impact of policies, practices, and procedures on EEO.
- 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 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 are current and relevant.
- ACR processed and closed 404 informal complaints with a 100% rate of efficiency. Of those cases closed, only 220 formal complaints were filed with DOCR, which is a 10% decrease from FY 2016 filings.

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 the 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 2017 FAA had a total workforce of 45,644 compared to the 45,908 employees in FY 2016.

Total Workforce by RNO – FAA

	Participation Rate for FY 2017		2010 CLF
	#	%	
Males	34,815	76.28%	51.84%
Females	10,829	23.72%	48.16%
Hispanic or Latino Males	2,762	6.05%	5.17%
Hispanic or Latino Females	837	1.83%	4.79%
White Males	26,718	58.54%	38.33%
White Females	7,061	15.47%	34.03%
Black or African American Males	2,864	6.27%	5.49%
Black or African American Females	2,080	4.56%	6.53%
Asian Males	1,642	3.60%	1.97%
Asian Females	560	1.23%	1.93%
NHOPI Males	136	0.30%	0.07%
NHOPI Females	40	0.09%	0.07%
AIAN Males	511	1.12%	0.55%
AIAN Females	182	0.40%	0.53%
Two or More Races Males	170	0.37%	0.26%
Two or More Races Females	62	0.14%	0.28%
Individuals with Targeted Disabilities	311	0.68%	CLF Not Available
*Bold Italic numbers represent participation rates lower than the CLF			

In the beginning of FY 2017, the FAA employed 45,908 workers compared with 45,644 workers at the end of FY 2017. Therefore, during the course of FY 2017, the agency experienced a net loss of -264 employees or a net change of -0.58%.

During FY 2017, the number of FAA permanent and temporary employees reporting targeted disabilities reflects a negative change of -9 employees (FAA On-Board: 0.68 versus the Federal Goal: 2.55% resulting in a net change -2.81%).

Summary of Fiscal Year 2017 Accomplishments

While the FAA has made significant progress in FY 2017, all of the focus areas in Part I of this report will carry over into FY 2018 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), Airway Transportation Systems Specialist (2101) occupations, and our Executive Services. The FAA has completed a barrier analysis on the three listed occupations and the Executive Services. The analysis identified several areas for improvement in each of the barrier analysis reports respectively and the Agency is in the process of implementing the recommendations emanating from the reports.

The ACR is pleased to report a high level of sustained accomplishments for FY 2017 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 from 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 DOOCR. We also coordinated and provided data and information to complete the annual No FEAR report to Congress.
- ☐ **EEO Complaint Activity:** ACR processed and closed 404 informal complaints with a 100% rate of efficiency. Of those cases closed, only 220 formal complaints were filed with DOOCR, which is a 10% decrease from FY 2016 filings. This is attributed to marketing EEO training, consultations, and parties willing to utilize alternative dispute resolution as a proactive measure, which resulted in 25% settlements and withdrawals.
- ☐ **Mini Aviation Career Camp:** ACR held the first Mini-Aviation Career Education camp for People with Disabilities (PWD) at the William J. Hughes Technical Center in New Jersey (NJ). Ten high school students, ages 18-21, from the Atlantic County Special Services School District attended and were accompanied by four staff members. The students were actively engaged in activities that included Flight Simulation, tours of the Standard Terminal Automation Replacement System (STARS) lab, and the test Air Traffic Control (ATC) tower.
- ☐ **Partnership with NJ Commission for the Blind and Visually Impaired:** ACR conducted mock interviews, reviewed resumes and provided information on the hiring process for People with Disabilities for the NJ Commission for the Blind and Visually Impaired (CBVI).

- ☐ **Online Job Fair:** ACR, in partnership with the AHR, conducted a virtual (on-line) information event for PWD and People with Targeted Disabilities (PWTD) who were interested in a career in engineering. Employees from both ACR and AHR were on hand to provide information and answer questions.
- ☐ **EEO/Diversity and Inclusion Action Committee (EAC):** ACR chaired the EAC which actively engaged in supporting FAA EEO and diversity and inclusion goals. The goals are:
 - **Process 90% of all Reasonable Accommodation requests with 25 business days.** We exceeded the goal by achieving 99.5%
 - **2.67% of all new hires will be PWTD.** Although we were not successful in meeting the percentage goal, the six corporate strategies developed in support of the goal were met.
 - **Ensure that 60% of managers and 10% of employees receive EEO Training.** We exceeded the goal by training 84.83% of managers and 34.40% of employees.
 - **Engage 70% of managers in ADR when an employee requests mediation.** The goal was exceeded by 12% thus achieving an engagement rate of 82%.
- ☐ **Management Directive (MD) 715 Activity:** ACR completed the barrier analysis of the Executive Service hiring process and continues collaboration with AGC and AHR to effect positive change.
- ☐ **Conflict Coaching Program:** The Conflict Coaching program provides participants with an avenue to redress an issue without having to seek a formal complaint process such as an EEO Complaint or Grievance. The Conflict Coaching program utilization rate increased 16% in FY 2017 to 89% and those that utilized the program reported that they found the program to be very valuable. 100% of program users responded to a survey with 96.7% of participants indicating that they did not file an EEO Pre-complaint or Grievance after participating in the program. This resulted in a cost savings to the agency of \$552,074.
- ☐ **Special Emphasis Programs:** ACR hosted the annual FAA Diversity and Inclusion Day. We were privileged to have Dr. Christine M. Darden participate in this Diversity Day Event. Dr. Darden is one of the researchers featured in the book [Hidden Figures](#): The American Dream and the Untold Story of the Black Women Mathematicians Who Helped Win the Space Race (2016), a history of some of the influential African-American women mathematicians and engineers at NASA in the mid-20th century.

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:** In response to several questions regarding guidance for small business joint ventures, a Q&A document has been drafted and is currently in coordination. Additionally, there are three draft policy documents addressing Enforcement Strategy, Title VI Program Guidance, and a Community Participation Plan in response to DOT Title VI Order 1000.12A. This is awaiting Departmental review.
- **Office of Inspector General (OIG) and Congressional Inquiries:** As a result of the ongoing OIG audits and Congressional inquiries regarding FAA's DBE and ACDBE programs, we increased our training and guidance development to ensure that DBE participants operate in the most current and consistent manner and to mitigate misinterpretation of program requirements. Conducting various trainings and consultations significantly reduced program inconsistencies among industry stakeholders. We have successfully coordinated and supported closing out various action items from three recent OIG audits, including finalizing prompt payment guidance for airports, a report to DOT regarding changes in DBE/ACDBE small business participation, and specific training regarding proper car-rental goal-setting and reporting.
- **Disadvantaged Business Enterprise (DBE) Program:** FAA further developed and expanded the "FAA Civil Rights Connect System" and rolled out a matchmaking tool to connect DBEs/ACDBEs with airport contracting and concession opportunities. Also, we recently launched a dashboard for our grants office to easily check airport compliance with civil rights requirements prior to issuing grants.
- **Americans with Disabilities Act (ADA), Rehabilitation Act - Section 504:** To further enhance stakeholder awareness of disability access requirements, ACR staff undertook a broad airport education initiative. In addition to the National Training Conference and Airport Business Diversity Conference, ACR staff made presentations at three additional conferences: The Open Doors Organization's Universal Access in Airports Annual Conference, the Western Association of State and Highway Transportation Officials (WASHTO) Annual Civil Rights Conference, and the 2017 AWP Airports Conference.
- ☐ **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 day at the National Training Conference to provide targeted assistance. Additionally, ACR distributed a Title VI Awareness Tool to 66 airports and continued to update the point of contact list. ACR added Title VI elements to the FAA Civil Rights Connect System and advertised it to airports points of contact. Additionally, Title VI information available for the Core 30 airports was populated in the system, as well as making sure each had a coordinator identified.
- ☐ **Compliance Reviews:** Conducted 25 on-site compliance reviews, nine compliance mini-reviews, plus four DBE certification reviews. Forty airports were enrolled in self-assessments through the FAA Civil Rights Connect System. The airports were requested to complete one program self-assessment and were provided feedback by ACR on the results. The self-assessment allows

airports to measure and correct any violations, leveraging technology to ultimately reach up to 2,000 airports.

- **A1 Federal, LLC Compliance Review Methodology Analysis:** ACR contracted with A1 Federal, LLC, to perform a comprehensive analysis of the external programs airport compliance review process. The review provided several options for a more efficient and effective way to conduct compliance reviews.
- **Training:** We engaged in a number of proactive measures to increase civil rights compliance including the following:
 - **Agency-wide Training Sessions:** Ten national, regional and local training sessions with more than 1,500 participants, 138 consultations with airport sponsors and stakeholders, and 10 webinars impacting more than 500 sponsors & stakeholders.
 - **National Training Conference:** Comprehensive civil rights training at the 8th Annual National Civil Rights Training Conference for Airports, with approximately 229 participants.
 - **Diversity & Equity Training Conference:** Presenter at the Maryland Department of Transportation Diversity & Equity Training Conference, along with the Federal Transit Administration, providing program updates. This has become an annual partnership.
 - **Airport Minority Advisory Council (AMAC) 2017 Airport Business Diversity Conference:** ACR participated in this annual conference with over 800 attendees. Workgroups discussed the elimination of barriers to increase airport car rental concessions participation.

TAB 3

Part F

Certification

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Courtney L. Wilkerson, Acting Assistant Administrator for Civil Rights _____, am the

(Insert name above)

(Insert official title/series/grade above)

Principal EEO

Director/Official for


the Federal Aviation Administration

(Insert Agency/Component Name above)

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


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

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

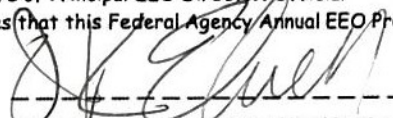


Signature of Principal EEO Director/Official

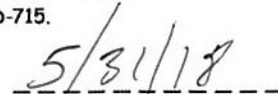
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



Date



Signature of Agency Head or Agency Head Designee



Date

TAB 4

Policy Statements

FAA Administrator's Policy Statement



The Prevention of Harassment

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

Harassment becomes unlawful, where 1) enduring the conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a hostile work environment. Harassment includes, but is not limited to: labels, epithets, slurs or negative stereotyping, threatening, intimidating or hostile acts, verbal or written jokes, or other written or graphic materials (including electronic media) displayed or circulated in the workplace that degrades a person or group.

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

I expect FAA employees to monitor their conduct in the workplace and to act in conformance with the law and Agency policy. I also expect employees to report, without fear of retaliation, any harassment they experience or may witness, to the Administrator's Hotline, the Office of Civil Rights, the Office of Security and Hazardous Materials, or the FAA Accountability Board. In addition, executives and managers who become aware of harassing conduct must take immediate and appropriate action to stop the conduct and to prevent it from recurring. Any employee who has engaged in unlawful harassment will be subject to appropriate disciplinary action, up to and including dismissal, under the Agency's Conduct and Discipline policy.

Please do your part to prevent and eliminate discrimination and harassment in the FAA. Communicate this policy to others and demonstrate your support by modeling professional behavior in the workplace.

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

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


Michael P. Huerta
FAA Administrator



**Federal Aviation
Administration**

FAA Administrator's Policy Statement



Non-Discrimination

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

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

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

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

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

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

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


Michael P. Huerta
FAA Administrator



**Federal Aviation
Administration**

TAB 5

Part G

Self Assessment

EEOC FORM 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, 2016 to September 30, 2017		
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
A.1.a. The Agency Head was installed on <u>01/31/2017</u> . The EEO policy statement was issued on <u>03/02/2017</u> . Was the EEO policy statement issued within 6-9 months of installation of the Agency Head?		X			For Fiscal Year 2017, the Secretary at the Department of Transportation (DOT) issued policy statements at the beginning of her tenure as head of the Department. The FAA is an Operating Administration (OA) under the DOT. Therefore, as the Head of the Department, the Secretary's issuance of the policy statements fulfills the MD-715 requirement for all OAs.
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, 2016 to September 30, 2017			
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, 2016 to September 30, 2017			
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 principals are included in managers, supervisors, and executives 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 Requests 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 the penalties for unacceptable behavior.	X			New employee orientation, AHR Accountability Board Training, and the posting of the FAA Table of Penalties on the FAA websites.
A.3.k. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by	X			These procedures are posted on the FAA internet and intranet sites and are provided during Onboarding Orientation.

disseminating such procedures during orientation or new employees and by making such procedures available on the World Wide Web or Internet?					
A.3.I. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?		X			
<p align="center">Essential Element B:</p> <p align="center">INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</p> <p align="center">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.</p>					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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, 2016 to September 30, 2017			
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/SO to discuss EEO activity within their organization. Additionally, there are bi-weekly meetings between the FAA's ACR, AHR, and 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		X			July 2017

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?				
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 and FAA Organization-Policies and Standards Order 1100.1B, CHG1 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 ensure that EEO concerns are integrated into the Agency's strategic mission?	X			
Department of Transportation, Federal Aviation Administration	For period covering October 1, 2016 to September 30, 2017			

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
		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		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

American/Pacific Islander programs?					require FEORP.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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 three Major Occupations (MO): Air Traffic Controllers, 2152; Aviation Safety Inspectors, 1825; and Airway Transportation System Specialist, 2101. Also, a barrier analysis was conducted on the Senior Executive Service ranks.
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 compliance with Uniform Federal Accessibility Standards?		X			
B.4.f. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial		X			

procedures available to employees?				
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			Sufficient funding is available to provide training 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, 2016 to September 30, 2017**

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 ad-hoc meetings with the Office of Budget and Finance (ABA).
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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 its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X			
C.2.b. Have time-tables or schedules been established for the agency to review		X			

its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?					
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, 2016 to September 30, 2017			
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, 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 found to have discriminated over the past two years?		X			
C.3.d. If so, cite number found to have discriminated and list penalty/disciplinary action.				X	There were three findings of discrimination in FY 2016. One is on appeal, and no disciplinary action was taken in the other two cases. There were zero (0) findings of discrimination in FY 2017.

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			

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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?		X			Currently addressing FAA MOs through a collaborative effort with all key LOB/SOs officials to address strategies for implementing corrective actions.
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.		X			As a result of a barrier analysis, the FAA identified several areas for improvement in hiring relative to the 2152, 1825, and 2101 MOs. The FAA is in the process of implementing the recommendations emanating from the analysis.
D.1.c. Do senior managers successfully implement EEO Action Plans and		X			

incorporate the EEO Action Plan Objectives into agency strategic plans?					
D.1.d. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X			See data tables A1 and B1.
D.1.e. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X			
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, 2016 to September 30, 2017			
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		Please see Part H.

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, 2016 to September 30, 2017			
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			The FAA processed 99.5% of its accommodation requests.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			

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
		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			
E.2.d. If yes, briefly describe how:				X	DOCR has built performance measures into the contracts of the contract firms, which provide for evaluation of services and monetary reductions where delays are found.
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		X			The FAA annually conducts refresher training for counselors and DOCR has the responsibility to meet this requirement for investigator training.

Management Directive MD-110?					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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.f.
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 upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X			
E.3.g. When a settlement agreement is entered into, does the agency timely complete any obligations provided in such		X			The FAA prepares Compliance Reports along with supporting documents as evidence that

agreements?					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			The FAA uses iComplaints to track all relevant information from beginning to end.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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			
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		Please see Part H.
E.4.d. Does the responsible management official directly involved in the dispute have settlement authority?		X			The management official directly involved has the ability to settle the matter, but the agreement is reviewed and approved through the collaborative efforts of the management official involved,

					legal, and human resources.
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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			
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 Title VII and the Rehabilitation Act?		X			The FAA, in addition to the EEOC 462 report, conducts quarterly trend analysis on EEO complaint activity. Subsequent briefings are conducted with senior

				management teams to ascertain the significance of variable trends and determinations for resource allocations to address EEO variances.	
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 are inclusive of DOT OAs. FAA attends and participates in the Federal Exchange on Employment and Disability (FEED) meeting hosted by OPM, EEOC, and DOL.	
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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			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			
<p align="center">Essential Element F:</p> <p align="center">RESPONSIVENESS AND LEGAL COMPLIANCE</p> <p align="center">This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</p>					
Department of Transportation, Federal Aviation Administration		For period covering October 1, 2016 to September 30, 2017			
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, 2016 to September 30, 2017			
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	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	

	completion.				
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, 2016 to September 30, 2017			
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			The Assistant Administrator for the Office of Civil Rights, three Headquarters EEO Managers and five Field Civil Rights Managers. Performance is measured annually through appraisals and included in every manager's performance standards.
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				X	

employees in the unit, and their grade levels in the comment section.				
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			
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 DOCR.
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 official confirming that specific persons or groups of person attended training on a date certain.	X			
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			

<p>F.3.n. Supplemental Investigation:</p> <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			

EEOC FORM 715-01 Part H-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Transportation, Federal Aviation Administration	For period covering October 1, 2016 to September 30, 2017	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Part G Questions D.2.b.and E.4.c The FAA does not require participation of supervisors and managers in the ADR process after the complainant has elected to participate in ADR.	
OBJECTIVE:	To require the participation of supervisors and managers in the ADR process after the complainant has elected to participate in ADR.	
RESPONSIBLE OFFICIAL:	Courtney L. Wilkerson, Acting Assistant Administrator for Civil Rights	
DATE OBJECTIVE INITIATED:	09/30/2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2022	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
The Office of Civil Rights (ACR) in concert with the Lines of Business and Staff Offices (LOB/SO) will meet to discuss this deficiency. TARGET DATE: 09/30/2019		
FAA is currently addressing this deficiency. Every year FAA increases the ADR participation percentage to reach the goal of 100% participation. For FY 2018 the goal is to "Ensure that 75% of all managers engage in mediation when requested by employees". TARGET DATE: Ongoing activity		
REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE		
Over the past three years, the FAA has increased the ADR participation rate to reach the goal of 100% participation. In FY 2017 the goal was 70% and FAA exceeded this goal.		

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	Completed barrier analysis 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 has been implemented.

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?
All Men	No
All Women	No
Hispanic or Latino Males	No
Hispanic or Latino Females	No

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

Barrier Analysis Process

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

Status of Barrier Analysis Process

Barrier Analysis Process Completed?	Barrier(s) Identified?
Yes barrier analysis completed	Yes

Statement of Identified Barrier(s)

Types of Barrier	Description of Policy, Procedure, or Practice
	Completed barrier analysis 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

Completed a barrier analysis of the Air Traffic Control Specialist Centralized Hiring Process. Implementing all of the recommendations is an ongoing process, however, 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
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 under review.

Statement of Identified Barrier(s)

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

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	09/22/2017

Responsible Official(s)

Title	Name
Vice President, Technical Operations Services, ATO	Vaughn A. Turner

Planned Activities Toward Completion of Objective

Planned Activities	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Completed?	Completion Date (mm/dd/yyyy)
Conduct barrier analysis on this mission critical occupation	09/30/2009	09/30/2015	Yes	09/22/2017
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.	09/30/2009	10/01/2018	No	

Report of Accomplishments and Modifications to Objective

Corrective Actions Plan is currently being developed.

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	Yes	
Complaint Data (i.e., Trends, Findings of Discrimination, etc.)	No	
Grievance Data	No	
Climate Assessment Survey	No	
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	Currently under review

Statement of Identified Barrier(s)

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

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	09/29/2017

Responsible Official(s)

Title	Name
Assistant Administrator for Civil Rights	Courtney Wilkerson, Acting 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		Yes	09/29/2017
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

The barrier analysis process has been completed. Report is currently under review.

TAB 8

Part J

Persons W/Targeted Disabilities

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and those with targeted disabilities (PWTD), EEOC regulations (29 CFR 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention during the entire life cycle of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the textbox.

- | | | |
|--------------------------------|-------|------|
| a. Cluster GS-1 to GS-10 (PWD) | Yes 0 | No X |
| b. Cluster GS-11 to SES (PWD) | Yes 0 | No X |

If FY 2017 PWD accounted for 24.20% of all permanent employees at the GS-1 to GS-10 grade-level cluster; and for 13.34% of all permanent employees at the GS-11 to SES grade-level cluster. Both figures exceed the 12% benchmark.

* For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS -11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the textbox.

- | | | |
|---------------------------------|-------|------|
| a. Cluster GS-1 to GS-10 (PWTD) | Yes X | No 0 |
| b. Cluster GS-11 to SES (PWTD) | Yes X | No 0 |

The percentage of the PWTD in the GS-1 to GS-10 was 1.85% and the percentage of the PWTD in the GS-11 to SES was 0.52% in FY 2017. Both figures fall below the 2% benchmark.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

Hiring goals are referenced monthly in EEO Action Committee (EAC) Business Plan Goal Report and PWTD Workgroup meeting; bi-monthly at the EAC Senior Meetings and yearly in performance measures.

Section II: Model Disability Program

Pursuant to the regulations implementing Section 501 of the Rehabilitation Act of 1973 (29 CFR §1614.203), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Yes X

No 0

Yes. This position was filled in May 2017.

2. Identify all agency staff responsible for implementing the agency's disability employment program by the office, staff employment status, and point of contact.

Disability Program Task	Office/Division Responsible (EEO/ HR/ IT/ Facilities)	# of FTE Staff by Employment Status			Primary Point of Contact (Name, Title)
		Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	HR-AHF-100	1			AHF-100
Answering questions from public about hiring authorities that take disability into account	HR Specialist AHR - (SPPC)	1			Cesar Collantes (SPPC) AHR-AHF-200
	ACR-3 (EEO)	1			Joyce Hunter (ACR)
Processing reasonable accommodation requests from applicants and employees with disabilities.	ACR-3 (EEO)	1			Joyce M. Hunter PWD Program Manager
Section 508 Compliance	AIT	1			Sheree Peters Section 508 Coordinator
Architectural Barriers Act Compliance					
Special Emphasis Program for PWD and PWTD	EEO	1			Timmy Brown EEO Specialist

- Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Yes X No 0

Reasonable Accommodations Training	Model EEO Program
Reasonable Accommodations Management System (RAMS)	Conflict Resolution
Prevention of Work Place Bullying	Prevention of Sexual Harassment
Rethinking Diversity and Inclusion	Social Media Harassment

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

- Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period?

Yes X No 0

- Describe the steps that the agency has taken to ensure all aspects of the disability program have sufficient funding and other resources.

FAA hired a full-time National People with Disabilities Program Manager and in May 2017.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 CFR 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD, such as whether the agency has a numerical hiring goal, and whether the agency uses the Schedule A hiring authority or other hiring authorities that take disability into account, during this reporting period.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

- Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The FAA Provides training HR Specialists on Schedule A hiring authority, Public announcement on USAJOB’s, Internship Programs, Career Fairs, and Outreach events that are sponsored by ACR with AHR.

- Pursuant to 29 C.F.R. 1614.203(a)(3), describe your agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

The FAA currently uses Schedule A or On the Spot Hiring Authority.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The FAA

1. Ensure the individual has a Schedule A letter from a medical provider.
2. Once a position has been identified by a Line of Business or Staff Office, provide only the resume to the hiring authority.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide the training.

Yes X

No 0

N/A 0

FAA hiring managers are trained on Schedule A hiring authority. This training is scheduled for 2018 and beyond and will be offered on an ongoing basis to all hiring managers.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The FAA currently has relationships with numerous Workforce Recruitment Centers (Rehab) to assist with recruitment, advertisement, and training. ACR conducted mock interviews, reviewed resumes and provided information on the hiring process for People with Disabilities for the NJ Commission for the Blind and Visually Impaired (CBVI).

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)	Yes 0	No X
b. New Hires for Permanent Workforce (PWTD)	Yes X	No 0

The percentage of the PWTD new hires for MCO was 0.97% in FY 2017 which falls below the benchmark of 2%.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. New Hires for MCO (PWD)	Yes 0	No X
b. New Hires for MCO (PWTD)	Yes X	No 0

A review of the top three MCOs shows that triggers exists in two of the three PWTD categories. Aviation Safety Inspector (1825) PWTD qualified applicant pool benchmark is 1.23% and the actual hires percentage is 0.61% which is below the benchmark. The Air Traffic Control Specialist (2152) PWTD qualified applicant pool benchmark is 6.32% and the actual hires percentage is 0.00%, which is below the benchmark.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Qualified Applicants for MCO (PWD)	Yes X	No 0
b. Qualified Applicants for MCO (PWTD)	Yes X	No 0

In FY 2017, PWD accounted for 5.69% of qualified internal applicants for MCOs and PWTD 1.07% of qualified internal applicants for MCOs.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations? If “yes”, please describe the triggers below.

a. Promotions for MCO (PWD)	Yes 0	No X
b. Promotions for MCO (PWTD)	Yes X	No 0

In FY 2017, 21.34% of qualified internal PWD applicants were promoted among MCO positions, while 3.20% of qualified internal PWTD applicants were promoted to MCOs compared to the benchmarks of 18.84% for the PWD and 6.29% for PWTD.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

29 C.F.R §1614.203(d)(1)(iii) requires agencies to provide sufficient opportunities for employees with disabilities to advance within the agency. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, and similar programs that address hiring and advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The FAA continues to utilize special hiring authorities; i.e., Schedule A and On the Spot and ensure that reasonable accommodations are offered and completed within 25 business days of initial request. The FAA will continue to train management and staff on this measure. The Department of Transportation is developing a DOT-wide mentoring program that will incorporate diversity and inclusion across DOT Operating Administration. Online learning opportunities are assessable to all DOT employees through a Training Management System and Employee Learning Management System.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

The FAA offers internships, fellowships, mentoring, coaching, training, and detail opportunities to its employees. DOT continues to promote and create career opportunities for all DOT Administrative Personnel for GS-9 and below employees to include career counseling, workshops on mentoring, interviewing, resume writing, and professional imaging. Additionally, DOT has developed a career path guide that is available to all employees. This guide outlines the various pathways available for career advancement at DOT, the necessary core and technical competencies, and information on development experiences.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees(%)
Internship Programs						
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs						

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.
 - a. Qualified Applicants (PWD) Yes 0 No 0
 - b. Selections (PWD) Yes 0 No 0

The FAA will begin reporting this information in FY 2018.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

a. Qualified Applicants (PWD)	Yes 0	No 0
b. Selections (PWTD)	Yes 0	No 0

FAA will begin reporting this information in FY 2018.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)	Yes X	No 0
b. Awards, Bonuses, & Incentives (PWTD)	Yes X	No 0

	Time-Off Awards 1-9 hours		Time-Off Awards 9+ hours	
Benchmark	PWD = 14.47% / PWTD = 12.01%		PWD = 12.79% / PWTD = 8.70%	
FAA Rate	5.93%	0.46%	10.64%	0.69%
	Cash Awards \$100 - \$500		Cash Awards \$500+	
Benchmark	PWD = 20.91% / PWTD 20.45%		PWD = 19.93% / PWTD = 23.05%	
FAA Rate	8.27%	0.76%	5.75%	8.90%
We are below the benchmark for both PWD and PWTD for time-off and cash awards.				

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD)	Yes 0	No X
b. Pay Increases (PWTD)	Yes 0	No X

Benchmark	PWD = 0.03% / PWTD 0.00%
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FAA Rate	6.67%	0.00%
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The FAA is above the benchmark for PWD regarding QSIs.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD)	Yes 0	No 0
b. Other Types of Recognition (PWTD)	Yes 0	No 0

N/A

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No 0 |
| ii. Internal Selections (PWD) | Yes X | No 0 |

b. Grade GS-15

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No 0 |
| ii. Internal Selections (PWD) | Yes X | No 0 |

c. Grade GS-14

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No 0 |
| ii. Internal Selections (PWD) | Yes X | No 0 |

d. Grade GS-13

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No 0 |
| ii. Internal Selections (PWD) | Yes X | No 0 |

	Internal Selection	Benchmark
SES	0.00%	3.70%
GS-15 or Equivalent	2.44%	3.14%
GS-14 or Equivalent	1.99%	3.45%
GS-13 or Equivalent	3.00%	4.26%
In FY 2017, the FAA looked at the qualified applicant pool as the benchmark for triggers involving <u>PWD</u> among the qualified selectees for promotions to the senior grade levels. Above are the triggers for PWD Internal Selections.		

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes X	No 0

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes X	No 0

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes X	No 0

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes X	No 0

	Internal Selection	Benchmark
SES	0.00%	1.48%
GS-15 or Equivalent	0.98%	1.82%
GS-14 or Equivalent	0.33%	1.38%
GS-13 or Equivalent	1.15%	1.93%
In FY 2017, FAA looked at the qualified applicant pool as the benchmark for triggers involving <u>PWTD</u> among the qualified selectees for promotions to the senior grade levels.		
Above are the triggers for PWTD Internal Selections.		

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. New Hires to SES (PWD)	Yes X	No 0
b. New Hires to GS-15 (PWD)	Yes 0	No X
c. New Hires to GS-14 (PWD)	Yes 0	No X
d. New Hires to GS-13 (PWD)	Yes 0	No X

In FY 2017, PWD comprised 16.2% of all GS-13 new hires; 26.3% of GS-14 new hires; and 24% of GS-15 new hires, which exceeds the 12% benchmark. Additionally, none of the SES hires in FY 2017 self-identified as a PWD.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. New Hires to SES (PWTD)	Yes X	No 0
b. New Hires to GS-15 (PWTD)	Yes 0	No X
c. New Hires to GS-14 (PWTD)	Yes X	No 0
d. New Hires to GS-13 (PWTD)	Yes 0	No X

In FY 2017, PWTD comprised 1.05% of all new hires at the GS-14 level, which is below the 2% benchmark. Additionally, none of SES hires in FY 2017 self-identified as a PWTD.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

a. Executives

i. Qualified Internal Applicants (PWD)	Yes 0	No X
ii. Internal Selections (PWD)	Yes X	No 0

b. Managers

i. Qualified Internal Applicants (PWD)	Yes 0	No X
ii. Internal Selections (PWD)	Yes 0	No X

c. Supervisors

i. Qualified Internal Applicants (PWD)	Yes 0	No X
ii. Internal Selections (PWD)	Yes 0	No X

In FY 2017, PWD made up 7.51% of all qualified internal applicants for managerial or supervisory positions and 18.26% of all executive positions. 27.75% of qualified internal PWD applicants were selected for promotions to managerial or supervisory positions, compared to 32.07% benchmark. None of SES hires in FY 2017 self-identified as a PWTD.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

a. Executives

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes X | No 0 |

b. Managers

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |

c. Supervisors

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |

In FY 2017, PWTD accounted for 2.57% of internal applicants for supervisory positions and 6.48% of internal applicants for executive positions. 13.64% of all qualified internal PWTD candidates were selected for promotions to managerial or supervisory positions, compared to 32.07% benchmark. None of the employees selected for an executive position self-identified PWTD.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|------------------------------------|-------|------|
| a. New Hires for Executives (PWD) | Yes X | No 0 |
| b. New Hires for Managers (PWD) | Yes 0 | No X |
| c. New Hires for Supervisors (PWD) | Yes 0 | No X |

In FY 2017, 22.8% of all new hires for managerial and supervisory positions were individuals who identified as a PWD. Additionally, among FY 2017 new executive hires, none self-identified as a PWD.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|-------------------------------------|-------|------|
| a. New Hires for Executives (PWTD) | Yes X | No 0 |
| b. New Hires for Managers (PWTD) | Yes X | No 0 |
| c. New Hires for Supervisors (PWTD) | Yes X | No 0 |

In FY 2017, among new executive hires, none self-identified as a PWTD, and only one new managerial or supervisory hire identified as a PWTD.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In the sections below, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. **VOLUNTARY AND INVOLUNTARY SEPARATIONS**

1. In this reporting period, did the agency fail to convert all of the eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR 213.3102(u)(6)(i))? If “yes”, please explain why the agency did not convert all eligible Schedule A employees.

Yes 0 No X N/A 0

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD)	Yes 0	No X
b. Involuntary Separations (PWD)	Yes 0	No X

	Inclusion Rate	Separations Rate
Voluntary Separations	5.98%	8.88%
Involuntary Separations	0.54%	14.78%

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD)	Yes X	No 0
b. Involuntary Separations (PWTD)	Yes 0	No X

	Inclusion Rate	Separations Rate
Voluntary Separations	6.50%	0.80%
Involuntary Separations	0.65%	1.74%

For PWTD the inclusion rate for voluntary separations was 6.50% and the voluntary separation rate for FAA was 0.80% which is below the benchmark.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using the exit interview results and other data sources.

The FY 2017 Exit Interviews have been completed and the data is currently being analyzed.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 1614.203(d)(4), federal agencies are required to inform job applicants and employees of their accessibility rights under Section 508 of the Rehabilitation Act and the Architectural Barriers Act, and explain how to file complaints under those laws. In addition, agencies are also required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act of 1973, including a description of how to file a complaint.

<http://dotnet.dot.gov/section508/#info>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act of 1968, including a description of how to file a complaint.

Information for the employees' rights and how to file a complaint is currently available through the agency intranet site below.

https://my.faa.gov/content/dam/myfaa/org/staffoffices/acr/acr_org/acr_hq/acr4/Order_1400.9A_Standards_and_Procedures_Essential_for_Ensuring_Access_to_Airport_Facilities_by_PWD.pdf

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The Agency works collaboratively with the Department of Transportation; Disability Resource Center (DRC) to ensure all newly implemented technology is deployed agency-wide. The DRC provides technical assistance to DOT staff on addressing issues related to accessible facilities and technology.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 CFR 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpretive services.)

Per DOT Order 1011.1A, the time frame for processing reasonable accommodation requests is 25 business days. Based on a review of the data, 15 business days is the average processing time.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring the requests for trends.

The FAA encourages managers to input all reasonable accommodations requests in the RAMS (Reasonable Accommodations Management System). This allows the Disability Program Manager and other Managers to stay abreast of the timelines.

DOT Order 1011.1A: "Procedures for Processing Reasonable Accommodation Requests from Job Applicants and DOT Employees with Disabilities," establishes written procedures for the provision of reasonable accommodations for employees and applicants at the agency, including timely processing requests as well as providing timely approved accommodations.

The DOT's Disability Resource Center (DRC) has a pool of interpreters and personal assistants on site daily for any applicants or employees with disabilities. To assist OAs with providing reasonable accommodations to employees and job applicants, DRC provides services to the entire DOT. The DRC is funded by the Working Capital Fund which ensures fair and consistent outcomes throughout DOT.

To ensure the employee's success in using the identified product, training can also be provided by DRC. This training is usually contracted with an outside vendor. The vendor is provided with the employee's contact information and will contact the employee to schedule the training.

The DRC released an updated Version 2.0 of their Services Handbook in August 2017. Highlights of the updated handbook include:

- Section 4.6, "Sign Language Interpreting," has been redone to reflect changes to procedures brought about by the new nationwide interpreting services contract that took effect April 1, 2017. Procedures have been standardized nationwide, regardless of the location of services provided.
- A new Appendix has been added to include factors to consider when deciding whether to pay the salary for an employee's own Personal Attendant while on travel.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 C.F.R. 1614.203 (d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests, timely providing approved personal assistance services, conducting training for managers and supervisors, and monitoring the requests for trends.

Currently, the agency is at 100% across all LOB's with timely processing of reasonable accommodations requests. Decision Makers are consistently reminded; and are reaching out to HR and Office of Civil Rights with any questions and concerns. They are also requesting meetings/assistance on any accommodation that might seem difficult to process.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

- 1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?**

Yes 0 No X N/A 0

- 2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?**

Yes 0 No X N/A 0

- 3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.**

In FY 2017 the agency had zero findings of discrimination alleging harassment on the basis of disability.

B. EEO Complaint Data involving Reasonable Accommodation

- 1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?**

Yes 0 No X N/A 0

- 2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?**

Yes X

No 0

N/A 0

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

In FY 2017, the Agency had zero findings of discrimination concerning the failure to provide a reasonable accommodation. The Agency had one settlement.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect the employment opportunities of PWD and/or PWTD?

Yes X

No 0

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes X

No 0

N/A 0

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1	People with targeted disabilities (PWTD) have a low participation rate in the FAA workforce.			
Barrier(s)	Recruitment Practices; the FAA focuses recruitment on distributing competitive vacancy announcements.			
Objective(s)	Increase hiring manager and HR Specialist awareness and knowledge of how to use non-competitive hiring authorities for individuals with disabilities (Schedule A; "On-the-Spot"). Increased awareness of this hiring flexibility will serve the longstanding FAA goal that three percent of all new hires should be PWTD.			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Annie Andrews, Assistant Administrator for Human Resources, AHR-1; Courtney Wilkerson, Acting Assistant Administrator for Civil Rights, ACR-1				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

Ongoing	Educate hiring managers and HR Specialists on available hiring flexibilities to include Schedule A and On the Spot.	Yes		09/30/2020
Ongoing	The ACR and AHR will analyze data regarding disability status reporting of preference eligible veterans to determine what, if any, outreach education should be developed to encourage identifying as a PWD/PWTD.	Yes		09/30/2020
Fiscal Year	Accomplishments			
2017	<p>FY 2017:</p> <p>The DOT Schedule A Hiring Authority process is included in the DOT Departmental Personnel Manual and DOHRM continues their ongoing training of HR Staffing Specialists on the process.</p> <p>OST HR Operations has communicated the Schedule A hiring process through the OA/HR Partnership meeting and participated in all Schedule A hiring events at DOT.</p>			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Hiring was limited in FY 2017 due to the mandated federal government hiring freeze.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Due to the mandated federal government hiring freeze, not planned activities were completed.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

Many of the described activities remained ongoing with a 2020 target date for completion.

"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 A5NS-1	Participation Rates for Non-Supervisory Wage Grades- Distribution by Race/Ethnicity and Sex	Data Provided
Table A5NS-2	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex- Permanent Workforce	Data Provided
Table A5S-1	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5S-2	Participation Rates for Supervisory Wage Grades- Distribution by Race/Ethnicity and Sex	Data Provided
Table A6	Participation Rates for Major Occupations- Distribution by Race/Ethnicity and Sex	Data Provided
Table A7	Hires for Major Occupations Distribution by Race/Ethnicity and Sex	Data Provided
Table A8	New Hires by Type of Appointment- Distribution by Race/Ethnicity and Sex	Data Provided
Table A9	Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex	Not Available
Table A10	Non-Competitive Promotions- Time in Grade- Distribution by Race/Ethnicity and Sex	Data Provided
Table A11	Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES) by Race/Ethnicity and Sex	Not Available
TableA12	Participation in Career Development by Race/Ethnicity and Sex	Not Available
Table A13	Employee Recognition and Awards- Distribution by Race/Ethnicity and Sex	Data Provided
Table A14	Separations by Type of Separation- Distribution by Race/Ethnicity and Sex	Data Provided

List of Workforce Data Tables

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

TAB 9

Tables by RNO and Gender A1-A14

FEDERAL AVIATION ADMINISTRATION Pay Period from 201621 to 201721																		
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex																		
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian 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	#	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
Current FY	#	45644	34815	10829	2762	837	26718	7061	2864	2080	1642	560	136	40	511	182	170	62
	%	100%	76.28%	23.72%	6.05	1.83	58.54	15.47	6.27	4.56	3.6	1.23	0.3	0.09	1.12	0.4	0.37	0.14
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	#	-264	-122	-142	92	5	-307	-163	13	6	52	9	1	-2	-8	-1	27	3
Ratio Change	%	0.00%	0.17%	-0.17%	0.24%	0.02%	-0.33%	-0.27%	0.06%	0.04%	0.13%	0.03%	0.00%	0.00%	-0.01%	0.00%	0.06%	0.01%
Net Change	%	-0.58%	-0.35%	-1.29%	3.45%	0.60%	-1.14%	-2.26%	0.46%	0.29%	3.27%	1.63%	0.74%	-4.76%	-1.54%	-0.55%	18.88%	5.08%
PERMANENT																		
Prior 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%
Current FY	#	44969	34265	10704	2708	825	26325	6991	2802	2049	1608	549	136	40	508	182	167	61
	%	100%	76.20%	23.80%	6.02%	1.83%	58.54%	15.55%	6.23%	4.56%	3.58%	1.22%	0.30%	0.09%	1.13%	0.40%	0.37%	0.14%
Difference	#	-343	-213	-130	92	12	-387	-156	9	7	42	7	3	-2	-4	-1	25	2
Ratio Change	%	0%	0.11%	-0.11%	0.25%	0.04%	-0.41%	-0.23%	0.07%	0.05%	0.12%	0.02%	0.01%	0.00%	0.00%	0.00%	0.06%	0.01%
Net Change	%	-0.76%	-0.62%	-1.20%	3.52%	1.48%	-1.45%	-2.18%	0.32%	0.34%	2.68%	1.29%	2.26%	-4.76%	-0.78%	-0.55%	17.61%	3.39%
TEMPORARY																		
Prior 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
Current FY	#	675	550	125	54	12	393	70	62	31	34	11	0	0	3	0	3	1
	%	100%	81.48%	18.52%	8	1.78	58.22	10.37	9.19	4.59	5.04	1.63	0	0	0.44	0	0.44	0.15
Difference	#	79	91	-12	0	-7	80	-7	4	-1	10	2	-2	0	-4	0	2	1
Ratio Change	%	0%	4.47%	-4.47%	-1.06%	-1.41%	5.71%	-2.55%	-0.55%	-0.78%	1.01%	0.12%	-0.34%	0.00%	-0.73%	0.00%	0.28%	0.15%
Net Change	%	13.26%	19.83%	-8.76%	0.00%	-36.84%	25.56%	-9.09%	6.90%	-3.13%	41.67%	22.22%	-100.00%	0%	-57.14%	0%	200.00%	0%

Pay Period 201722																		
Table A2 - Permanent Workforce By Component - Distribution by Race/Ethnicity and Sex																		
Organizational Component		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
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%
AERONA	#	3110	2090	1020	100	50	1653	726	159	123	85	60	5	0	77	54	11	7
UTICAL	%	100%	67.20%	32.80%	3.22%	1.61%	53.15%	23.34%	5.11%	3.95%	2.73%	1.93%	0.16%	0.00%	2.48%	1.74%	0.35%	0.23%
ALASKAN	#	792	645	147	39	7	524	120	23	6	20	8	2	0	35	4	2	2
REGION	%	100%	81.44%	18.56%	4.92%	0.88%	66.16%	15.15%	2.90%	0.76%	2.53%	1.01%	0.25%	0.00%	4.42%	0.51%	0.25%	0.25%
CENTRAL	#	1570	1286	284	44	12	1144	228	54	40	15	0	0	2	23	1	6	1
REGION	%	100%	81.91%	18.09%	2.80%	0.76%	72.87%	14.52%	3.44%	2.55%	0.96%	0.00%	0.00%	0.13%	1.46%	0.06%	0.38%	0.06%
EASTERN	#	4159	3434	725	231	67	2771	533	280	96	119	24	5	0	18	2	10	3
REGION	%	100%	82.57%	17.43%	5.55%	1.61%	66.63%	12.82%	6.73%	2.31%	2.86%	0.58%	0.12%	0.00%	0.43%	0.05%	0.24%	0.07%
GREAT	#	5017	4169	848	203	46	3651	708	186	72	70	10	3	2	47	6	9	4
LAKES	%	100%	83.10%	16.90%	4.05%	0.92%	72.77%	14.11%	3.71%	1.44%	1.40%	0.20%	0.06%	0.04%	0.94%	0.12%	0.18%	0.08%
HEADQU	#	10775	7058	3717	469	242	4974	2088	814	1085	649	215	25	15	100	56	27	16
ARTERS	%	100%	65.50%	34.50%	4.35%	2.25%	46.16%	19.38%	7.55%	10.07%	6.02%	2.00%	0.23%	0.14%	0.93%	0.52%	0.25%	0.15%
NEW	#	1065	850	215	25	8	781	190	17	10	17	6	0	1	9	0	1	0
ENGLAND	%	100%	79.81%	20.19%	2.35%	0.75%	73.33%	17.84%	1.60%	0.94%	1.60%	0.56%	0.00%	0.09%	0.85%	0.00%	0.09%	0.00%
NORTHW	#	3280	2576	704	145	39	2226	568	54	29	85	48	9	1	39	16	18	3
EST	%	100%	78.54%	21.46%	4.42%	1.19%	67.87%	17.32%	1.65%	0.88%	2.59%	1.46%	0.27%	0.03%	1.19%	0.49%	0.55%	0.09%
SOUTHER	#	6038	4856	1182	573	131	3505	677	616	330	81	24	8	1	50	15	23	4
N REGION	%	100%	80.42%	19.58%	9.49%	2.17%	58.05%	11.21%	10.20%	5.47%	1.34%	0.40%	0.13%	0.02%	0.83%	0.25%	0.38%	0.07%
SOUTHW	#	4262	3464	798	436	130	2525	507	339	114	83	25	8	1	64	17	9	4
EST	%	100%	81.28%	18.72%	10.23%	3.05%	59.24%	11.90%	7.95%	2.67%	1.95%	0.59%	0.19%	0.02%	1.50%	0.40%	0.21%	0.09%
TECHNICA	#	735	520	215	33	9	408	139	27	49	46	16	1	0	5	2	0	0
L CENTER	%	100%	70.75%	29.25%	4.49%	1.22%	55.51%	18.91%	3.67%	6.67%	6.26%	2.18%	0.14%	0.00%	0.68%	0.27%	0.00%	0.00%
WESTERN	#	4178	3334	844	414	87	2177	505	239	95	342	114	70	17	41	9	51	17
PACIFIC	%	100%	79.80%	20.20%	9.91%	2.08%	52.11%	12.09%	5.72%	2.27%	8.19%	2.73%	1.68%	0.41%	0.98%	0.22%	1.22%	0.41%
Total	#	44981	34282	10699	2712	828	26339	6989	2808	2049	1612	550	136	40	508	182	167	61
	%	100%	76.21%	23.79%	6.03%	1.84%	58.56%	15.54%	6.24%	4.56%	3.58%	1.22%	0.30%	0.09%	1.13%	0.40%	0.37%	0.14%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201721																		
Table A3-1 - Occupational Categories - Distribution by Race/Ethnicity and Sex																		
Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino			Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female		male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive /Senior	#	3569	2751	818	182	49	2115	559	303	168	83	25	11	3	46	12	11	2
	%	100%	77.08%	22.92%	5.10%	1.37%	59.26%	15.66%	8.49%	4.71%	2.33%	0.70%	0.31%	0.08%	1.29%	0.34%	0.31%	0.06%
Mid-Level (Grades	#	2002	1636	366	152	28	1229	251	149	64	59	9	5	5	35	7	7	2
	%	100%	81.72%	18.28%	7.59%	1.40%	61.39%	12.54%	7.44%	3.20%	2.95%	0.45%	0.25%	0.25%	1.75%	0.35%	0.35%	0.10%
First-Level	#	345	275	70	23	7	224	52	17	9	7	2	0	0	3	0	1	0
	%	100%	79.71%	20.29%	6.67%	2.03%	64.93%	15.07%	4.93%	2.61%	2.03%	0.58%	0.00%	0.00%	0.87%	0.00%	0.29%	0.00%
Other	#	10779	7073	3706	693	283	5002	2069	836	1061	325	178	41	14	134	82	42	19
	%	100%	65.62%	34.38%	6.43%	2.63%	46.41%	19.19%	7.76%	9.84%	3.02%	1.65%	0.38%	0.13%	1.24%	0.76%	0.39%	0.18%
Officials And	#	16695	11735	4960	1050	367	8570	2931	1305	1302	474	214	57	22	218	101	61	23
	%	100%	70.29%	29.71%	6.29%	2.20%	51.33%	17.56%	7.82%	7.80%	2.84%	1.28%	0.34%	0.13%	1.31%	0.60%	0.37%	0.14%
2. Professio	#	5632	4297	1335	272	90	2994	854	329	203	609	162	14	3	65	17	14	6
	%	100%	76.30%	23.70%	4.83%	1.60%	53.16%	15.16%	5.84%	3.60%	10.81%	2.88%	0.25%	0.05%	1.15%	0.30%	0.25%	0.11%
3. Technicia	#	17315	14447	2868	1136	255	11634	2168	936	269	452	115	46	7	160	25	83	29
	%	100%	83.44%	16.56%	6.56%	1.47%	67.19%	12.52%	5.41%	1.55%	2.61%	0.66%	0.27%	0.04%	0.92%	0.14%	0.48%	0.17%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administr	#	1531	302	1229	21	98	179	774	76	260	15	53	1	8	8	35	2	1
	%	100%	19.73%	80.27%	1.37%	6.40%	11.69%	50.56%	4.96%	16.98%	0.98%	3.46%	0.07%	0.52%	0.52%	2.29%	0.13%	0.07%
6. Craft Workers	#	76	75	1	4	0	60	1	1	0	3	0	3	0	4	0	0	0
	%	100%	98.68%	1.32%	5.26%	0.00%	78.95%	1.32%	1.32%	0.00%	3.95%	0.00%	3.95%	0.00%	5.26%	0.00%	0.00%	0.00%
7. Operative	#	3687	3391	296	224	13	2883	258	154	15	55	5	15	0	53	3	7	2
	%	100%	91.97%	8.03%	6.08%	0.35%	78.19%	7.00%	4.18%	0.41%	1.49%	0.14%	0.41%	0.00%	1.44%	0.08%	0.19%	0.05%
8. Laborers	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	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%

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

Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
	#	3569	2751	818	182	49	2115	559	303	168	83	25	11	3	46	12	11	2
Executive /Senior	%	7.94%	8.03%	7.65%	6.72%	5.94%	8.03%	8.00%	10.82%	8.20%	5.16%	4.55%	8.09%	7.50%	9.06%	6.59%	6.59%	3.28%
Mid-Level (Grades	#	2002	1636	366	152	28	1229	251	149	64	59	9	5	5	35	7	7	2
	%	4.45%	4.78%	3.42%	5.61%	3.39%	4.67%	3.59%	5.32%	3.12%	3.67%	1.64%	3.68%	12.50%	6.89%	3.85%	4.19%	3.28%
First-Level	#	345	275	70	23	7	224	52	17	9	7	2	0	0	3	0	1	0
	%	0.77%	0.80%	0.65%	0.85%	0.85%	0.85%	0.74%	0.61%	0.44%	0.44%	0.36%	0.00%	0.00%	0.59%	0.00%	0.60%	0.00%
Other	#	10779	7073	3706	693	283	5002	2069	836	1061	325	178	41	14	134	82	42	19
	%	23.98%	20.65%	34.65%	25.59%	34.30%	19.00%	29.60%	29.85%	51.78%	20.21%	32.42%	30.15%	35.00%	26.38%	45.05%	25.15%	31.15%
Officials And	#	16695	11735	4960	1050	367	8570	2931	1305	1302	474	214	57	22	218	101	61	23
	%	37.14%	34.26%	46.37%	2.34%	0.82%	19.07%	6.52%	2.90%	2.90%	1.05%	0.48%	0.13%	0.05%	0.48%	0.22%	0.14%	0.05%
10. Professio	#	5632	4297	1335	272	90	2994	854	329	203	609	162	14	3	65	17	14	6
	%	12.53%	12.55%	12.48%	10.04%	10.91%	11.37%	12.22%	11.75%	9.91%	37.87%	29.51%	10.29%	7.50%	12.80%	9.34%	8.38%	9.84%
11. Technicia	#	17315	14447	2868	1136	255	11634	2168	936	269	452	115	46	7	160	25	83	29
	%	38.52%	42.18%	26.81%	41.95%	30.91%	44.20%	31.01%	33.42%	13.13%	28.11%	20.95%	33.82%	17.50%	31.50%	13.74%	49.70%	47.54%
12. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13. Administr	#	1531	302	1229	21	98	179	774	76	260	15	53	1	8	8	35	2	1
	%	3.41%	0.88%	11.49%	0.78%	11.88%	0.68%	11.07%	2.71%	12.69%	0.93%	9.65%	0.74%	20.00%	1.57%	19.23%	1.20%	1.64%
14. Craft Workers	#	76	75	1	4	0	60	1	1	0	3	0	3	0	4	0	0	0
	%	0.17%	0.22%	0.01%	0.15%	0.00%	0.23%	0.01%	0.04%	0.00%	0.19%	0.00%	2.21%	0.00%	0.79%	0.00%	0.00%	0.00%
15. Operative	#	3687	3391	296	224	13	2883	258	154	15	55	5	15	0	53	3	7	2
	%	8.20%	9.90%	2.77%	8.27%	1.58%	10.95%	3.69%	5.50%	0.73%	3.42%	0.91%	11.03%	0.00%	10.43%	1.65%	4.19%	3.28%
16. Laborers	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.00%	0.04%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17. Service	#	10	2	8	0	2	2	5	0	0	0	0	0	0	0	1	0	0
	%	0.02%	0.01%	0.07%	0.00%	0.24%	0.01%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%
Permane nt	#	44949	34252	10697	2708	825	26324	6991	2801	2049	1608	549	136	40	508	182	167	61
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

GS/GM, SES AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
							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	#	5	4	1	0	0	3	1	1	0	0	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	0.00%	0.00%	60.00%	20.00%	20.00%	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	#	101	28	73	1	7	17	41	7	15	2	5	0	3	1	2	0	0
	%	100%	27.72%	72.28%	0.99%	6.93%	16.83%	40.59%	6.93%	14.85%	1.98%	4.95%	0.00%	2.97%	0.99%	1.98%	0.00%	0.00%
GS-06	#	27	11	16	1	1	4	11	5	2	1	0	0	1	0	1	0	0
	%	100%	40.74%	59.26%	3.70%	3.70%	14.81%	40.74%	18.52%	7.41%	3.70%	0.00%	0.00%	3.70%	0.00%	3.70%	0.00%	0.00%
GS-07	#	714	140	574	12	46	79	349	35	130	9	34	1	0	3	15	1	0
	%	100%	19.61%	80.39%	1.68%	6.44%	11.06%	48.88%	4.90%	18.21%	1.26%	4.76%	0.14%	0.00%	0.42%	2.10%	0.14%	0.00%
GS-08	#	895	734	161	102	26	537	101	51	19	25	10	2	1	8	1	9	3
	%	100%	82.01%	17.99%	11.40%	2.91%	60.00%	11.28%	5.70%	2.12%	2.79%	1.12%	0.22%	0.11%	0.89%	0.11%	1.01%	0.34%
GS-09	#	1711	783	928	100	87	534	588	106	192	26	26	7	6	6	27	4	2
	%	100%	45.76%	54.24%	5.84%	5.08%	31.21%	34.37%	6.20%	11.22%	1.52%	1.52%	0.41%	0.35%	0.35%	1.58%	0.23%	0.12%
GS-10	#	2114	1348	766	149	81	907	442	160	178	78	38	10	2	30	19	14	6
	%	100%	63.77%	36.23%	7.05%	3.83%	42.90%	20.91%	7.57%	8.42%	3.69%	1.80%	0.47%	0.09%	1.42%	0.90%	0.66%	0.28%
GS-11	#	2122	1759	363	126	33	1418	262	115	40	59	20	5	1	23	6	13	1
	%	100%	82.89%	17.11%	5.94%	1.56%	66.82%	12.35%	5.42%	1.89%	2.78%	0.94%	0.24%	0.05%	1.08%	0.28%	0.61%	0.05%
GS-12	#	8035	6386	1649	526	143	4868	1045	538	325	280	96	30	2	107	24	37	14
	%	100%	79.48%	20.52%	6.55%	1.78%	60.58%	13.01%	6.70%	4.04%	3.48%	1.19%	0.37%	0.02%	1.33%	0.30%	0.46%	0.17%
GS-13	#	8369	6456	1913	519	125	4814	1193	515	411	454	130	30	10	98	33	26	11
	%	100%	77.14%	22.86%	6.20%	1.49%	57.52%	14.25%	6.15%	4.91%	5.42%	1.55%	0.36%	0.12%	1.17%	0.39%	0.31%	0.13%
GS-14	#	16503	13234	3269	963	214	10534	2284	913	543	563	155	37	11	173	41	51	21
	%	100%	80.19%	19.81%	5.84%	1.30%	63.83%	13.84%	5.53%	3.29%	3.41%	0.94%	0.22%	0.07%	1.05%	0.25%	0.31%	0.13%
GS-15	#	3913	3026	887	193	60	2344	602	319	175	100	32	11	3	48	13	11	2
	%	100%	77.33%	22.67%	4.93%	1.53%	59.90%	15.38%	8.15%	4.47%	2.56%	0.82%	0.28%	0.08%	1.23%	0.33%	0.28%	0.05%
All other (unspecifi	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior Executive Service	#	190	125	65	5	1	94	50	17	11	7	3	0	0	2	0	0	0
	%	100%	65.79%	34.21%	2.63%	0.53%	49.47%	26.32%	8.95%	5.79%	3.68%	1.58%	0.00%	0.00%	1.05%	0.00%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201721

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

GS/GM, SES AND	RACE/ETHNICITY
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RELATED GRADES		TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	5	4	1	0	0	3	1	1	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0.01%	0.00%	0.00%	0.01%	0.01%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	101	28	73	1	7	17	41	7	15	2	5	0	3	1	2	0	0
	%	0.23%	0.08%	0.68%	0.04%	0.85%	0.06%	0.59%	0.25%	0.73%	0.12%	0.91%	0.00%	7.50%	0.20%	1.10%	0.00%	0.00%
GS-06	#	27	11	16	1	1	4	11	5	2	1	0	0	1	0	1	0	0
	%	0.06%	0.03%	0.15%	0.04%	0.12%	0.02%	0.16%	0.18%	0.10%	0.06%	0.00%	0.00%	2.50%	0.00%	0.55%	0.00%	0.00%
GS-07	#	714	140	574	12	46	79	349	35	130	9	34	1	0	3	15	1	0
	%	1.59%	0.41%	5.37%	0.44%	5.58%	0.30%	5.00%	1.26%	6.35%	0.56%	6.19%	0.75%	0.00%	0.60%	8.24%	0.60%	0.00%
GS-08	#	895	734	161	102	26	537	101	51	19	25	10	2	1	8	1	9	3
	%	2.00%	2.15%	1.51%	3.78%	3.15%	2.05%	1.45%	1.83%	0.93%	1.56%	1.82%	1.50%	2.50%	1.60%	0.55%	5.42%	5.00%
GS-09	#	1711	783	928	100	87	534	588	106	192	26	26	7	6	6	27	4	2
	%	3.82%	2.29%	8.68%	3.71%	10.55%	2.04%	8.42%	3.80%	9.38%	1.62%	4.74%	5.26%	15.00%	1.20%	14.84%	2.41%	3.33%
GS-10	#	2114	1348	766	149	81	907	442	160	178	78	38	10	2	30	19	14	6
	%	4.72%	3.95%	7.17%	5.52%	9.82%	3.46%	6.33%	5.74%	8.70%	4.86%	6.92%	7.52%	5.00%	6.01%	10.44%	8.43%	10.00%
GS-11	#	2122	1759	363	126	33	1418	262	115	40	59	20	5	1	23	6	13	1
	%	4.74%	5.15%	3.40%	4.67%	4.00%	5.41%	3.75%	4.12%	1.96%	3.68%	3.64%	3.76%	2.50%	4.61%	3.30%	7.83%	1.67%
GS-12	#	8035	6386	1649	526	143	4868	1045	538	325	280	96	30	2	107	24	37	14
	%	17.93%	18.71%	15.43%	19.49%	17.33%	18.56%	14.96%	19.30%	15.88%	17.46%	17.49%	22.56%	5.00%	21.44%	13.19%	22.29%	23.33%
GS-13	#	8369	6456	1913	519	125	4814	1193	515	411	454	130	30	10	98	33	26	11
	%	18.68%	18.92%	17.90%	19.23%	15.15%	18.35%	17.08%	18.47%	20.09%	28.30%	23.68%	22.56%	25.00%	19.64%	18.13%	15.66%	18.33%
GS-14	#	16503	13234	3269	963	214	10534	2284	913	543	563	155	37	11	173	41	51	21
	%	36.83%	38.78%	30.59%	35.68%	25.94%	40.15%	32.69%	32.75%	26.54%	35.10%	28.23%	27.82%	27.50%	34.67%	22.53%	30.72%	35.00%
GS-15	#	3913	3026	887	193	60	2344	602	319	175	100	32	11	3	48	13	11	2
	%	8.73%	8.87%	8.30%	7.15%	7.27%	8.93%	8.62%	11.44%	8.55%	6.23%	5.83%	8.27%	7.50%	9.62%	7.14%	6.63%	3.33%
All other (unspecifi	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior Executive Service	#	190	125	65	5	1	94	50	17	11	7	3	0	0	2	0	0	0
	%	0.42%	0.37%	0.61%	0.19%	0.12%	0.36%	0.72%	0.61%	0.54%	0.44%	0.55%	0.00%	0.00%	0.40%	0.00%	0.00%	0.00%
TOTAL	#	44811	34123	10688	2699	825	26234	6986	2788	2046	1604	549	133	40	499	182	166	60
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201721

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

	RACE/ETHNICITY
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WD/WG, WL/WS & Other Wage Grades		TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-03	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	25	22	3	1	0	14	3	6	0	1	0	0	0	0	0	0	0
	%	100%	88.00%	12.00%	4.00%	0.00%	56.00%	12.00%	24.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	31	26	5	2	0	11	1	7	3	0	0	0	0	5	0	1	1
	%	100%	83.87%	16.13%	6.45%	0.00%	35.48%	3.23%	22.58%	9.68%	0.00%	0.00%	0.00%	0.00%	16.13%	0.00%	3.23%	3.23%
Grade-08	#	7	7	0	1	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	14.29%	0.00%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	22	22	0	0	0	17	0	1	0	1	0	0	0	3	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	77.27%	0.00%	4.55%	0.00%	4.55%	0.00%	0.00%	0.00%	13.64%	0.00%	0.00%	0.00%
Grade-11	#	43	43	0	4	0	33	0	0	0	2	0	3	0	1	0	0	0
	%	100%	100.00%	0.00%	9.30%	0.00%	76.74%	0.00%	0.00%	0.00%	4.65%	0.00%	6.98%	0.00%	2.33%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other Wage	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

	RACE/ETHNICITY
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WD/WG, WL/WS & Other Wage Grades		TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-03	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	2.14%	2.29%	0.00%	11.11%	0%	2.20%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.71%	0.76%	0.00%	0.00%	0%	1.10%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-06	#	25	22	3	1	0	14	3	6	0	1	0	0	0	0	0	0	0
	%	17.86%	16.79%	33.33%	11.11%	0%	15.38%	60.00%	42.86%	0.00%	25.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-07	#	31	26	5	2	0	11	1	7	3	0	0	0	0	5	0	1	1
	%	22.14%	19.85%	55.56%	22.22%	0%	12.09%	20.00%	50.00%	100.00%	0.00%	0%	0.00%	0%	55.56%	0%	100.00%	100.00%
Grade-08	#	7	7	0	1	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	5.00%	5.34%	0.00%	11.11%	0%	6.59%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-09	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	3.57%	3.82%	0.00%	0.00%	0%	5.49%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-10	#	22	22	0	0	0	17	0	1	0	1	0	0	0	3	0	0	0
	%	15.71%	16.79%	0.00%	0.00%	0%	18.68%	0.00%	7.14%	0.00%	25.00%	0%	0.00%	0%	33.33%	0%	0.00%	0.00%
Grade-11	#	43	43	0	4	0	33	0	0	0	2	0	3	0	1	0	0	0
	%	30.71%	32.82%	0.00%	44.44%	0%	36.26%	0.00%	0.00%	0.00%	50.00%	0%	100.00%	0%	11.11%	0%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	2.14%	1.53%	11.11%	0.00%	0%	2.20%	20.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
All Other Wage	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
TOTAL	#	140	131	9	9	0	91	5	14	3	4	0	3	0	9	0	1	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201721

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

	RACE/ETHNICITY
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WD, WG, WL, XD, XL, & XP		TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-03	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	25	22	3	1	0	14	3	6	0	1	0	0	0	0	0	0	0
	%	100%	88.00%	12.00%	4.00%	0.00%	56.00%	12.00%	24.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	28	24	4	2	0	10	1	7	2	0	0	0	0	4	0	1	1
	%	100%	85.71%	14.29%	7.14%	0.00%	35.71%	3.57%	25.00%	7.14%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	3.57%	3.57%
Grade-08	#	7	7	0	1	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	14.29%	0.00%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	22	22	0	0	0	17	0	1	0	1	0	0	0	3	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	77.27%	0.00%	4.55%	0.00%	4.55%	0.00%	0.00%	0.00%	13.64%	0.00%	0.00%	0.00%
Grade-11	#	43	43	0	4	0	33	0	0	0	2	0	3	0	1	0	0	0
	%	100%	100.00%	0.00%	9.30%	0.00%	76.74%	0.00%	0.00%	0.00%	4.65%	0.00%	6.98%	0.00%	2.33%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other Non-	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201721

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

	RACE/ETHNICITY
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WD, WG, WL, XD, XL, & XP		TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-03	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	2.19%	2.33%	0.00%	11.11%	0%	2.22%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.73%	0.78%	0.00%	0.00%	0%	1.11%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-06	#	25	22	3	1	0	14	3	6	0	1	0	0	0	0	0	0	0
	%	18.25%	17.05%	37.50%	11.11%	0%	15.56%	60.00%	42.86%	0.00%	25.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-07	#	28	24	4	2	0	10	1	7	2	0	0	0	0	4	0	1	1
	%	20.44%	18.60%	50.00%	22.22%	0%	11.11%	20.00%	50.00%	100.00%	0.00%	0%	0.00%	0%	50.00%	0%	100.00%	100.00%
Grade-08	#	7	7	0	1	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	5.11%	5.43%	0.00%	11.11%	0%	6.67%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-09	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	3.65%	3.88%	0.00%	0.00%	0%	5.56%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-10	#	22	22	0	0	0	17	0	1	0	1	0	0	0	3	0	0	0
	%	16.06%	17.05%	0.00%	0.00%	0%	18.89%	0.00%	7.14%	0.00%	25.00%	0%	0.00%	0%	37.50%	0%	0.00%	0.00%
Grade-11	#	43	43	0	4	0	33	0	0	0	2	0	3	0	1	0	0	0
	%	31.39%	33.33%	0.00%	44.44%	0%	36.67%	0.00%	0.00%	0.00%	50.00%	0%	100.00%	0%	12.50%	0%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-14	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	2.19%	1.55%	12.50%	0.00%	0%	2.22%	20.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
All Other Non-	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0%	0.00%	0.00%
TOTAL	#	137	129	8	9	0	90	5	14	2	4	0	3	0	8	0	1	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

[illegible]

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

WS & XS		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-07	#	3	2	1	0	0	1	0	0	1	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	100.00%	0%	0%	100.00%	0%	0%	100.00%	0%	0%	0%	0%	100.00%	0%	0%	0%
Grade-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
All Other Superviso	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0%	0%	0.00%	0%	0%	0%
TOTAL	#	3	2	1	0	0	1	0	0	1	0	0	0	0	1	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201721

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

Job Title/Series Rate Occupational		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
HUMAN RESOURC	#	324	101	223	13	17	59	97	27	97	1	7	0	0	1	3	0	2
	%	100%	31.17%	68.83%	4.01%	5.25%	18.21%	29.94%	8.33%	29.94%	0.31%	2.16%	0.00%	0.00%	0.31%	0.93%	0.00%	0.62%
Occupational CLF	#	100%	39.70%	60.30%	3.66%	5.84%	30.39%	44.18%	3.32%	7.11%	1.85%	2.33%	0.04%	0.08%	0.27%	0.48%	0.17%	0.29%
GENERAL ENGINEE	#	899	763	136	57	19	503	63	69	33	124	18	3	0	7	3	0	0
	%	100%	84.87%	15.13%	6.34%	2.11%	55.95%	7.01%	7.68%	3.67%	13.79%	2.00%	0.33%	0.00%	0.78%	0.33%	0.00%	0.00%
Occupational CLF	#	100%	88.32%	11.68%	4.08%	0.71%	70.69%	7.99%	3.43%	0.93%	9.20%	1.86%	0.06%	0.02%	0.52%	0.11%	0.35%	0.06%
CIVIL ENGINEE	#	440	359	81	39	8	244	51	23	8	44	13	1	0	5	1	3	0
	%	100%	81.59%	18.41%	8.86%	1.82%	55.45%	11.59%	5.23%	1.82%	10.00%	2.95%	0.23%	0.00%	1.14%	0.23%	0.68%	0.00%
Occupational CLF	#	100%	87.61%	12.39%	4.02%	0.91%	72.00%	9.11%	3.61%	0.72%	7.04%	1.41%	0.08%	0.04%	0.44%	0.13%	0.41%	0.07%
ELECTRONICS	#	750	677	73	45	8	415	28	51	13	152	23	1	0	13	1	0	0
	%	100%	90.27%	9.73%	6.00%	1.07%	55.33%	3.73%	6.80%	1.73%	20.27%	3.07%	0.13%	0.00%	1.73%	0.13%	0.00%	0.00%
Occupational CLF	#	100%	91.26%	8.74%	4.82%	0.67%	70.93%	5.51%	4.40%	0.90%	10.20%	1.52%	0.05%	0.01%	0.51%	0.06%	0.35%	0.07%
AEROSPACE	#	806	669	137	29	8	492	100	32	9	101	20	4	0	5	0	6	0
	%	100%	83.00%	17.00%	3.60%	0.99%	61.04%	12.41%	3.97%	1.12%	12.53%	2.48%	0.50%	0.00%	0.62%	0.00%	0.74%	0.00%
Occupational CLF	#	100%	88.25%	11.75%	4.88%	0.74%	68.79%	8.20%	3.56%	0.63%	9.98%	1.98%	0.10%	0.00%	0.54%	0.08%	0.39%	0.12%
CONTRACTING	#	235	102	133	3	9	69	72	28	38	1	7	1	1	0	5	0	1
	%	100%	43.40%	56.60%	1.28%	3.83%	29.36%	30.64%	11.91%	16.17%	0.43%	2.98%	0.43%	0.43%	0.00%	2.13%	0.00%	0.43%
Occupational CLF	#	100%	46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%
GENERAL INSPECTI	#	415	302	113	39	5	214	68	28	32	11	4	2	1	6	0	2	3
	%	100%	72.77%	27.23%	9.40%	1.20%	51.57%	16.39%	6.75%	7.71%	2.65%	0.96%	0.48%	0.24%	1.45%	0.00%	0.48%	0.72%
Occupational CLF	#	100%	53.57%	46.43%	4.37%	4.33%	41.05%	32.18%	4.26%	6.89%	2.89%	2.11%	0.05%	0.10%	0.63%	0.52%	0.31%	0.30%
AVIATION SAFETY	#	4231	3892	339	267	14	3285	296	185	18	66	6	15	0	65	4	9	1
	%	100%	91.99%	8.01%	6.31%	0.33%	77.64%	7.00%	4.37%	0.43%	1.56%	0.14%	0.35%	0.00%	1.54%	0.09%	0.21%	0.02%
Occupational CLF	#	100%	83.86%	16.14%	10.05%	2.49%	61.87%	9.76%	8.51%	3.19%	2.59%	0.35%	0.03%	0.14%	0.66%	0.13%	0.16%	0.09%
AIRWAY TRANSPO	#	5884	5457	427	569	32	3949	275	517	72	245	35	37	2	109	8	31	3
	%	100%	92.74%	7.26%	9.67%	0.54%	67.11%	4.67%	8.79%	1.22%	4.16%	0.59%	0.63%	0.03%	1.85%	0.14%	0.53%	0.05%
Occupational CLF	#	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
AIR TRAFFIC	#	18260	15172	3088	1218	271	12221	2350	996	293	445	112	50	10	157	24	85	28
	%	100%	83.09%	16.91%	6.67%	1.48%	66.93%	12.87%	5.45%	1.60%	2.44%	0.61%	0.27%	0.05%	0.86%	0.13%	0.47%	0.15%
Occupational CLF	#	100%	81.62%	18.38%	5.59%	1.51%	64.77%	13.76%	7.76%	1.76%	2.18%	0.84%	0.39%	0.16%	0.48%	0.11%	0.44%	0.22%
INFORMATION	#	1526	1106	420	62	19	824	275	108	78	80	40	5	0	27	7	0	1
	%	100%	72.48%	27.52%	4.06%	1.25%	54.00%	18.02%	7.08%	5.11%	5.24%	2.62%	0.33%	0.00%	1.77%	0.46%	0.00%	0.07%
Occupational CLF	#	100%	70.36%	29.64%	5.39%	2.17%	52.21%	20.89%	6.61%	4.50%	5.14%	1.55%	0.10%	0.05%	0.53%	0.29%	0.38%	0.18%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2016-10-01 TO 2017-09-30)

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

Job Title/Series Rate Occupational	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
HUMAN RESOURCES MANAGEMENT (0201)																		
Accession	#	22	7	15	1	1	3	6	3	6	0	0	0	0	0	0	0	2
s	%	100%	31.82%	68.18%	4.55%	4.55%	13.64%	27.27%	13.64%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
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)																		
Accession	#	44	37	7	4	0	23	2	4	4	5	1	0	0	0	0	0	0
s	%	100%	84.09%	15.91%	9.09%	0.00%	52.27%	4.55%	9.09%	9.09%	11.36%	2.27%	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)																		
Accession	#	38	27	11	3	1	19	9	1	0	3	1	0	0	1	0	0	0
s	%	100%	71.05%	28.95%	7.89%	2.63%	50.00%	23.68%	2.63%	0.00%	7.89%	2.63%	0.00%	0.00%	2.63%	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)																		
Accession	#	30	28	2	1	0	19	1	3	0	4	1	0	0	1	0	0	0
s	%	100%	93.33%	6.67%	3.33%	0.00%	63.33%	3.33%	10.00%	0.00%	13.33%	3.33%	0.00%	0.00%	3.33%	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)																		
Accession	#	28	25	3	1	0	13	3	0	0	10	0	0	0	0	0	1	0
s	%	100%	89.29%	10.71%	3.57%	0.00%	46.43%	10.71%	0.00%	0.00%	35.71%	0.00%	0.00%	0.00%	0.00%	0.00%	3.57%	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)																		
Accession	#	13	4	9	0	0	4	5	0	2	0	0	0	0	0	2	0	0
s	%	100%	30.77%	69.23%	0.00%	0.00%	30.77%	38.46%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	15.38%	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)																		
Accession	#	18	15	3	1	0	11	3	1	0	0	0	0	0	1	0	1	0
s	%	100%	83.33%	16.67%	5.56%	0.00%	61.11%	16.67%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	5.56%	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)																		
Accession	#	164	149	15	8	1	130	13	4	0	4	0	0	0	2	1	0	0
s	%	100%	90.85%	9.15%	4.88%	0.61%	79.27%	7.93%	2.44%	0.00%	2.44%	0.00%	0.00%	0.00%	1.22%	0.61%	0.00%	0.00%
CLF	#	100%	83.90%	16.10%	10.00%	2.50%	61.90%	9.80%	8.50%	3.20%	2.60%	0.30%	0.00%	0.10%	0.70%	0.10%	0.20%	0.10%
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)																		
Accession	#	291	277	14	52	1	175	8	26	4	14	1	3	0	2	0	3	0
s	%	100%	95.19%	4.81%	17.87%	0.34%	60.14%	2.75%	8.93%	1.37%	4.81%	0.34%	1.03%	0.00%	0.69%	0.00%	1.03%	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)																		
Accession	#	364	308	56	42	7	227	38	25	9	6	1	2	0	2	0	4	0
s	%	100%	84.62%	15.38%	11.54%	1.92%	62.36%	10.44%	6.87%	2.47%	1.65%	0.27%	0.55%	0.00%	0.55%	0.00%	1.10%	0.00%
CLF	#	100%	81.60%	18.40%	5.60%	1.50%	64.80%	13.80%	7.80%	1.80%	2.20%	0.80%	0.40%	0.20%	0.50%	0.10%	0.40%	0.20%
INFORMATION TECHNOLOGIST (0334)																		
Accession	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
s	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	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 (2016-10-01 TO 2017-09-30)

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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permane nt	#	1540	1192	348	133	21	831	212	109	85	73	17	9	1	17	8	12	3
	%	100%	77.40%	22.60%	8.64%	1.36%	53.96%	13.77%	7.08%	5.52%	4.74%	1.10%	0.58%	0.06%	1.10%	0.52%	0.78%	0.19%
Temporar y	#	1587	1287	300	191	59	912	171	96	45	59	18	1	1	13	2	12	4
	%	100%	81.10%	18.90%	12.04%	3.72%	57.47%	10.78%	6.05%	2.84%	3.72%	1.13%	0.06%	0.06%	0.82%	0.13%	0.76%	0.25%
TOTAL	#	3127	2479	648	324	80	1743	383	205	130	132	35	10	2	30	10	24	7
	%	100%	79.28%	20.72%	10.36%	2.56%	55.74%	12.25%	6.56%	4.16%	4.22%	1.12%	0.32%	0.06%	0.96%	0.32%	0.77%	0.22%
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 (201721)																		
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex																		
Permanent Workforce		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total	#	1329	1078	251	91	30	844	181	76	22	41	12	6	0	13	4	7	0
Employee	%	100%	81.11%	18.89%	6.85%	2.26%	63.51%	13.62%	5.72%	1.66%	3.09%	0.90%	0.45%	0.00%	0.98%	0.30%	0.53%	0.00%
Time in grade in excess of miniumum																		
1-12	#	76	56	20	7	5	38	12	8	1	2	1	0	0	1	1	0	0
Months	%	100%	73.68%	26.32%	9.21%	6.58%	50.00%	15.79%	10.53%	1.32%	2.63%	1.32%	0.00%	0.00%	1.32%	1.32%	0.00%	0.00%
13-24	#	29	26	3	2	0	19	2	2	1	0	0	1	0	1	0	1	0
Months	%	100%	89.66%	10.34%	6.90%	0.00%	65.52%	6.90%	6.90%	3.45%	0.00%	0.00%	3.45%	0.00%	3.45%	0.00%	3.45%	0.00%
25 +	#	420	347	73	15	5	296	59	17	4	12	4	1	0	4	1	2	0
months	%	100%	82.62%	17.38%	3.57%	1.19%	70.48%	14.05%	4.05%	0.95%	2.86%	0.95%	0.24%	0.00%	0.95%	0.24%	0.48%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2016-10-01 TO 2017-09-30)																		
Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex - Permanent Workforce																		
Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-Off Awards - 1-9 hours																		
Total	#	7987	6007	1980	471	205	4750	1372	464	276	218	91	10	6	68	20	26	9
Time-Off	%	100%	75.21%	24.79%	5.90%	2.57%	59.47%	17.18%	5.81%	3.46%	2.73%	1.14%	0.13%	0.08%	0.85%	0.25%	0.33%	0.11%
Total Hours		45122	32955	12167	2695	1190	25739	8237	2664	1899	1258	606	60	44	388	128	151	55
Average Hours		6	5	6	6	6	5	6	6	7	6	7	6	7	6	6	6	6
Time-Off Awards - 9+ hours																		
Total	#	3938	2609	1329	170	84	2054	862	226	275	104	74	5	4	38	26	10	3
Time-Off	%	100%	66.25%	33.75%	4.32%	2.13%	52.16%	21.89%	5.74%	6.98%	2.64%	1.88%	0.13%	0.10%	0.96%	0.66%	0.25%	0.08%
Total Hours		72079	46384	25695	2960	1646	36935	16815	3872	5200	1691	1373	80	76	652	501	162	68
Average Hours		18	18	19	17	20	18	20	17	19	16	19	16	19	17	19	16	23
Cash Awards - \$100 - \$500																		
Total	#	8278	6044	2234	461	175	4738	1456	447	429	264	112	18	13	83	41	31	7
Cash	%	100%	73.01%	26.99%	5.57%	2.11%	57.24%	17.59%	5.40%	5.18%	3.19%	1.35%	0.22%	0.16%	1.00%	0.50%	0.37%	0.08%
Total Amount		\$2,988,733	\$2,133,491	\$855,242	\$163,215	\$61,055	\$1,661,993	\$552,170	\$161,807	\$176,530	\$96,594	\$41,437	\$6,801	\$5,300	\$31,286	\$15,350	\$10,975	\$3,000
Average Amount		\$361	\$353	\$383	\$354	\$349	\$351	\$379	\$362	\$411	\$366	\$370	\$378	\$408	\$377	\$374	\$354	\$429
Cash Awards - \$501+																		
Total	#	7335	4541	2794	302	203	3494	1766	420	665	232	108	11	9	67	35	12	6
Cash	%	100%	61.91%	38.09%	4.12%	2.77%	47.63%	24.08%	5.73%	9.07%	3.16%	1.47%	0.15%	0.12%	0.91%	0.48%	0.16%	0.08%
Total Amount		\$8,759,429	\$5,307,659	\$3,451,770	\$325,383	\$251,014	\$4,116,893	\$2,162,443	\$501,001	\$836,351	\$258,681	\$140,948	\$11,300	\$12,050	\$78,501	\$40,714	\$13,550	\$6,900
Average Amount		\$1,194	\$1,169	\$1,235	\$1,077	\$1,237	\$1,178	\$1,224	\$1,193	\$1,258	\$1,115	\$1,305	\$1,027	\$1,339	\$1,172	\$1,163	\$1,129	\$1,150
Senior Executive Service Performance Awards																		
Total	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(QSI)																		
Total QSIs	#	15	14	1	0	0	13	1	0	0	1	0	0	0	0	0	0	0
Awarded	%	100%	93.33%	6.67%	0.00%	0.00%	86.67%	6.67%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		\$45,178	\$42,169	\$3,009	\$0	\$0	\$39,096	\$3,009	\$0	\$0	\$3,073	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit		\$3,012	\$3,012	\$3,009	0	0	\$3,007	\$3,009	0	0	\$3,073	0	0	0	0	0	0	0

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

Type of Separation		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	2510	1925	586	131	29	1559	426	135	89	47	25	6	2	41	14	5	1
	%	100%	76.69%	23.35%	5.22%	1.16%	62.11%	16.97%	5.38%	3.55%	1.87%	1.00%	0.24%	0.08%	1.63%	0.56%	0.20%	0.04%
Involuntary	#	114	84	31	7	7	65	15	8	8	1	0	0	0	2	1	0	0
	%	100%	73.68%	27.19%	6.14%	6.14%	57.02%	13.16%	7.02%	7.02%	0.88%	0.00%	0.00%	0.00%	1.75%	0.88%	0.00%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total separatio	#	2624	2009	617	138	36	1624	441	143	97	48	25	6	2	43	15	5	1
	%	100%	76.56%	23.51%	5.26%	1.37%	61.89%	16.81%	5.45%	3.70%	1.83%	0.95%	0.23%	0.08%	1.64%	0.57%	0.19%	0.04%

TAB 10

Tables by Disability

B1-B14

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period from 201621 to 201721

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 Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/ Dwarfism	
		Disability	Identified					Limbs/ Extremities	Paralysis	Paralysis	y				
TOTAL WORKFORCE - Permanent and Temporary															
Prior 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%
Current FY	#	45644	39575	2299	3770	311	26	23	15	67	16	30	7	123	4
	%	100%	86.70%	5.04%	8.26%	0.68%	0.06%	0.05%	0.03%	0.15%	0.04%	0.07%	0.02%	0.27%	0.01%
Federal Goal (FY09)	#					2.55%									
Difference	#	-264	-474	49	161	-9	-2	0	-1	-9	-2	-1	-1	5	2
Ratio Change	%	0.00%	-0.53%	0.14%	0.40%	-0.02%	0.00%	0.00%	0.00%	-0.02%	0.00%	0.00%	0.00%	0.01%	0.00%
Net Change	%	-0.58%	-1.18%	2.18%	4.46%	-2.81%	-7.14%	0.00%	-6.25%	-11.84%	-11.11%	-3.23%	-12.50%	4.24%	100.00%
PERMANENT WORKFORCE															
Prior 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%
Current FY	#	44969	38968	2275	3726	308	25	23	15	66	15	30	7	123	4
	%	100%	86.66%	5.06%	8.29%	0.68%	0.06%	0.05%	0.03%	0.15%	0.03%	0.07%	0.02%	0.27%	0.01%
Difference	#	-343	-541	50	148	-9	-3	0	-1	-8	-3	-1	-1	6	2
Ratio Change	%	0.00%	-0.54%	0.15%	0.39%	-0.01%	-0.01%	0.00%	0.00%	-0.02%	-0.01%	0.00%	0.00%	0.02%	0.00%
Net Change	%	-0.76%	-1.37%	2.25%	4.14%	-2.84%	-10.71%	0.00%	-6.25%	-10.81%	-16.67%	-3.23%	-12.50%	5.13%	100.00%
TEMPORARY WORKFORCE															
Prior 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%
Current FY	#	675	607	24	44	3	1	0	0	1	1	0	0	0	0
	%	100%	89.93%	3.56%	6.52%	0.44%	0.15%	0.00%	0.00%	0.15%	0.15%	0.00%	0.00%	0.00%	0.00%
Difference	#	79	67	-1	13	0	1	0	0	-1	1	0	0	-1	0
Ratio Change	%	0.00%	-0.68%	-0.64%	1.32%	-0.06%	0.15%	0.00%	0.00%	-0.19%	0.15%	0.00%	0.00%	-0.17%	0.00%
Net Change	%	13.26%	12.41%	-4.00%	41.94%	0.00%	0%	0%	0%	-50.00%	0%	0%	0%	-100.00%	0%

Pay Period 201722

Table B2 - Permanent Workforce By Component - Distribution by Disability

			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) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convul Disorde r/ Epileps y	-90 Mental Retardat ion/ Severe Intellect ual Disabilit y	-91 Mental Illness/ Psychiat ric Disabilty	-92 Distortio Limb- Spine/ Dwarfis m
Component	Total		Disability	Identified											
Federal Goal (FY09)	%				2.55%										
AERONAUTICAL CENTER (SB)	#	3111	2453	182	476	33	4	1	0	7	3	2	0	16	0
	%	100%	78.85%	5.85%	15.30%	1.06%	0.13%	0.03%	0.00%	0.23%	0.10%	0.06%	0.00%	0.51%	0.00%
ALASKAN REGION (SB)	#	792	659	47	86	2	1	0	0	0	0	0	0	1	0
	%	100%	83.21%	5.93%	10.86%	0.25%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%
CENTRAL REGION (SB)	#	1570	1400	43	127	9	1	0	1	3	1	2	0	1	0
	%	100%	89.17%	2.74%	8.09%	0.57%	0.06%	0.00%	0.06%	0.19%	0.06%	0.13%	0.00%	0.06%	0.00%
EASTERN REGION (SB)	#	4160	3860	107	193	21	2	2	2	4	1	2	1	6	1
	%	100%	92.79%	2.57%	4.64%	0.50%	0.05%	0.05%	0.05%	0.10%	0.02%	0.05%	0.02%	0.14%	0.02%
GREAT LAKES REGION (SB)	#	5018	4444	299	275	25	5	2	1	7	0	1	0	9	0
	%	100%	88.56%	5.96%	5.48%	0.50%	0.10%	0.04%	0.02%	0.14%	0.00%	0.02%	0.00%	0.18%	0.00%
HEADQUARTERS (SB)	#	10785	8862	750	1173	120	5	15	7	27	4	15	4	42	1
	%	100%	82.17%	6.95%	10.88%	1.11%	0.05%	0.14%	0.06%	0.25%	0.04%	0.14%	0.04%	0.39%	0.01%
NEW ENGLAND REGION (SB)	#	1065	986	28	51	2	0	0	0	0	1	0	0	1	0
	%	100%	92.58%	2.63%	4.79%	0.19%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.09%	0.00%
NORTHWEST MOUNTAIN REGION (SB)	#	3282	2789	271	222	19	1	0	1	3	2	2	0	9	1
	%	100%	84.98%	8.26%	6.76%	0.58%	0.03%	0.00%	0.03%	0.09%	0.06%	0.06%	0.00%	0.27%	0.03%
SOUTHERN REGION (SB)	#	6041	5426	174	441	32	3	0	1	5	1	2	1	19	0
	%	100%	89.82%	2.88%	7.30%	0.53%	0.05%	0.00%	0.02%	0.08%	0.02%	0.03%	0.02%	0.31%	0.00%
SOUTHWEST REGION (SB)	#	4262	3740	183	339	14	1	2	1	3	0	1	1	5	0
	%	100%	87.75%	4.29%	7.95%	0.33%	0.02%	0.05%	0.02%	0.07%	0.00%	0.02%	0.02%	0.12%	0.00%
TECHNICAL CENTER (SB)	#	735	637	13	85	14	1	0	1	4	1	2	0	4	1
	%	100%	86.67%	1.77%	11.56%	1.90%	0.14%	0.00%	0.14%	0.54%	0.14%	0.27%	0.00%	0.54%	0.14%
WESTERN PACIFIC REGION (SB)	#	4178	3734	182	262	16	1	1	0	2	0	1	0	11	0
	%	100%	89.37%	4.36%	6.27%	0.38%	0.02%	0.02%	0.00%	0.05%	0.00%	0.02%	0.00%	0.26%	0.00%
Total	#	44999	38990	2279	3730	307	25	23	15	65	14	30	7	124	4
	%	100%	86.65%	5.06%	8.29%	0.68%	0.06%	0.05%	0.03%	0.14%	0.03%	0.07%	0.02%	0.28%	0.01%

KEY:

(D) Department

(B) Bureau

(SB) Sub Bureau

(ORG) Organization

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201721

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

Occupational Category		Total	Total by Disability Status				Detail for Targeted Disabilities										
			(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92		
			No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/ Dwarfism		
1. Officials and Managers																	
Executive /Senior	#	3569	3238	136	195	10	0	3	0	1	1	2	0	3	0		
	%	100%	90.73%	3.81%	5.46%	0.28%	0.00%	0.08%	0.00%	0.03%	0.03%	0.06%	0.00%	0.08%	0.00%		
Mid-Level (Grades	#	2002	1781	88	133	6	0	1	0	0	0	1	0	4	0		
	%	100%	88.96%	4.40%	6.64%	0.30%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.00%	0.20%	0.00%		
First-Level	#	345	330	3	12	1	0	0	0	0	1	0	0	0	0		
	%	100%	95.65%	0.87%	3.48%	0.29%	0.00%	0.00%	0.00%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%		
Other	#	10782	8595	776	1411	134	8	11	5	27	5	16	4	56	2		
	%	100%	79.72%	7.20%	13.09%	1.24%	0.07%	0.10%	0.05%	0.25%	0.05%	0.15%	0.04%	0.52%	0.02%		
Officials And	#	16698	13944	1003	1751	151	8	15	5	28	7	19	4	63	2		
	%	100%	83.51%	6.01%	10.49%	0.90%	0.05%	0.09%	0.03%	0.17%	0.04%	0.11%	0.02%	0.38%	0.01%		
2. Professio	#	5638	4841	318	479	46	2	3	4	11	3	4	0	18	1		
	%	100%	85.86%	5.64%	8.50%	0.82%	0.04%	0.05%	0.07%	0.20%	0.05%	0.07%	0.00%	0.32%	0.02%		
3. Technicia	#	17318	16149	504	665	38	3	1	4	6	1	2	0	21	0		
	%	100%	93.25%	2.91%	3.84%	0.22%	0.02%	0.01%	0.02%	0.03%	0.01%	0.01%	0.00%	0.12%	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	#	1534	1045	130	359	54	11	4	1	12	4	4	2	15	1		
	%	100%	68.12%	8.47%	23.40%	3.52%	0.72%	0.26%	0.07%	0.78%	0.26%	0.26%	0.13%	0.98%	0.07%		
6. Craft Workers	#	76	50	10	16	1	0	0	0	0	0	0	1	0	0		
	%	100%	65.79%	13.16%	21.05%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.32%	0.00%	0.00%		
7. Operative	#	3690	2929	309	452	17	1	0	1	9	0	1	0	5	0		
	%	100%	79.38%	8.37%	12.25%	0.46%	0.03%	0.00%	0.03%	0.24%	0.00%	0.03%	0.00%	0.14%	0.00%		
8. Laborers	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0		
	%	100%	66.67%	0%	33.33%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
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 B3-2 - Occupational Categories - Distribution by Disability - Permanent Workforce

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201721

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

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201721

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

		Total by Disability Status	Detail for Targeted Disabilities	
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Occupational Category		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92
			No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/ Dwarfism
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	5	1	0	4	2	1	0	0	0	1	0	0	0	0
	%	0.01%	0.00%	0.00%	0.11%	0.65%	4.00%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%
GS-04	#	1	0	0	1	1	0	0	0	0	0	1	0	0	0
	%	0.00%	0.00%	0.00%	0.03%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%
GS-05	#	101	67	6	28	2	0	1	0	1	0	0	0	0	0
	%	0.23%	0.17%	0.27%	0.76%	0.65%	0.00%	4.35%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	28	11	5	12	3	1	0	0	1	0	0	0	0	1
	%	0.06%	0.03%	0.22%	0.32%	0.98%	4.00%	0.00%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%	25.00%
GS-07	#	717	449	69	199	32	7	1	1	5	3	3	1	11	0
	%	1.60%	1.16%	3.05%	5.38%	10.42%	28.00%	4.35%	6.67%	7.58%	20.00%	10.00%	16.67%	8.94%	0.00%
GS-08	#	895	846	23	26	0	0	0	0	0	0	0	0	0	0
	%	2.00%	2.18%	1.02%	0.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	1711	1355	115	241	27	3	2	0	7	1	2	0	12	0
	%	3.82%	3.49%	5.08%	6.52%	8.79%	12.00%	8.70%	0.00%	10.61%	6.67%	6.67%	0.00%	9.76%	0.00%
GS-10	#	2116	1592	192	332	36	4	2	1	6	2	5	0	16	0
	%	4.72%	4.10%	8.49%	8.98%	11.73%	16.00%	8.70%	6.67%	9.09%	13.33%	16.67%	0.00%	13.01%	0.00%
GS-11	#	2122	2002	51	69	3	0	0	1	0	0	0	0	2	0
	%	4.73%	5.15%	2.25%	1.87%	0.98%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	1.63%	0.00%
GS-12	#	8041	6781	454	806	71	3	6	5	13	2	5	3	33	1
	%	17.94%	17.44%	20.07%	21.81%	23.13%	12.00%	26.09%	33.33%	19.70%	13.33%	16.67%	50.00%	26.83%	25.00%
GS-13	#	8370	7053	524	793	56	3	1	4	16	3	5	1	21	2
	%	18.67%	18.14%	23.17%	21.46%	18.24%	12.00%	4.35%	26.67%	24.24%	20.00%	16.67%	16.67%	17.07%	50.00%
GS-14	#	16507	14909	657	941	61	3	7	2	16	3	7	0	23	0
	%	36.82%	38.36%	29.05%	25.46%	19.87%	12.00%	30.43%	13.33%	24.24%	20.00%	23.33%	0.00%	18.70%	0.00%
GS-15	#	3913	3541	150	222	12	0	2	1	1	1	2	0	5	0
	%	8.73%	9.11%	6.63%	6.01%	3.91%	0.00%	8.70%	6.67%	1.52%	6.67%	6.67%	0.00%	4.07%	0.00%
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Executive Service	#	190	165	9	16	1	0	1	0	0	0	0	0	0	0
	%	0.42%	0.42%	0.40%	0.43%	0.33%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	44829	38871	2262	3696	307	25	23	15	66	15	30	6	123	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

[illegible]

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

[illegible]

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

[illegible]

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

[illegible]

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

[illegible]

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

[illegible]

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

Occupational Category		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92
			No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/ Dwarfism
HUMAN RESOURCES	#	326	256	20	50	3	1	0	0	0	0	0	0	2	0
	%	100%	78.53%	6.13%	15.34%	0.92%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.61%	0.00%
GENERAL ENGINEER	#	900	817	33	50	5	0	0	1	1	1	0	0	2	0
	%	100%	90.78%	3.67%	5.56%	0.56%	0.00%	0.00%	0.11%	0.11%	0.11%	0.00%	0.00%	0.22%	0.00%
CIVIL ENGINEER	#	440	378	36	26	2	0	0	1	0	0	0	0	1	0
	%	100%	85.91%	8.18%	5.91%	0.45%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%
ELECTRONICS	#	750	677	28	45	5	1	0	0	2	0	2	0	0	0
	%	100%	90.27%	3.73%	6.00%	0.67%	0.13%	0.00%	0.00%	0.27%	0.00%	0.27%	0.00%	0.00%	0.00%
AEROSPACE	#	806	719	39	48	3	0	0	0	0	1	0	0	2	0
	%	100%	89.21%	4.84%	5.96%	0.37%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.25%	0.00%
CONTRACTING	#	235	199	11	25	3	0	0	0	3	0	0	0	0	0
	%	100%	84.68%	4.68%	10.64%	1.28%	0.00%	0.00%	0.00%	1.28%	0.00%	0.00%	0.00%	0.00%	0.00%
GENERAL INSPECTOR	#	415	330	43	42	1	0	1	0	0	0	0	0	0	0
	%	100%	79.52%	10.36%	10.12%	0.24%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AVIATION SAFETY	#	4234	3405	332	497	18	1	0	1	9	0	1	0	6	0
	%	100%	80.42%	7.84%	11.74%	0.43%	0.02%	0.00%	0.02%	0.21%	0.00%	0.02%	0.00%	0.14%	0.00%
AIRWAY TRANSPORT	#	5885	4854	388	643	36	2	3	1	3	0	4	0	23	0
	%	100%	82.48%	6.59%	10.93%	0.61%	0.03%	0.05%	0.02%	0.05%	0.00%	0.07%	0.00%	0.39%	0.00%
AIR TRAFFIC	#	18261	17354	407	500	20	1	1	3	2	1	2	0	10	0
	%	100%	95.03%	2.23%	2.74%	0.11%	0.01%	0.01%	0.02%	0.01%	0.01%	0.01%	0.00%	0.05%	0.00%
INFORMATION	#	1528	1274	74	180	22	1	4	2	5	1	1	0	7	1
	%	100%	83.38%	4.84%	11.78%	1.44%	0.07%	0.26%	0.13%	0.33%	0.07%	0.07%	0.00%	0.46%	0.07%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2016-10-01 TO 2017-09-30)

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

[illegible]

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

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities									
			(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92	
			No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/ Dwarfism	
Permanent	#	1540	1171	134	235	15	0	0	0	1	0	1	0	12	1	
	%	100%	76.04%	8.70%	15.26%	0.97%	0.00%	0.00%	0.00%	0.06%	0.00%	0.06%	0.00%	0.78%	0.06%	
Temporary	#	1587	1480	47	60	1	1	0	0	0	0	0	0	0	0	
	%	100%	93.26%	2.96%	3.78%	0.06%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total	#	3127	2651	181	295	16	1	0	0	1	0	1	0	12	1	
	%	100%	84.78%	5.79%	9.43%	0.51%	0.03%	0.00%	0.00%	0.03%	0.00%	0.03%	0.00%	0.38%	0.03%	

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

			Total by Disability Status				Detail for Targeted Disabilities								
			(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92
			No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv e	Mental Retardati on/ Severe Intellectu al	Mental Illness/ Psychiatri c	Distortion
Employment Tenure		Total	Disability	Identified				Limbs/ Extremiti es	Paralysis	Paralysis	Disorder/ Epilepsy	Disability	Disability	Limb- Spine/ Dwarfism	
Total	#	1329	1189	66	74	8	0	0	3	0	0	1	0	3	1
Employee	%	100%	89.47%	4.97%	5.57%	0.60%	0.00%	0.00%	0.23%	0.00%	0.00%	0.08%	0.00%	0.23%	0.08%
Time in Grade Excess of Minimum															
1-12	#	76	69	2	5	0	0	0	0	0	0	0	0	0	0
Months	%	100%	90.79%	2.63%	6.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-24	#	29	25	1	3	0	0	0	0	0	0	0	0	0	0
Months	%	100%	86.21%	3.45%	10.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25 +	#	420	408	4	8	1	0	0	1	0	0	0	0	0	0
Months	%	100%	97.14%	0.95%	1.90%	0.24%	0.00%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2016-10-01 TO 2017-09-30)

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

		Total by Disability Status	Detail for Targeted Disabilities	
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[illegible]

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

		Total	Total by Disability Status				Detail for Targeted Disabilities									
			(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92	
Type of Separation			No	Not	Disability	Disability	Deafness	Blindness	Missing	Partial	Total	Convulsiv e	Mental Retardati on/ Severe Intellectu al	Mental Illness/ Psychiatri c	Distortion	
			Disability	Identified					Limbs/ Extremiti es	Paralysis	Paralysis	Disorder/ Epilepsy	Disability	Disability	Limb- Spine/ Dwarfism	
Voluntary	#	2511	2191	97	223	20	0	1	0	4	2	4	1	8	0	
	%	100%	87.26%	3.86%	8.88%	0.80%	0.00%	0.04%	0.00%	0.16%	0.08%	0.16%	0.04%	0.32%	0.00%	
Involunta ry	#	115	85	13	17	2	0	0	0	0	0	0	0	2	0	
	%	%	73.91%	11.30%	14.78%	1.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.74%	0.00%	
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total Separatio	#	2626	2276	110	240	22	0	1	0	4	2	4	1	10	0	
	%	100%	86.67%	4.19%	9.14%	0.84%	0.00%	0.04%	0.00%	0.15%	0.08%	0.15%	0.04%	0.38%	0.00%	

TAB 11

FAA 462 Report

b. Modified	<u>5</u>	5
10. Performance Evaluation Modified	<u>5</u>	5
11. Leave Restored	<u>10</u>	8
12. Neutral Reference	<u>1</u>	1
13. Other	<u>26</u>	26
14.		

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. Total	<u>7</u>	7

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	544
B. Complaints Filed	220
C. Remands (sum of lines C1 + C2 + C3)	9
C.1. Remands (Not Included in A or B)	7
C.2. Remands (Included in A or B)	2
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	0
D. Total Complaints (sum of lines A + B + C1)	771
E. Complaints in Line D that were NOT Consolidated	764
F. Complaints in Line E that were Closed During Report Period	185
G. Complaints in Line D that WERE Consolidated	7
H. Complaints in Line G that were Closed During Report Period	3
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + ((C2 + C3) - C4))	585
J. Individuals Filing Complaints (Complainants)	214
K. Number of Joint Processing Units from Consolidation of Complaints	4

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	0			
b. Permanent Employees	0			
2. Counselors	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
3. Investigators	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. New Staff (NS) – Total	0	0	0	0	0	0
a. NS Receiving Required 32 Or More Hours	0	0	0	0	0	0
b. NS Receiving 8 Or More Hours, Usually Given To Experienced Staff	0	0	0	0	0	0
c. NS Receiving No Training At All	0	0	0	0	0	0
2. Experienced Staff (ES) – Total	0	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	0	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name:	
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	NO
2. If no, who does the EEO Director Report to?	Person: Title:
3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	Person: Title:
4. Who does that person report to?	Person: Title:

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Issues of Alleged Discrimination	Bases of Alleged Discrimination												Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Race						Color	Religion	Reprisal						
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
A. Appointment/Hire	0	0	0	2	3	0	3	0	4	25	8	8			
B. Assignment of Duties	0	0	0	5	4	0	4	2	16	66	23	23			
C. Awards	0	1	0	1	1	0	3	0	1	14	5	5			
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0			
E. Disciplinary Action	1	1	0	5	3	1	8	2	27	87	33	33			
1. Demotion	0	0	0	1	0	0	1	0	1	4	1	1			
2. Reprimand	1	0	0	0	0	0	0	0	4	10	6	6			
3. Suspension	0	1	0	4	0	1	6	1	11	35	11	11			
4. Removal	0	0	0	0	1	0	0	0	4	9	4	4			
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0			
6. Other	0	0	0	0	2	0	1	1	7	29	11	11			
7.															
F. Duty Hours	0	0	0	0	2	0	0	0	3	13	5	5			
G. Perf. Eval./ Appraisal	0	0	0	6	3	1	4	3	18	76	25	25			
H. Examination/Test	0	0	0	0	0	0	0	0	0	1	1	1			
I. Harassment	1	4	0	23	8	4	26	8	82	323	127	124			
1. Non-Sexual	1	4	0	23	8	4	26	8	70	297	113	110			
2. Sexual				2		1	3	2	12	26	14	14			
J. Medical Examination	0	0	0	0	0	1	0	0	2	12	4	4			
K. Pay Including Overtime	0	0	0	0	0	0	0	0	2	14	8	8			
L. Promotion/Non-Selection	0	0	0	9	7	0	8	7	27	127	53	51			
M. Reassignment	0	0	0	6	2	0	3	2	9	45	17	17			
1. Denied	0	0	0	3	1	0	2	0	5	21	7	7			
2. Directed	0	0	0	3	1	0	1	2	4	24	10	10			
N. Reasonable Accommodation Disability				3			4	1	14	41	22	22			
O. Reinstatement	0	0	0	1	0	0	1	0	0	2	1	1			
P. Religious Accommodation								2	0	2	2	2			
Q. Retirement	0	0	0	0	2	0	0	0	1	12	5	5			
R. Sex-Stereotyping										0	0	0			
S. Telework	0	1	0	0	0	0	0	0	2	13	4	4			
T. Termination	0	1	0	6	0	0	3	2	9	40	18	18			
U. Terms/Conditions of Employment	0	0	0	4	4	0	3	2	12	54	23	23			
V. Time and Attendance	0	0	0	2	3	0	1	1	7	38	14	14			
W. Training	0	1	0	7	1	0	4	3	8	48	19	19			
X. Other (Please Specify Below)	0	1	0	3	2	0	3	0	11	41	16	16			
User Defined - Other 1	0	1	0	3	2	0	3	0	11	41	16	16			
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0			
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0			
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0			
Total All Issues by Bases	2	10	0	80	45	7	74	34	255						
Total All Complaints Filed by Bases	1	5	0	48	19	6	40	19	121						
Total All Complainants by Bases	1	5	0	47	19	6	39	19	116						

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					
A. Appointment/Hire	4	0	0	0	1	3	1		3	0	2	0	25	8	8	
B. Assignment of Duties	3	4	0	0	0	4		1	12	3	8	1	66	23	23	
C. Awards	0	2	0	0	0	1		1	3	1	0	0	14	5	5	
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0	
E. Disciplinary Action	3	5	0	0	0	6			11	2	12	0	87	33	33	
1. Demotion	1	0	0	0	0	0	1		0	0	0	0	4	1	1	
2. Reprimand	0	0	0	0	0	1			2	0	2	0	10	6	6	
3. Suspension	1	2	0	0	0	3			2	0	3	0	35	11	11	
4. Removal	0	0	0	0	0	0			2	1	1	0	9	4	4	
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0	
6. Other	1	3	0	0	0	2			5	1	6	0	29	11	11	

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							
7.																		
F. Duty Hours	0	2	0	0	0	0			2	1	3	0	13	5	5			
G. Perf. Eval./ Appraisal	1	9	0	0	1	7			11	3	8	1	76	25	25			
H. Examination/Test	0	0	0	0	0	0			0	0	1	0	1	1				
I. Harassment	18	44	0	0	2	16			46	13	26	2	323	127	124			
1. Non-Sexual	14	34	0	0	2	16		3	46	13	26	2	297	113	110			
2. Sexual	4	10	0	0		2	2	1	3	2	3		26	14	14			
J. Medical Examination	0	2	0	0	0	0			1	3	3	0	12	4	4			
K. Pay Including Overtime	4	2	0	0	1	0	2	0	2	1	0	0	14	8	8			
L. Promotion/Non-Selection	7	19	0	0	2	4	1		27	4	6	0	127	53	51			
M. Reassignment	3	4	0	0	0	2			5	2	5	2	45	17	17			
1. Denied	2	1	0	0	0	1			2	1	2	1	21	7	7			
2. Directed	1	3	0	0	0	1			3	1	3	1	24	10	10			
N. Reasonable Accommodation Disability	2	2		0		1			3	7	19	1	41	22	22			
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	2	1	1			
P. Religious Accommodation													2	2	2			
Q. Retirement	1	1	0	0	0	1			5	0	1	0	12	5	5			
R. Sex-Stereotyping	0	0	0										0	0	0			
S. Telework	1	1	0	0	0	2			2	2	2	0	13	4	4			
T. Termination	1	3	1	0	0	1			5	2	6	0	40	18	18			
U. Terms/Conditions of Employment	2	5	0	0	0	3			9	4	6	0	54	23	23			
V. Time and Attendance	2	3	0	0	0	2			5	5	7	0	38	14	14			
W. Training	2	4	0	0	0	5			4	1	7	1	48	19	19			
X. Other (Please Specify Below)	1	3	0	0	0	3			4	2	7	1	41	16	16			
User Defined - Other 1	1	3	0	0	0	3			4	2	7	1	41	16	16			
User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0			
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0			
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0			
Total All Issues by Bases	53	113	1	0	7	60	2	0	157	56	129	9						
Total All Complaints Filed by Bases	28	61	1	0	7	24	2	0	83	22	51	3						
Total All Complainants by Bases	28	59	1	0	7	23	2	0	81	22	51	3						

PART IV C – Bases and Issues Alleged in Settlements (Part 1)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
A. Appointment/Hire	0	1	0	0	0	1	2	1	2	5	1	1	13	2	2
B. Assignment of Duties	0	0	0	1	2	1	2	2	7	19	7	7	28	5	5
C. Awards	0	1	0	1	1	0	1	0	3	8	2	2	5	2	2
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	4	2	1	2	1	11	21	11	11	26	9	8
1. Demotion	0	0	0	0	0	1	1	1	0	6	2	2	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	2	3	3	3	1	1	1
3. Suspension	0	0	0	2	1	0	0	0	4	5	4	4	6	3	3
4. Removal	0	0	0	0	0	0	0	0	1	0	0	0	2	1	1
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	2	1	0	1	0	4	7	2	2	17	4	3
7.															
F. Duty Hours	0	0	0	1	0	0	0	0	2	0	0	0	4	2	2
G. Perf. Eval/ Appraisal	0	0	0	2	2	0	2	1	4	15	7	7	22	7	7
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	1	0	16	7	1	12	7	46	94	43	41	115	33	30
1. Non-Sexual	0	1	0	16	7	1	12	7	42	89	39	37	112	31	28
2. Sexual				1			1		4	5	4	4	3	2	2
J. Medical Examination	0	0	0	0	0	0	0	0	1	0	0	0	5	1	1
K. Pay Including Overtime	0	0	0	2	3	0	1	0	6	14	4	4	8	4	4

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
L. Promotion/Non-Selection	0	0	0	4	4	1	2	2	10	14	6	6	33	12	12
M. Reassignment	0	1	0	1	0	0	0	0	5	4	3	3	10	4	4
1. Denied	0	0	0	0	0	0	0	0	1	1	1	1	2	1	1
2. Directed	0	1	0	1	0	0	0	0	4	3	2	2	8	3	3
N. Reasonable Accommodation Disability									5	7	4	4	13	6	5
O. Reinstatement	0	0	0	0	1	0	1	0	0	2	1	1	0	0	0
P. Religious Accommodation								0	0	0	0	0	0	0	0
Q. Retirement	0	0	0	1	1	0	1	0	1	5	1	1	6	2	2
R. Sex-Stereotyping										0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	1	0	0	0	8	2	2
T. Termination	0	0	0	1	1	1	1	0	4	8	5	5	8	3	3
U. Terms/Conditions of Employment	0	0	0	4	2	0	1	1	5	17	7	7	12	3	3
V. Time and Attendance	0	0	0	1	2	0	1	1	9	7	3	3	25	9	9
W. Training	0	0	0	5	3	0	1	2	7	7	4	4	32	9	9
X. Other (Please Specify Below)	0	0	0	2	2	0	0	0	5	10	5	5	10	4	4
User Defined - Other 1	0	0	0	2	2	0	0	0	5	10	5	5	10	4	4
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	0	0	0	25	14	6	20	7	49						
1a. Number of Counselings Settled	0	0	0	13	7	2	9	3	26						
1b. Number of Counselees Settled With	0	0	0	12	7	2	9	3	25						
2. Complaint Settlement Allegations	0	4	0	21	19	0	10	11	85						
2a. Number of Complaints Settled	0	2	0	13	9	0	7	5	43						
2b. Number of Complainants Settled With	0	1	0	12	7	0	7	3	36						

PART IV C – Bases and Issues Alleged in Settlements (Part 2)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																		
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complaints Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical								
A. Appointment/Hire	1	1	0	0	2	0	1		1	0	1	0	5	1	1	13	2	2	
B. Assignment of Duties	3	4	0	0	2	3	2	1	7	3	2	0	19	7	7	28	5	5	
C. Awards	0	2	0	0	1	0			3	0	0	0	8	2	2	5	2	2	
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	3	3	0	0	2	1			6	5	1	0	21	11	11	26	9	8	
1. Demotion	1	0	0	0	2	0	1		0	0	0	0	6	2	2	0	0	0	
2. Reprimand	0	1	0	0	0	0			1	0	0	0	3	3	3	1	1	1	
3. Suspension	1	1	0	0	0	0			1	1	0	0	5	4	4	6	3	3	
4. Removal	0	0	0	0	0	0			0	1	0	0	0	0	0	2	1	1	
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
6. Other	1	1	0	0	0	1			4	3	1	0	7	2	2	17	4	3	
7.																			
F. Duty Hours	1	0	0	0	0	0			0	0	0	0	0	0	0	4	2	2	
G. Perf. Eval./ Appraisal	2	6	1	0	1	3			7	2	4	0	15	7	7	22	7	7	
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
I. Harassment	12	17	1	2	3	8			28	11	13	0	94	43	41	115	33	30	
1. Non-Sexual	11	15	0	2	3	8	4	2	28	11	13	0	89	39	37	112	31	28	
2. Sexual	1	2	1	0					2	1	1		5	4	4	3	2	2	
J. Medical Examination	0	1	0	0	0	0			1	1	1	0	0	0	0	5	1	1	
K. Pay Including Overtime	1	2	0	0	0	0	0	1	6	0	0	0	14	4	4	8	4	4	
L. Promotion/Non-Selection	3	3	0	0	2	1	1		11	2	2	0	14	6	6	33	12	12	
M. Reassignment	2	2	0	0	1	0			1	0	1	0	4	3	3	10	4	4	
1. Denied	0	1	0	0	0	0			0	0	1	0	1	1	1	2	1	1	

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
2. Directed	2	1	0	0	1	0			1	0	0	0	3	2	2	8	3	3
N. Reasonable Accommodation Disability	1	1		0	1				2	7	7	1	7	4	4	13	6	5
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0
P. Religious Accommodation													0	0	0	0	0	0
Q. Retirement	1	0	0	0	0	1			3	1	1	0	5	1	1	6	2	2
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0
S. Telework	1	1	0	0	0	1			2	1	1	0	0	0	0	8	2	2
T. Termination	1	2	0	0	2	1	1		1	1	0	0	8	5	5	8	3	3
U. Terms/Conditions of Employment	2	3	0	0	1	1			6	2	1	0	17	7	7	12	3	3
V. Time and Attendance	2	2	0	0	0	2			5	3	4	0	7	3	3	25	9	9
W. Training	4	3	0	0	1	3	1		5	1	1	0	7	4	4	32	9	9
X. Other (Please Specify Below)	2	3	0	0	0	1			4	1	0	0	10	5	5	10	4	4
User Defined - Other 1	2	3	0	0	0	1	1	2	4	1	0	0	10	5	5	10	4	4
User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	11	36	1	2	12	7	0	1	45	7	10	1						
1a. Number of Counselings Settled	7	17	1	2	4	4	0	1	21	4	8	1						
1b. Number of Counselees Settled With	7	17	1	2	4	4	0	1	21	3	7	1						
2. Complaint Settlement Allegations	30	19	1	0	6	19	0	0	52	34	30	0						
2a. Number of Complaints Settled	10	7	1	0	4	5	0	0	24	13	13	0						
2b. Number of Complainants Settled With	9	7	1	0	3	4	0	0	22	9	11	0						

PART IV D – Bases and Issues Found in FAD's and Final Orders (Part 1)

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																
	Race						Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Orders Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Amer. 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	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.																	
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
1. Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Sexual									0	0	0	0	0	0	0	0	0
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	0	0	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
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	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

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders															
	Race						Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number of Complaints Issued FAD Findings By Issue	Number of AJ Decision Findings By Issue	Number of Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number of Complaints Issued Final Orders With Findings Fully Implemented by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races										
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	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
R. Sex-Stereotyping	0	0	0	0	0	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
T. Termination	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
V. Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. Other (Please Specify Below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0							
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0							
1b. Number of Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	0							
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0							
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0							
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0							
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0							
3b. # of Complaints Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0							

PART IV D – Bases and Issues Found in FAD's and Final Orders (Part 2)

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																			
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complaints Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complaints Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical									
A. Appointment/Hire	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. Assignment of Duties	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
7.																				
F. Duty Hours	0	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	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
1. Non-Sexual	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
2. Sexual	0	0	0										0	0	0	0	0	0	0	0
J. Medical Examination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
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

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																				
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical										
M. Reassignment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
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-Stereotyping	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	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
X. Other (Please Specify Below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0									
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0									
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0									
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0									
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0									
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
<u>163</u>	1. Title VII
<u>0</u>	1a. Pregnancy Discrimination Act (PDA)
<u>66</u>	2. Age Discrimination in Employment Act (ADEA)
<u>43</u>	3. Rehabilitation Act
<u>5</u>	4. Equal Pay Act (EPA)
<u>0</u>	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
277	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	187	98377	526.08
1. Withdrawals (a + b)	11	4514	410.36
a. Non-ADR Withdrawals	11	4514	410.36
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	61	44106	723.05
a. Non-ADR Settlements	61	44106	723.05
b. ADR Settlements	0	0	0.00
3. Final Agency Actions (B + C)	115	49757	432.67
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	92	27447	298.34
1. Finding Discrimination	0	0	0.00
2. Finding No Discrimination	65	25967	399.49
3. Dismissal of Complaints	27	1480	54.81
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	23	22310	970.00
1. AJ Decision Fully Implemented (a + b + c)	23	22310	970.00
(a) Finding Discrimination	0	0	0.00
(b) Finding No Discrimination	23	22310	970.00
(c) Dismissal of Complaints	0	0	0.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	0	0	0.00
iii. Agency Appealed Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	60	6638	110.63
1. Complainant Requested Immediate FAD (1a + 1b)	21	1993	94.90
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	5	234	46.80
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	16	1759	109.94
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	25	2880	115.20
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	4	154	38.50
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	21	2726	129.81
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	14	1765	126.07
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	14	1765	126.07
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	0	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	0	0	0.00

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	<u>61</u>	
B. Total closures with monetary benefits to complainant	<u>47</u>	\$1,412,758.80
1. Back Pay/Front Pay	<u>0</u>	\$0.00
2. Lump Sum Payment	<u>36</u>	\$1,116,164.00
3. Compensatory Damages	<u>5</u>	\$36,000.00
4. Attorney fees and costs	<u>19</u>	\$258,531.80
5. Other	<u>1</u>	\$2,063.00
6.		
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	<u>47</u>	
F. Types of benefits in non-monetary closures	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
1. Hires	<u>0</u>	<u>0</u>
a. Retroactive	<u>0</u>	<u>0</u>
b. Non-Retroactive	<u>0</u>	<u>0</u>
2. Promotions	<u>2</u>	<u>2</u>
a. Retroactive	<u>1</u>	<u>0</u>
b. Non-Retroactive	<u>1</u>	<u>2</u>
3. Expungements	<u>7</u>	<u>2</u>
4. Reassignments	<u>3</u>	<u>0</u>
5. Removal Rescinded	<u>6</u>	<u>3</u>
a. Reinstatement	<u>0</u>	<u>1</u>
b. Voluntary Resignation	<u>6</u>	<u>2</u>
6. Accommodations	<u>1</u>	<u>0</u>
7. Training	<u>6</u>	<u>2</u>
8. Apology	<u>0</u>	<u>1</u>
9. Disciplinary Actions	<u>7</u>	<u>0</u>
a. Rescinded	<u>7</u>	<u>0</u>
b. Modified	<u>0</u>	<u>0</u>
10. Performance evaluation modified	<u>2</u>	<u>3</u>
11. Leave Restored	<u>12</u>	<u>1</u>
12. Neutral Reference	<u>0</u>	<u>0</u>
13. Other(NM)	<u>15</u>	<u>7</u>
14.		

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	587	490950			
1. Complaints Pending Written Notification (Acknowledgement Letter)	<u>1</u>	8	8.00	8	
1a. Complaints Pending Decision to Accept/Dismiss	<u>108</u>	24645	228.00	4308	
2. Complaints Pending Investigation	<u>52</u>	6007	115.00	845	
2a. Complaints Pending 180 Day Investigation Notice	<u>0</u>	0	0.00	0	
3. Complaints In Hearing	<u>342</u>	394843	1,154.00	6303	160-A2-8388X/160-2001-08345X
4. Complaints Pending A Final Agency Action	<u>84</u>	65447	779.00	7184	

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	196	31090	158.62
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	103	20669	200.67
a. Investigations Completed in 180 Days or Less	53	8557	161.00
b. Investigations Completed in 181 - 360 Days	49	11747	239.73
1. Timely Completed Investigations	29	6456	222.00
2. Untimely Completed Investigations	20	5291	264.00
c. Investigations Completed in 361 or More Days	1	365	365.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	93	10421	112.05
a. Investigations Completed in 180 Days or Less	89	9404	105.00
b. Investigations Completed in 181 - 360 Days	4	1017	254.25
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	4	1017	254.00
c. Investigations Completed in 361 or More Days	0	0	0.00
4. Contractor Investigation Costs	\$0.00		0.00

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

**Part X – Summary of ADR Program Activities
Informal Phase (Pre-Complaint)**

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	<u>302</u>	286		
2. Rejected By Individual (Counselee)	<u>86</u>	83		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	<u>216</u>	207		
C. ADR Resources Used in Completed/Ended Counselings (Total)	<u>186</u>	178		
1. Inhouse	<u>133</u>	131		
2. Another Federal Agency	<u>30</u>	29		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	<u>4</u>	4		
4. Multiple Resources Used (Please specify in a comment box)	<u>19</u>	19		
5. Federal Executive Board	<u>0</u>	0		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	<u>184</u>	176	8014	43.55
1. Mediation	<u>176</u>	168	7550	42.00
2. Settlement Conferences	<u>0</u>	0	0	0.00
3. Early Neutral Evaluations	<u>0</u>	0	0	0.00
4. Fact Finding	<u>0</u>	0	0	0.00
5. Facilitation	<u>3</u>	3	165	55.00
6. Ombudsman	<u>0</u>	0	0	0.00
7. Peer Review	<u>0</u>	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	<u>5</u>	5	299	59.00
9.				
10.				
E. Status of Cases				
1. Total Closed	213	205	9100	42.72
a. Settlements with Benefits (Monetary & Non-monetary)	<u>59</u>	57	2426	41.00
b. No Formal Complaint Filed	<u>56</u>	54	2448	43.00
c. Complaint Filed				
i. No Resolution	<u>93</u>	92	4023	43.00
ii. No ADR Attempt (aka Part X.E.1.d)	<u>0</u>	0	0	0.00
e. Decision to File Complaint Pending at the End of the Reporting Period	<u>5</u>	5	203	40.00
2. Intentionally Left Blank				

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

**Part XI – Summary of ADR Program Activities
Formal Phase (Complaint Filed)**

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	<u>5</u>	5		
2. Rejected By Complainant	<u>0</u>	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	<u>1</u>	1		
C. ADR Resources Used in Complaint Closures (Totals)	<u>0</u>	0		
1. Inhouse	<u>0</u>	0		
2. Another Federal Agency	<u>0</u>	0		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	<u>0</u>	0		
4. Multiple Resources Used (Please specify in a comment box)	<u>0</u>	0		
5. Federal Executive Board	<u>0</u>	0		
6.				
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	<u>0</u>	0	0	0.00
1. Mediation	<u>0</u>	0	0	0.00
2. Settlement Conferences	<u>0</u>	0	0	0.00
3. Early Neutral Evaluations	<u>0</u>	0	0	0.00
4. Fact Finding	<u>0</u>	0	0	0.00
5. Facilitation	<u>0</u>	0	0	0.00
6. Ombudsman	<u>0</u>	0	0	0.00
7. Mini Trials	<u>0</u>	0	0	0.00
8. Peer Review	<u>0</u>	0	0	0.00
9. Multiple Techniques Used (Please specify in a comment box)	<u>0</u>	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	<u>1</u>	1	7	7.00
a. Settlements with Benefits (Monetary & Non-monetary)	<u>0</u>	0	0	0.00
b. Withdrawal from EEO Process	<u>0</u>	0	0	0.00
c. No Resolution	<u>1</u>	1	7	7.00
d. No ADR Attempt	<u>0</u>	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	<u>0</u>	0	\$0.00	
a. Compensatory Damages	<u>0</u>	0	\$0.00	
b. Backpay/Frontpay	<u>0</u>	0	\$0.00	
c. Lump Sum	<u>0</u>	0	\$0.00	
d. Attorney Fees and Costs	<u>0</u>	0	\$0.00	
e. Other	<u>0</u>	0	0	
f.				
2. Non-Monetary (Insert Totals)	<u>0</u>	0		
a. Hires	<u>0</u>	0		
i. Retroactive	<u>0</u>	0		
ii. Non-Retroactive	<u>0</u>	0		
b. Promotions	<u>0</u>	0		
i. Retroactive	<u>0</u>	0		
ii. Non-Retroactive	<u>0</u>	0		
c. Expungements	<u>0</u>	0		
d. Reassignments	<u>0</u>	0		
e. Removals Rescinded	<u>0</u>	0		
i. Reinstatement	<u>0</u>	0		
ii. Voluntary Resignation	<u>0</u>	0		
f. Accommodations	<u>0</u>	0		
g. Training	<u>0</u>	0		
h. Apology	<u>0</u>	0		
i. Disciplinary Actions	<u>0</u>	0		
i. Rescinded	<u>0</u>	0		
ii. Modified	<u>0</u>	0		
j. Performance Evaluation Modified	<u>0</u>	0		
k. Leave Restored	<u>0</u>	0		
l. Neutral Reference	<u>0</u>	0		
m. Other	<u>0</u>	0		
n.				

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2016 – 09/30/2017

Part XII – Summary of EEO ADR Program Activities

EEO ADR Resources	Number	Trained
A. No Longer Collected		
B. Employees that can participate in EEO ADR	0	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)	0	
1. In-House Full Time (40 Hours EEO ADR Only)	0	
2. In-House Part Time (32 Hours EEO ADR Only)	0	
3. In-House Collateral Duty (Others/Non-Contract)	0	
4. Contract (Another Federal Agency/Private Organizations)	0	

	Amount	
D. EEO ADR Funding Spent	\$0.00	

E. EEO ADR Contact Information	
1. Name of EEO ADR Program Director / Manager	
2. Title	
3. Telephone Number	
4. Email	

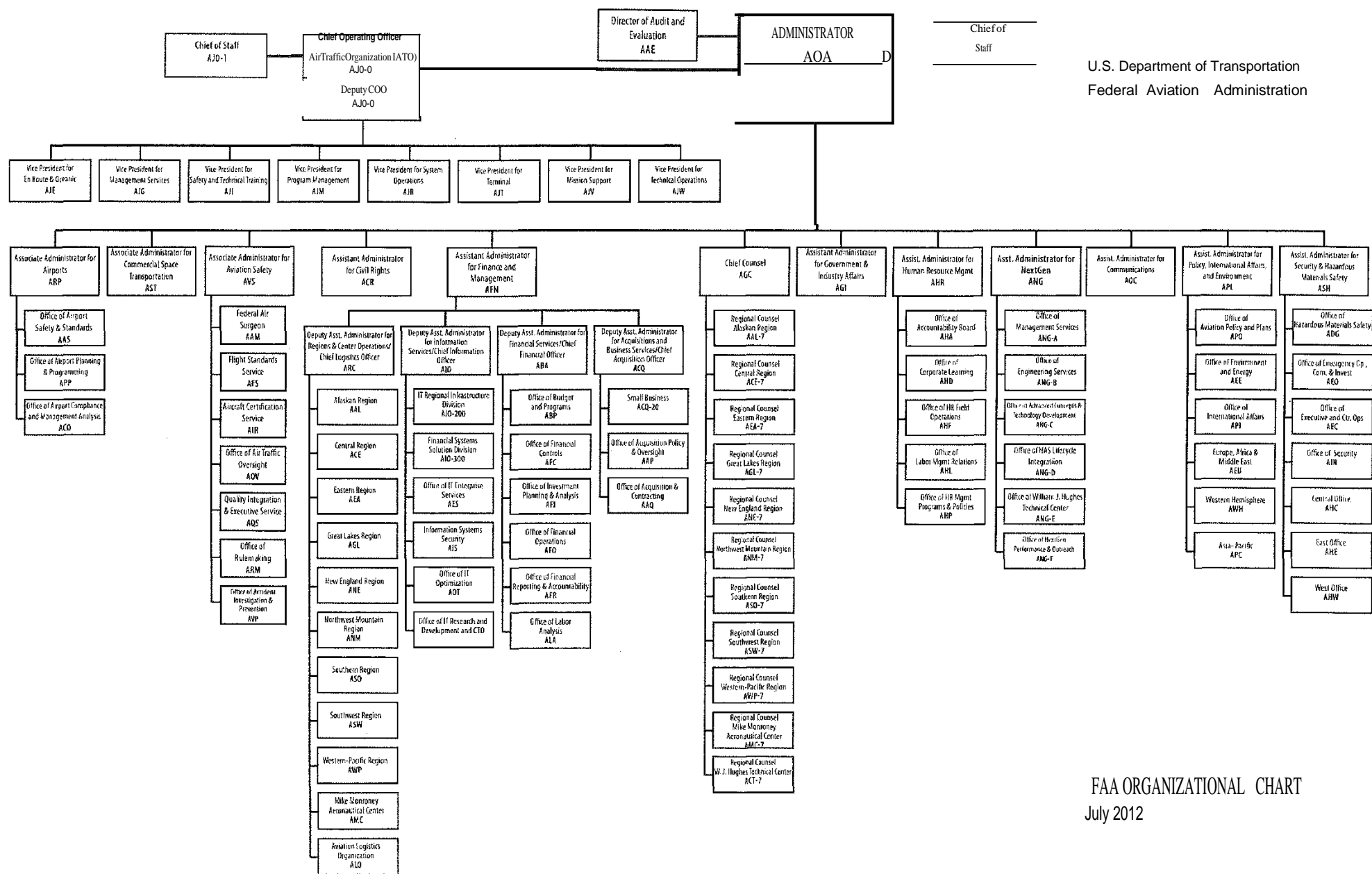
	YES	NO
F. EEO ADR Program Information		
1. Does the agency require the alleged responsible management official to participate in EEO ADR?		
1a. If so, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate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

Certification and Contact Information

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2016 through September 30, 2017, is accurate and complete.
Name and Title of Certifying Official:
Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)
Date and Telephone Number:
Email:
Name and Title of Preparer:
Date and Telephone Number:
Email:
The FY 2017 report (with the PIN entered) is due on or before October 31.

TAB 12

FAA Organizational Chart



FAA ORGANIZATIONAL CHART
July 2012