



Federal Aviation  
Administration

*Federal Aviation Administration (FAA)*

# Annual EEO Program Status Report

Fiscal Year

# 2018

Prepared by FAA  
Office of Civil Rights 2019

EEOC Forms and Documents Included in this Report

- EEOC (Form 715-01 Part A-D) Tab 1
- FAA Executive Summary (Form 715-01 Part E) Tab2
- FAA Statement of Establishment of Continuing EEO Programs (Form 715-01 Part F) Tab3
- FAA Policy Statements Tab4
- FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G) Tab5
- FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H) Tab6
- FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I) Tab7
- FAA Special Program Plan for Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for Agencies with 1000 or more Employees (Form 715-01 Part J) Tab8
- FAA Workforce Data Tables ("A" Tables) Tab9
- FAA Disability Workforce Data Tables ("B" Tables) Tab 10
- FAA 462 Report Tab 11
- FAA Organization Chart Tab 12

# TAB 1

Parts A-D

Agency Information

<b>EEOC FORM</b>	<b>U.S. Equal Employment Opportunity Commission</b>			
<b>715-01</b>	<b>FEDERAL AGENCY ANNUAL</b>			
<b>Part A-D</b>	<b>EEO PROGRAM STATUS REPORT</b>			
<b>Department of Transportation</b>		<b>For period covering</b>		
<b>Federal Aviation Administration</b>		<b>October 1, 2017 to September 30, 2018</b>		
<b>PART A</b>  <b>Department or Agency Identifying Information</b>	<b>1. Agency</b>		U.S. Department of Transportation Federal Aviation Administration	
	<b>1.a. 2<sup>nd</sup> level reporting component</b>			
	<b>1.b. 3<sup>rd</sup> level reporting component</b>			
	<b>1.c. 4<sup>th</sup> level reporting component</b>			
	<b>2. Address</b>		800 Independence Avenue	
	<b>3. City, State, Zip Code</b>		Washington	District of Columbia 20591
	<b>4. Agency Code</b>	<b>5. FIPS Code(s)</b>	TD	03
<b>PART B</b>  <b>Total Employment</b>	<b>1. Enter total number of permanent full-time and part-time employees</b>		44,360	
	<b>2. Enter total number of temporary employees</b>		682	
	<b>3. Enter total number employees paid from non-appropriated funds</b>			
	<b>4. TOTAL EMPLOYMENT [add lines B1 through 3]</b>		45,042	
<b>PART C</b>	<b>1. Agency Head</b>		Steve Dickson, Administrator	

<b>EEOC FORM</b>  <b>715-01</b>  <b>Part A-D</b>	<b>U.S. Equal Employment Opportunity Commission</b>  <b>FEDERAL AGENCY ANNUAL</b>  <b>EEO PROGRAM STATUS REPORT</b>	
<b>Department of Transportation</b>  <b>Federal Aviation Administration</b>		<b>For period covering</b>  <b>October 1, 2017 to September 30, 2018</b>
<b>Agency Official(s) Responsible for Oversight of EEO Program(s)</b>	<b>2. Agency Head Designee</b>	Courtney L. Wilkerson, Acting Assistant Administrator, Office of Civil Rights
	<b>3. EEO Director</b>	Courtney L. Wilkerson, Acting Assistant Administrator, Office of Civil Rights
	<b>4. Affirmative Employment Manager</b>	Wilbur Barham, Acting Deputy Assistant Administrator, Office of Civil Rights
	<b>5. Complaint Processing Manager</b>	Cheryl Wilkes, Director, EEO Complaint Services, Office of Civil Rights
	<b>6. Other EEO Staff</b>	Sadie Perez, Acting Director, National Policy and Compliance, Office of Civil Rights
	<b>7. MD-715 Preparer</b>	Yvette Aine, Acting Deputy Director, National Policy and Compliance, MD-715 Preparer, Office of Civil Rights
	<b>8. Disability Program Manager</b>	Joyce Hunter, Disability and Reasonable Accommodations Program Manager, Office of Civil Rights

<b>EEOC FORM</b> <b>715-01</b> <b>Part A-D</b>	<b>U.S. Equal Employment Opportunity Commission</b> <b>FEDERAL AGENCY ANNUAL</b> <b>EEO PROGRAM STATUS REPORT</b>		
<b>Department of Transportation</b> <b>Federal Aviation Administration</b>	<b>For period covering</b> <b>October 1, 2017 to September 30, 2018</b>		
<b>PART D</b> <b>List of</b> <b>Subordinate</b> <b>Components</b> <b>Covered in</b> <b>this Report</b>	<b>Subordinate Component and Location</b> <b>(City/State)</b>	<b>CPDF and FIPS</b> <b>codes</b>	
	N/A	N/A	N/A
	<b>U.S. Equal Employment Opportunity</b> <b>Commission</b> <b>FEDERAL AGENCY ANNUAL</b> <b>EEO PROGRAM STATUS REPORT</b>		
<b>EEOC FORM</b> <b>715-01</b> <b>Part E</b>	<b>For period covering</b> <b>October 1, 2017 to September 30, 2018</b>		
<b>Department of Transportation</b> <b>Federal Aviation Administration</b>	<b>For period covering</b> <b>October 1, 2017 to September 30, 2018</b>		

The U.S. Department of Transportation (DOT), Federal Aviation Administration (FAA) is pleased to submit the annual Management Directive (MD) 715 for Fiscal Year (FY) 2018 to the U.S. Equal Employment Opportunity Commission (EEOC). Prepared in accordance with the requirements of MD-715, this report provides statistical data regarding FAA's workforce, and highlights actions taken by the Administration to ensure

equal opportunity in its practices to recruit, develop, and retain talent. A workforce that draws talent from all segments of society is essential to FAA's mission.

## **Part E.1 - Mission**

The FAA is a component of the U. S. DOT. Its continuing mission is to provide the safest, most efficient aerospace system in the world. What sets us apart is the size and complexity of our infrastructure, the diversity of our user groups, our commitment to safety and excellence, and our history of innovation and leadership in the world's aviation community. Our long-term vision is that "We strive to reach the next level of safety, efficiency, environmental responsibility and global leadership. We are accountable to the American public and our stakeholders."

### **Essential Element A: Demonstrated Commitment from Agency Leadership**

- FAA affirmed its commitment to EEO and diversity by timely reissuing policy statements on Non-Discrimination and The Prevention of Harassment in support of equal employment opportunity and diversity and a workplace free of discriminatory harassment. The policy statements were communicated via email and FAA Broadcast to all employees.
- FAA's Office of Civil Rights continues to have regular meetings with and effectively informs FAA's Acting Administrator and other senior leaders of the effectiveness, efficiency and legal compliance necessary for non-discrimination and equal opportunity. One way FAA delivers this information is through the annual State of the Agency presentation.
- Managers and supervisors were evaluated on their commitment to agency EEO policies and principles. Performance plans included language supporting the commitment to EEO principles and practices in the workplace.

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

- The Acting Assistant Administrator for Civil Rights (ACR-1) is under the direct supervision of the Agency Head. ACR has an Acting Deputy Assistant Administrator and seven (7) EEO Directors that are direct reports to ACR-1.
- ACR-1 attends weekly meetings to inform the Agency Head and other top management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO program.

### **Essential Element C: Management and Program Accountability**

- FAA's Acting Administrator is strongly committed to EEO and diversity in the workforce and uses multiple approaches to demonstrate his commitment to the EEO program. The Acting Administrator and senior leaders embrace and promote EEO and diversity in the workforce by fostering an environment of open, responsive, and proactive

communication and holding managers and supervisors accountable for their efforts related to EEO and diversity through their performance measures, and by implementing other FAA policies to strengthen the message of the importance of EEO, diversity and inclusion.

- ACR-1 chairs a bi-monthly EEO Action Committee meeting, whose primary purpose is to monitor and evaluate EEO programs and develop short and long-term goals to meet EEO and diversity and inclusion requirements. This committee includes an executive representative from each line of business and staff office (LOB/SO).
- FAA also continued to enhance EEO access to relevant workforce data by providing bi-monthly data of critical business plan items during the EAC meetings.

### **Essential Element D: Proactive Prevention of Unlawful Discrimination**

- At FAA facilities nationwide, there were 368 virtual or face-to-face learning events conducted with 21,345 (9125 managers and 12,220 employees) in attendance. The following topics were addressed: Diversity and Inclusion; Anti-Harassment; Respect and Dignity in the Workplace, Why Civility Matters; Unconscious Bias; When Micro-Inequities Invade the workplace; Processing RA Requests; Communicating With Tact, Diplomacy, and Professionalism; How Was Your Day?; and Conflict Management. In addition, there were 1,435 New Hires trained and 42,749 NO Fear training completions. FAA reissued EEO, Anti-Harassment, No FEAR, and Whistleblower Rights and Protection Policy Statements. These policy statements convey the FAA's Administrator's continued commitment to a workplace free of unlawful discrimination, harassment and retaliation. FAA continues to excel with its mandatory biennial training programs: Prevention of Workplace Harassment/No FEAR (workforce is 95.60 percent compliant).
- FAA procured a contractor to conduct a barrier analysis on its major occupations (MO) hiring process. To date, FAA completed four barrier analysis: The Air Traffic Control Specialist (2152), the Aviation Safety Inspector (1825), the Airway Transportation Systems Specialist (2101), and FAA's Senior Executives. Agency officials from the Air Traffic Organization (ATO), Aviation Safety (AVS), AHR, and AGC were consulted throughout the barrier analysis process.
- Continuously tracking EEO data enables the FAA to conduct a thorough statistical analysis that looks at the impact of policies, practices, and procedures on EEO.

### **Essential Element E: Efficiency**

- FAA utilizes the iComplaint system that was selected by DOT as its complaint tracking system. FAA also utilizes the e-Complaint on-line system to provide employees 24/7 on-line access to file an EEO complaint. ACR prepares a quarterly report (documenting activity and complaint bases) for distribution to the heads of each LOB/SO.

- FAA has full-time dedicated EEO Counselors and a small cadre of collateral duty Counselors. EEO Counselors and Mediators receive annual training to ensure their knowledge and skills are current and relevant.
- FAA complies with EEO complaint data collection requirements and conducts quarterly data analysis of EEO complaints to identify trends.

### **Essential Element F: Responsiveness and Legal Compliance**

- FAA complies with the law, including 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 OPM.
- The FAA timely implements necessary corrective actions such as facility postings, trainings, and reviews disciplinary actions as appropriate.
- In FY 2018, ACR played a lead role in conducting training ordered in cases where discrimination was found.



# TAB 2

Part E

Executive Summary

### Part E.3 - Executive Summary: Workforce Analyses

The National Civilian Labor Force (NCLF) is the benchmark against which we measure the diversity of our workforce. Compared to the NCLF, FAA's workforce is at or above the NCLF participation in several areas except for Hispanic, White, Black, Asian, American Indian Alaska Native (AIAN), and Two or More Races Females. While the overall diversity of the workforce decreased in FY 2018, the proportional participation of Hispanics, Asians, and Two or More Races, Black males, Native Hawaiian and Other Pacific Islander (NHOPI)males and AIAN males increased marginally.

Total Workforce by RNO – FAA	Participation Rate for FY 2018		2010 CLF
Males	34,460	76.51%	51.84%
Females	10,582	23.49%	48.16%
Hispanic or Latino Males	2,824	6.27%	5.17%
Hispanic or Latino Females	836	1.86%	4.79%
White Males	26,245	58.27%	38.33%
White Females	6,890	15.30%	34.03%
Black or African American Males	2,858	6.35%	5.49%
Black or African American Females	1,997	4.43%	6.53%
Asian Males	1,676	3.72%	1.97%
Asian Females	570	1.27%	1.93%
NHOPI Males	142	0.32%	0.07%
NHOPI Females	40	0.09%	0.07%
AIAN Males	514	1.14%	0.55%
AIAN Females	165	0.37%	0.53%
Two or More Races Males	186	0.41%	0.26%
Two or More Races Females	73	0.16%	0.28%
Individuals with Targeted Disabilities	296	0.66%	CLF Not Available
*Numbers in red represent participation rates lower than the CLF			

## **Part E.4 - Executive Summary: Accomplishments**

The Office of Civil Rights (ACR) is pleased to report a high level of accomplishment for Fiscal Year (FY) 2018 in support of the Workforce of the Future & Best Places to work goals. 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. During FY2018, ACR obtained the International Standard Organization (ISO) 2015 Certification. The following programs and activities reflect the agency's commitment to create a diverse and inclusive environment, which strengthens our workforce engagement.

### **Aviation Development Program Pilot (ADP)**

The Aviation Development Program officially began on July 5, 2018. The FAA Office of Civil Rights worked in collaboration with the Air Traffic Organization (ATO) to initiate, plan and execute the project to increase the hiring of people with disabilities for mission critical positions. This pilot program provided twenty (20) entry-level 2152 Air Traffic Controller (ATC) positions across ten (10) selected Air Route Traffic Control Centers located in the following cities: Seattle, Boston, Memphis, Salt Lake City, Cleveland, Jacksonville, Fort Worth, Kansas City, Minneapolis and Denver. Upon review and selection by human resources, ADP Candidates receive notification to participate in AT-SA testing. Candidates with passing scores are referred for review by medical and security. Those approved candidates will receive a final offer letter and upon acceptance, become an official participant in the pilot program. Two candidates will go to each of the ten facilities, participate in a custom designed training program, and upon completion and approval, be sent to the Air Traffic Control Academy in Oklahoma City. Candidates who then graduate from the ATC Academy will return to their original center where they will received training to continue their journey to Professional ATC status.

This program creates opportunities for people with disabilities throughout the United States to receive consideration through an expeditious recruitment and hiring process, using the Schedule A Hiring Authority, and ongoing data analysis to determine and ensure employee sustainability for a severely under-represented employee group.

## **Part E.5 - Executive Summary: Planned Activities**

The following list summarizes the planned activities shown in Parts H, I, and J to eliminate barriers and program deficiencies.

- FAA in collaboration with DOT will complete the development of an upgraded Reasonable Accommodation Tracking System.
- FAA will finalize and implement its updated Reasonable Accommodation Policy.
- Completed a barrier analysis of three Major Occupations (MO) Centralized Hiring Processes. Implementing all of the recommendations is an ongoing process, however, some of the recommendations from specific Corrective Action Plans have been implemented.

# TAB 3

Part F

Certification

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

<b>EEOC FORM 715-01 Part F</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>Department of Transportation Federal Aviation Administration</b>	<b>For period covering October 1, 2017 to September 30, 2018</b>

**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Courtney L. Wilkerson, Acting Assistant Administrator for the Office of Civil Rights, am the Principal EEO Director/Official for the U.S. Department of Transportation, Federal Aviation Administration.

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, sex, 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 Agency Head or Agency Head Designee

Date



NOV 05 2019

Signature of Principal EEO Director/Official

Date

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



9/17/19

# TAB 4

Policy Statements

# FAA Administrator's Policy Statement



## Non-Discrimination

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

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

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

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

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

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

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

  
**Michael P. Huerta**  
FAA Administrator



**Federal Aviation  
Administration**

# FAA Administrator's Policy Statement



## The Prevention of Harassment

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

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

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

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

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

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

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

  
**Michael P. Huerta**  
FAA Administrator



**Federal Aviation  
Administration**

# TAB 5

Part G

Self Assessment

## **MD-715 - PART G**

### **Agency Self-Assessment Checklist**

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

## MD-715 - PART G

### Agency Self-Assessment Checklist

<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b>				
<b>This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.</b>				
 Compliance Indicator		Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
 Measures				
<b>A.1.a</b>	A.1 – The agency issues an effective, up-to-date EEO policy statement.  Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	April 24, 2018.	
<b>A.1.b</b>	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes		
 Compliance Indicator	<b>A.2 – The agency has communicated EEO policies and procedures to all employees.</b>	Measure Met? (Yes/No/NA)	Comments	
 Measures				
<b>A.2.a</b>	Does the agency disseminate the following policies and procedures to all employees:	Yes		
<b>A.2.a.1</b>	Anti-harassment policy? [see MD 715, II(A)]	Yes		
<b>A.2.a.2</b>	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes		
<b>A.2.b</b>	Does the agency prominently post the following information throughout the workplace and on its public website:	Yes		
<b>A.2.b.1</b>	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes		

<b>A.2.b.2</b>	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes		
<b>A.2.b.3</b>	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes		
<b>A.2.c</b>	Does the agency inform its employees about the following topics:			
<b>A.2.c.1</b>	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	On an annual basis when EEO Policy Statements are sent out to employees and at Newcomers briefings.	
<b>A.2.c.2</b>	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	On an annual basis when EEO Policy Statements are sent out to employees and at Newcomers briefings	
<b>A.2.c.3</b>	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes		
<b>A.2.c.4</b>	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	On an annual basis when EEO Policy Statements are sent out to employees and at Newcomers briefings	
<b>A.2.c.5</b>	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	On an annual basis and at Newcomers briefings	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.3 – The agency assesses and ensures EEO principles are part of its culture.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Compliance Indicator</b>	
<b>A.3.a</b>	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	<b><u>Meritorious Achievement Award</u></b> <b>(Silver Medal)</b>  This is the <i>third</i> highest award within the Department for Federal employees.	

			This award is granted to Federal employees who substantially contributed to the accomplishment of the Department's mission or major programs. *Contributions to the Department's Equal Employment Opportunity Program in an outstanding or distinctive manner.	
<b>A.3.b</b>	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes		
<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b>				
<b>This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.</b>				
 <b>Compliance Indicator</b>	<b>B.1 - 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.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>B.1.a</b>	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		
<b>B.1.a.1</b>	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	N/A		
<b>B.1.a.2</b>	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		
<b>B.1.b</b>	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes		
<b>B.1.c</b>	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715	Yes	September 26, 2018	

	Instructions, Sec. I)] If “yes”, please provide the date of the briefing in the comments column.			
<b>B.1.d</b>	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.2 – The EEO Director controls all aspects of the EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Compliance Indicator</b>	
<b>B.2.a</b>	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes		
<b>B.2.b</b>	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes		
<b>B.2.c</b>	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	FAA is a subordinate level component and DOCR is responsible for overseeing the fair and thorough investigation of EEO complaints	
<b>B.2.d</b>	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	FAA is a subordinate component and DOCR is responsible for overseeing the timely issuance of final agency decisions	
<b>B.2.e</b>	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes		
<b>B.2.f</b>	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes		
<b>B.2.g</b>	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	Yes		

 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.3.a</b>	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes		
<b>B.3.b</b>	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.4.a</b>	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:			
<b>B.4.a.1</b>	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes		
<b>B.4.a.2</b>	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes		
<b>B.4.a.3</b>	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes		
<b>B.4.a.4</b>	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes		

<b>B.4.a.5</b>	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes		
<b>B.4.a.6</b>	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes		
<b>B.4.a.7</b>	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes		New
<b>B.4.a.8</b>	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes		
<b>B.4.a.9</b>	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		
<b>B.4.a.10</b>	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes		
<b>B.4.a.11</b>	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes		
<b>B.4.b</b>	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes		
<b>B.4.c</b>	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes		
<b>B.4.d</b>	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes		
<b>B.4.e</b>	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.5.a</b>	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		<b>New Indicator</b>	

<b>B.5.a.1</b>	EEO Complaint Process? [see MD-715(II)(B)]	Yes		
<b>B.5.a.2</b>	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes		
<b>B.5.a.3</b>	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes		
<b>B.5.a.4</b>	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes		
<b>B.5.a.5</b>	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes		
<b>Essential Element B: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
 <b>Compliance Indicator</b>	<b>B.6 – The agency involves managers in the implementation of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>			<b>New Indicator</b>	
<b>B.6.a</b>	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes		
<b>B.6.b</b>	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes		
<b>B.6.c</b>	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes		
<b>B.6.d</b>	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes		
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
<b>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.</b>				
 <b>Compliance Indicator</b>	<b>C.1 – The agency conducts regular internal audits of its component and field offices.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>C.1.a</b>	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	FAA ACR conducts four assessments per year on its EEO Program	

<b>C.1.b</b>	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	FAA ACR conducts four follow-ups per year to assess the implementation of recommendations that stem from the annual assessments.	
<b>C.1.c</b>	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes	.	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.2 – The agency has established procedures to prevent all forms of EEO discrimination.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>C.2.a</b>	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes		
<b>C.2.a.1</b>	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		
<b>C.2.a.2</b>	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes		
<b>C.2.a.3</b>	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by	Yes		

	Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]			
<b>C.2.a.4</b>	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes		
<b>C.2.a.5</b>	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes		
<b>C.2.a.6</b>	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes		
<b>C.2.b</b>	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes		
<b>C.2.b.1</b>	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes		
<b>C.2.b.2</b>	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	The RA Program is in our Civil Rights (CR) Office under the direction of the Assistant Administrator for Civil Rights	
<b>C.2.b.3</b>	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes		
<b>C.2.b.4</b>	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes		
<b>C.2.b.5</b>	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	Yes		
<b>C.2.c</b>	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes		

<b>C.2.c.1</b>	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.	Yes	drc@dot.gov	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Indicator</b>
<b>C.3.a</b>	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes		
<b>C.3.b</b>	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:			
<b>C.3.b.1</b>	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes		
<b>C.3.b.2</b>	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes		
<b>C.3.b.3</b>	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes		
<b>C.3.b.4</b>	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes		
<b>C.3.b.5</b>	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes		
<b>C.3.b.6</b>	Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]	Yes		
<b>C.3.b.7</b>	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes		
<b>C.3.b.8</b>	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes		
<b>C.3.b.9</b>	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes		
<b>C.3.c</b>	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers	Yes		

	and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]			
<b>C.3.d</b>	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.4.a</b>	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes		
<b>C.4.b</b>	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes		
<b>C.4.c</b>	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes		
<b>C.4.d</b>	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes		
<b>C.4.e</b>	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
<b>C.4.e.1</b>	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes		
<b>C.4.e.2</b>	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes		
<b>C.4.e.3</b>	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes		
<b>C.4.e.4</b>	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes		
<b>C.4.e.5</b>	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes		

 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.5.a</b>	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes		
<b>C.5.b</b>	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	When appropriate but none were appropriate, so there were zero sanctions.	
<b>C.5.c</b>	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.6 – The EEO office advises managers/supervisors on EEO matters.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.6.a</b>	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	Semi-annually	
<b>C.6.b</b>	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes		
<b>Essential Element D: PROACTIVE PREVENTION</b> <b>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>D.1.a</b>	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes		

<b>D.1.b</b>	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes		
<b>D.1.c</b>	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>D.2.a</b>	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes		
<b>D.2.b</b>	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes		
<b>D.2.c</b>	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes		
<b>D.2.d</b>	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	Yes	-iComplaints -Climate Surveys -Affinity group meetings -FPPS -Aviator	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.3 – The agency establishes appropriate action plans to remove identified barriers.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	

<b>D.3.a.</b>	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes		
<b>D.3.b</b>	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes		
<b>D.3.c</b>	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>D.4.a</b>	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	<a href="http://www.faa.gov/about/office_org/headquarters_offices/acr/eeo_affirm_program/manag_direct/">http://www.faa.gov/about/office_org/headquarters_offices/acr/eeo_affirm_program/manag_direct/</a>	
<b>D.4.b</b>	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes		
<b>D.4.c</b>	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes		
<b>D.4.d</b>	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes		
<b>Essential Element E: EFFICIENCY</b>				
<b>This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency’s EEO programs and an efficient and fair dispute resolution process.</b>				
 <b>Compliance Indicator</b>	<b>E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>E.1.a</b>	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes		

<b>E.1.b</b>	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes		
<b>E.1.c</b>	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes		
<b>E.1.d</b>	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	Yes		
<b>E.1.e</b>	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes		
<b>E.1.f</b>	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes		
<b>E.1.g</b>	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	N/A		
<b>E.1.h</b>	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	Yes		
<b>E.1.i</b>	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes		
<b>E.1.j</b>	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	We contact their supervisor and inform them of the problem/issue that we have. They will in turn look into the situation on their end and provide us with a response. We then take action to rectify the situation. If needed, the case is reassigned to a new contract counselor.	
<b>E.1.k</b>	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes		

<b>E.1.i</b>	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.2 – The agency has a neutral EEO process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments Revised Indicator</b>	
<b>E.2.a</b>	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes		
<b>E.2.b</b>	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)]. If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes		
<b>E.2.c</b>	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	Yes		
<b>E.2.d</b>	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes		
<b>E.2.e</b>	If applicable, are processing time frames incorporated for the legal counsel’s sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.3.a</b>	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes		
<b>E.3.b</b>	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	No		
<b>E.3.c</b>	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes		

<b>E.3.d</b>	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes		
<b>E.3.e</b>	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes		
<b>E.3.f</b>	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.4.a</b>	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	Yes		
<b>E.4.a.1</b>	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes		
<b>E.4.a.2</b>	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes		
<b>E.4.a.3</b>	Recruitment activities? [see MD-715, II(E)]	Yes		
<b>E.4.a.4</b>	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes		
<b>E.4.a.5</b>	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes		
<b>E.4.a.6</b>	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes		
<b>E.4.b</b>	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.5.a</b>	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	Example???	

<b>E.5.b</b>	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)]. If "yes", provide an example in the comments.	Yes	FAA sponsored an Equal Employment Opportunity (EEO) Program, Complaint Process, and Diversity and Inclusion Information Exchange forum on July 18, 2018	
<b>E.5.c</b>	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes		
<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
<b>This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.1.a</b>	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes		
<b>F.1.b</b>	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes		
<b>F.1.c</b>	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes		
<b>F.1.d</b>	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes		
<b>F.1.e</b>	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.2.a</b>	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	Indicator moved from E-III Revised	

<b>F.2.a.1</b>	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes		
<b>F.2.a.2</b>	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes		
<b>F.2.a.3</b>	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes		
<b>F.2.a.4</b>	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.3 - The agency reports to EEOC its program efforts and accomplishments.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.3.a</b>	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes	FAA is a subordinate component and DOCR is responsible for the timely submission to the EEOC of the No FEAR Act report	
<b>F.3.b</b>	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	FAA is a subordinate component and DOCR is responsible for the timely submission to the EEOC of the No FEAR Act report	



# **TAB 6**

**Part H**

**Plan to Obtain Essential Elements of EEO Program**

<b>EEOC FORM 715-02 Part H-1</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Transportation, Federal Aviation Administration</b>	<b>For period covering October 1, 2017 to September 30, 2018</b>	
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	Part G Questions E.3.b. The FAA does not require participation of supervisors and managers in the ADR process after the complainant has elected to participate in ADR.	
<b>OBJECTIVE:</b>	To require the participation of supervisors and managers in the ADR process after the complainant has elected to participate in ADR.	
<b>RESPONSIBLE OFFICIAL:</b>	Courtney L. Wilkerson, Acting Assistant Administrator for Civil Rights	
<b>DATE OBJECTIVE INITIATED:</b>	09/30/2017	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	09/30/2022	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		
The Office of Civil Rights (ACR) in concert with the Lines of Business and Staff Offices (LOB/SO) will meet to discuss this deficiency. <b>TARGET DATE:</b> 09/30/2019		
FAA is currently addressing this deficiency. Every year FAA increases the ADR participation percentage to reach the goal of 100% participation. In FY 2018 the goal was to "Ensure that 75% of all managers engage in mediation when requested by employees". This goal was exceeded. <b>TARGET DATE:</b> 09/30/2022 (ongoing activity)		
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE</b>		
Over the past four years, the FAA has increased the ADR participation rate to reach the goal of 100% participation. In FY 2018 the goal was 75% and FAA exceeded this goal.		

# TAB 7

Part I

Barrier Analysis

<b>EEOC FORM</b>  <b>715-01</b>  <b>Part I-1</b>	<b>U.S. Equal Employment Opportunity Commission</b>  <b>FEDERAL AGENCY ANNUAL</b>  <b>EEO PROGRAM STATUS REPORT</b>	
<b>Department of Transportation</b> <b>Federal Aviation Administration</b>	<b>For period covering</b>  <b>October 1, 2017 to September 30, 2018</b>	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	<b>Source of the trigger:</b>  Aviation Safety Inspector (1825) Major Occupation  <b>Description of the trigger:</b>  Lower than expected participation rate in several categories	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	<b>SOURCES OF DATA</b>	
	<b>Has source been reviewed?</b>  <b>(Yes/No)</b>	<b>Identify information collected.</b>
	<b>Workforce Data Tables:</b> Yes                      A6/B6	
	<b>Complaint Data (i.e., Trends, Findings of Discrimination, etc.)</b>	
	Yes	
	<b>Grievance Data</b>	
	No	
	<b>Climate Assessment Survey</b>	
	Yes	
	<b>Exit Interview Data</b>	
No		

<b>EEOC FORM</b>  <b>715-01</b>  <b>Part I-1</b>	<b>U.S. Equal Employment Opportunity Commission</b>  <b>FEDERAL AGENCY ANNUAL</b>  <b>EEO PROGRAM STATUS REPORT</b>	
<b>Department of Transportation</b> <b>Federal Aviation Administration</b>	<b>For period covering</b>  <b>October 1, 2017 to September 30, 2018</b>	
	<b>Interviews</b>	
	Yes	
	<b>Applicable Policies and Procedures</b>	
	Yes	
	<b>Reports (OIG, EEOC, MSPB, GAO, etc.)</b>	
	No	
	<b>Other (Please Describe)</b>	
No		
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	For several years prior to the barrier analysis being conducted on this major occupation, FAA reported lower than expected participation rates for women and minorities when compared to the relevant civilian labor force.	
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	Complete a barrier analysis of the Aviation Safety Inspector Hiring process and review and analyze all relevant policies, procedures, and practices and implement agreed upon corrective actions.	
<b>RESPONSIBLE OFFICIAL:</b>	Ali Bahrami, Associate Administrator for Aviation Safety (AVS-1)	

<b>EEOC FORM</b>  <b>715-01</b>  <b>Part I-1</b>	<b>U.S. Equal Employment Opportunity Commission</b>  <b>FEDERAL AGENCY ANNUAL</b>  <b>EEO PROGRAM STATUS REPORT</b>	
<b>Department of Transportation</b> <b>Federal Aviation Administration</b>	<b>For period covering</b>  <b>October 1, 2017 to September 30, 2018</b>	
<b>DATE OBJECTIVE INITIATED:</b> 11/01/2006		
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b> 09/30/2014		
<b>EEOC FORM</b> <b>715-01</b>  <b>PART I-2</b>	<b>EEO PLAN TO ELIMINATE IDENTIFIED BARRIER</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE:</b>  (Must be specific)
A barrier analysis of this Major Occupation hiring process has been completed and Corrective Action Plan has been implemented.		9/30/2010
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>		
Conducted a barrier analysis of this Major Occupation Hiring process, implementing all of the recommendations is an ongoing process; however, some of the recommendations from this Corrective Action Plan have been implemented.		

<b>EEOC FORM</b>  <b>715-01</b>  <b>Part I-1</b>	<b>U.S. Equal Employment Opportunity Commission</b>  <b>FEDERAL AGENCY ANNUAL</b>  <b>EEO PROGRAM STATUS REPORT</b>			
<b>Department of Transportation</b> <b>Federal Aviation Administration</b>	<b>For period covering</b>  <b>October 1, 2017 to September 30, 2018</b>			
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Workforce Table A6/B6</p> <p><b>Description of the trigger:</b></p> <p>Lower than expected FAA workforce participation in several categories</p>			
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p style="text-align: center;"><b>SOURCES OF DATA</b></p> <table border="1" data-bbox="706 1360 1563 1591"> <tr> <td data-bbox="706 1360 956 1591"> <b>Has source been reviewed?</b>   <b>(Yes/No)</b> </td> <td data-bbox="956 1360 1563 1591"> <b>Identify information collected.</b> </td> </tr> </table> <p><b>Workforce Data Tables</b></p> <p>Yes                      Table A6/B6</p> <p><b>Complaint Data (i.e., Trends, Findings of Discrimination, etc.)</b></p>		<b>Has source been reviewed?</b>  <b>(Yes/No)</b>	<b>Identify information collected.</b>
<b>Has source been reviewed?</b>  <b>(Yes/No)</b>	<b>Identify information collected.</b>			

	Yes
	<b>Grievance Data</b>
	No
	<b>Climate Assessment Survey</b>
	Yes
	<b>Exit Interview Data</b>
	Yes
	<b>Interviews</b>
	Yes
	<b>Applicable Policies and Procedures</b>
	Yes
	<b>Reports (OIG, EEOC, MSPB, GAO, etc.)</b>
	Yes
	<b>Other (Please Describe)</b>
	Yes, medical, security and interview data
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	Completed barrier analysis of the ATCS Centralized Hiring Process. All relevant policies, procedures, and practices were reviewed and analyzed
<b>OBJECTIVE:</b>	Completed barrier analysis of the ATCS Centralized Hiring Process. All relevant policies, procedures, and practices

State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	were reviewed and analyzed. If any barriers are identified, create an action plan to address and implement improvements if possible.
<b>RESPONSIBLE OFFICIAL:</b>	Victoria Wei, Acting Vice President Management Services, Air Traffic Organization
<b>DATE OBJECTIVE INITIATED:</b>	09/30/2013
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	09/30/2013
<b>EEOC FORM 715-01  PART I-3</b>	<b>EEO PLAN TO ELIMINATE IDENTIFIED BARRIER</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE:</b> (Must be specific)
Conduct barrier analysis on this major occupation	09/30/2014
If any barriers are identified, create an action plan to address and implement improvements if possible.	09/30/2015
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>	
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.	

<b>EEOC FORM</b>  <b>715-01</b>  <b>Part I-1</b>	<b>U.S. Equal Employment Opportunity Commission</b>  <b>FEDERAL AGENCY ANNUAL</b>  <b>EEO PROGRAM STATUS REPORT</b>
<b>Department of Transportation</b>	<b>For period covering</b>  <b>October 1, 2017 to September 30, 2018</b>

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Airway Transportation System Specialist (2101) major occupation</p>	
	<p><b>Description of the trigger:</b></p> <p>Lower than expected participation rate for females in this occupation.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<b>SOURCES OF DATA</b>	
	<p><b>Has source been reviewed? (Yes/No)</b></p>	<p><b>Identify information collected.</b></p>
	<p><b>Workforce Data Tables</b></p>	
	<p>Yes</p>	

	<b>Complaint Data (i.e., Trends, Findings of Discrimination, etc.)</b>
	Yes
	<b>Grievance Data</b>
	Yes
	<b>Climate Assessment Survey</b>
	Yes
	<b>Exit Interview Data</b>
	No
	<b>Interviews</b>
	Yes
	<b>Applicable Policies and Procedures</b>
	Yes
	<b>Reports (OIG, EEOC, MSPB, GAO, etc.)</b>
	No
	<b>Other (Please Describe)</b>
	No
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	The barrier analysis process has been completed. Report is currently under review.
<b>OBJECTIVE:</b>	Conduct barrier analysis on the major occupation

State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	
<b>RESPONSIBLE OFFICIAL:</b> Jeffrey Planty, Vice President, Technical Operations, ATO	
<b>DATE OBJECTIVE INITIATED:</b> 09/30/2009	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b> 09/30/2009	
<b>EEOC FORM 715-01 PART I-4</b>	<b>EEO PLAN TO ELIMINATE IDENTIFIED BARRIER</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE:</b> (Must be specific)
Conduct barrier analysis on this mission critical occupation	09/30/2009
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible	09/30/2009
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>	
Corrective Action Plan is currently being developed.	

<b>EEOC FORM 715-01 PART I-3</b>	<b>EEO PLAN TO ELIMINATE IDENTIFIED BARRIER</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE:</b> (Must be specific)	
Conduct barrier analysis on this major occupation	09/30/2014	
If any barriers are identified, create an action plan to address and implement improvements if possible.	09/30/2015	
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>		
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.		



<b>EEOC FORM</b>	<b>U.S. Equal Employment Opportunity Commission</b>	
<b>715-01</b>	<b>FEDERAL AGENCY ANNUAL</b>	
<b>Part I-1</b>	<b>EEO PROGRAM STATUS REPORT</b>	
<b>Department of Transportation Federal Aviation Administration</b>		<b>For period covering October 1, 2017 to September 30, 2018</b>

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	Senior Executive Service	
	<p><b>Description of the trigger:</b></p> <p>Lower than expected participation rate for several categories.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<b>SOURCES OF DATA</b>	
	<p><b>Has source been reviewed? (Yes/No)</b></p>	<p><b>Identify information collected.</b></p>
	<p><b>Workforce Data Tables</b></p>	
	<p>Yes</p>	
<p><b>Complaint Data (i.e., Trends, Findings of Discrimination, etc.)</b></p>		

	No
	<b>Grievance Data</b>
	No
	<b>Climate Assessment Survey</b>
	No
	<b>Exit Interview Data</b>
	No
	<b>Interviews</b>
	Yes
	<b>Applicable Policies and Procedures</b>
	Yes
	<b>Reports (OIG, EEOC, MSPB, GAO, etc.)</b>
	No
	<b>Other (Please Describe)</b>
	No
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The barrier analysis process has been completed to review the hiring and selection process. Report is currently under review.</p>
<p><b>OBJECTIVE:</b></p>	<p>Conduct barrier analysis on the hiring and selection processes for its major occupation. The report is currently under review.</p>

State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.	
<b>RESPONSIBLE OFFICIAL:</b> Annie B. Andrews, Assistant Administrator for Human Resources; Courtney L. Wilkerson, Acting Assistant Administrator for Civil Rights	
<b>DATE OBJECTIVE INITIATED:</b> 10/01/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b> 09/30/2017	
<b>EEOC FORM 715-01 PART I-4</b>	<b>EEO PLAN TO ELIMINATE IDENTIFIED BARRIER</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE:</b> (Must be specific)
Conduct barrier analysis on this mission critical occupation	09/30/2017
If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible	09/30/2017
<b>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</b>	
Corrective Action Plan is currently being developed.	

# 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 persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention 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 C.F.R. § 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 text box.**

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

Cluster GS-11 to SES is at a 7.44% rate and is below the 12% benchmark set forth by EEOC.

**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 text box.**

- |                                 |       |      |
|---------------------------------|-------|------|
| 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 PWTD in the GS-1 to GS-10 was 1.74% and the percentage of 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 the EEO Action Committee (EAC) Business Plan Goals Report and PWTD Workgroup meeting; bi-monthly at the EAC Senior Management Meetings and yearly in performance measures.

## Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), 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 of 2017.

- 2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.**

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	X			
Answering questions from the public about hiring authorities that take disability into account	4			HR

Processing reasonable accommodation requests from applicants and employees	1			Joyce M. Hunter, PWD Program Manager
Section 508 Compliance	1		3	Sheree Peters, Section 508 Coordinator
Architectural Barriers Act Compliance	5			Ryan Cummings, EOSH, Compliance Service Team
Special Emphasis Program for PWD and PWTD	3		11	Timmy Brown, EEO Specialist

**3. 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  
Reasonable Accommodations Management System (RAMS)  
Prevention of Workplace Bullying  
Rethinking Diversity and Inclusion  
Model EEO Program  
Conflict Resolution  
Prevention of Sexual Harassment  
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? If "no", describe the agency's plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.**

Yes X                      No 0

Hired a full-time Persons with Disabilities Program Manager

**Section III: Plan to Recruit and Hire Individuals with Disabilities**

Pursuant to 29 C.F.R. § 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.

## A. Plan to Identify Job Applicants with Disabilities

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

- Training HR Specialists on Schedule A hiring authority
- Public announcement on USAJOB's
- Internship Programs
- Career Fairs

### 5. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the 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.

Use Schedule A

### 6. 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.

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, provide only the resume to the hiring authority.

### 7. 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 this training.

Yes    No 0    N/A 0

Training on Schedule A hiring authority is scheduled for 2018.

## 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.**

Have relationships with numerous Workforce Recruitment Centers (Rehab) to assist with recruitment, advertisement, and training and with disability counselors at colleges and universities.

**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 was 0.53% in FY 2018, 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	No X
b. New Hires for MCO (PWTD)	Yes X	No 0

A review of the top three MCOs shows that triggers exist in all three PWTD categories. Aviation Safety Inspector (1825) PWTD qualified applicant pool benchmark is 1.48% and the actual hires percentage is 0.64%, which is below the benchmark. Airway Systems Specialist (2101) PWTD qualified applicant pool benchmark is 2.02% and the actual hires percentage is 0.60%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWTD qualified applicant pool benchmark is 0.41% 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 review of the top three MCOs shows that triggers exist in all three PWD and PWTD categories. Aviation Safety Inspector (1825) PWD relevant applicant pool benchmark is 11.13% and the qualified internal applicants' percentage is 3.52%, which is below the benchmark. Aviation Safety Inspector (1825) PWTD relevant applicant pool benchmark is 0.70% and the qualified internal applicants' percentage is 0.63%, which is below the benchmark. Airway Systems Specialist (2101) PWD relevant applicant pool benchmark

is 10.52% and the qualified internal applicants' percentage is 5.62%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWD relevant applicant pool benchmark is 2.70% and the qualified internal applicants' percentage is 2.36%, which is below the benchmark.

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

A review of the top three MCOs shows that triggers exist in all three PWD and PWTD categories. Aviation Safety Inspector (1825) PWD qualified applicant pool benchmark is 3.52% and the promoted percentage is 0.84%, which is below the benchmark. Aviation Safety Inspector (1825) PWTD qualified applicant pool benchmark is 0.63% and the promoted percentage is 0.00%, which is below the benchmark. Airway Systems Specialist (2101) PWD qualified applicant pool benchmark is 5.62% and the promoted percentage is 4.15%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWD qualified applicant pool benchmark is 2.36% and the promoted percentage is 1.65%, which is below the benchmark.

**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 X | No 0 |
| b. Promotions for MCO (PWTD) | Yes X | No 0 |

A review of the top three MCOs shows that triggers exist in all three PWD and PWTD categories. Aviation Safety Inspector (1825) PWD qualified applicant pool benchmark is 3.52% and the promoted percentage is 0.84%, which is below the benchmark. Aviation Safety Inspector (1825) PWTD qualified applicant pool benchmark is 0.63% and the promoted percentage is 0.00%, which is below the benchmark. Airway Systems Specialist (2101) PWD qualified applicant pool benchmark is 5.62% and the promoted percentage is 4.15%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWD qualified applicant pool benchmark is 2.36% and the promoted percentage is 1.65%, which is below the benchmark.

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

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address 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 Administrations. Online learning opportunities are assessable to all DOT employees through a Training Management System and Employee Learning Management System (ELMS).

### B. Career Development Opportunities

**8. 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.



FAA is seeking options for tracking this information.

C. Awards

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTB 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 0 No X
- b. Awards, Bonuses, & Incentives (PWTB) Yes 0 No X

	Time-Off Awards 1-9 hours		Time-Off Awards - 9+ hours	
	PWD	PWTB	PWD	PWTB
<b>Benchmark</b>	<b>16.44%</b>	<b>8.74%</b>	<b>13.33%</b>	<b>6.31%</b>
FAA Rate	6.52%	0.43%	10.25%	0.60%

	Cash Awards \$100 - \$500		Cash Awards \$500+	
	PWD	PWTB	PWD	PWTB
<b>Benchmark</b>	<b>16.13%</b>	<b>9.47%</b>	<b>21.62%</b>	<b>17.23%</b>
FAA Rate	10.25%	5.88%	9.47%	9.90%

FAA identified a trigger involving the percentage of PWD and PWTB who received time-off awards and cash awards.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTB 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 (PWTB) Yes 0 No X

	PWD	PWTB
<b>Benchmark</b>	<b>0.09%</b>	<b>0.00%</b>
FAA Rate	20.00%	0.00%

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 | N/A X |
| b. Other Types of Recognition (PWTD) | Yes 0 | No 0 | N/A X |

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 X      No 0
- ii. Internal Selections (PWD)              Yes 0      No X

b. Grade GS-15

- i. Qualified Internal Applicants (PWD)      Yes      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 X

	Internal Selection	Benchmark
SES	20.00%	4.26%
GS-15 or Equivalent	2.16%	3.89%
GS-14 or Equivalent	2.44%	4.16%
GS-13 or Equivalent	4.15%	5.97%

In FY 2018, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD 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 0              No X

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 X
- ii. Internal Selections (PWTD)                                      Yes X              No 0

	Internal Selection	Benchmark
SES	0.00%	0.00%
GS-15 or Equivalent	1.08%	1.61%
GS-14 or Equivalent	0.81%	1.23%

GS-13 or Equivalent

1.22%

2.62%

In FY 2018, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD 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 0 | No X |
| b. New Hires to GS-15 (PWD) | Yes 0 | No X |
| c. New Hires to GS-14 (PWD) | Yes 0 | No X |

	New Hires	Benchmark
SES	14.29%	4.26%
GS-15 or Equivalent	33.33%	3.89%
GS-14 or Equivalent	29.55%	4.16%
GS-13 or Equivalent	23.93%	5.97%

In FY 2018, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the senior grade levels.

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

	New Hires	Benchmark
SES	0.00%	0.00%
GS-15 or Equivalent	0.00%	1.61%
GS-14 or Equivalent	0.00%	1.23%
GS-13 or Equivalent	0.85%	2.62%

In FY 2018, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the senior grade levels.

**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 0      No X

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

Category	% of Applicant Pool	% of Qualified Internal Applicants	Trigger?	% of Selections	Trigger?
Supervisor	8.12%	14.71%	N	21.41%	N
Manager	8.08%	8.58%	N	19.05%	N
Executives	3.08%	5.07%	N	6.45%	N

**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              No X

ii. Internal Selections (PWTD)              Yes              No X

b. Managers

i. Qualified Internal Applicants (PWTD)      Yes              No X

ii. Internal Selections (PWTD)              Yes              No X

c. Supervisors

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

ii. Internal Selections (PWTD)              Yes 0              No X

**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 0              No X

b. New Hires for Managers (PWD)              Yes 0              No X

c. New Hires for Supervisors (PWD)              Yes 0              No X



## 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 this section, 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 convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If "no", 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 X                  No 0

b. **Involuntary Separations (PWD)**              Yes X                  No 0

	Inclusion Rate of PWD	Inclusion Rate of PWOD
Voluntary Separations	7.19%	5.48%
Involuntary Separations	0.62%	0.28%

**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 X                      No 0**

	Inclusion Rate of PWTD	Inclusion Rate of PWOTD
Voluntary Separations	6.83%	5.57%
Involuntary Separations	0.68%	0.30%

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

The FY 2018 Exit Interviews have been completed and the data is currently being analyzed.

**B. Accessibility of Technology and Facilities**

Pursuant to 29 C.F.R. § 1614.203(d)(4), Federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are 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, including a description of how to file a complaint.

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

<http://our.dot.gov/office/fra.roa/roa10/Lists/Team%20Discussion/Flat.aspx?RootFolder=%2foffice%2ffra%2eroa%2froa10%2fLists%2fTeam%20Discussion%2fComplaint%20process&FolderCTID=0x01200200A113B2F37F870C4AA4394B021F621305>

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, 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](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 FAA staff on issues related to accessibility, facilities and technology.

### C. Reasonable Accommodation Program

Pursuant to 29 C.F.R. § 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 interpreting services.)

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 accommodation requests for trends.**

Additional reasonable accommodations trainings were held this year for managers and employees therefore increasing the number of requests by 129. Managers were encouraged to input all reasonable accommodations requests in Reasonable Accommodations Management System (RAMS). This allowed the Disability Program Manager and other Managers to stay abreast of the timelines regarding each request. The Disability Program Manager engages with all managers on the timeliness of the requests they are responsible for.

#### **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 (PAS) 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 for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

Currently, the agency is at 99.29% across all LOB's with timely processing of reasonable accommodations requests. Decision Makers are consistently reminded to update RAMS and reach out to HR and Office of Civil Rights with any questions and/or concerns. They are also requesting meetings/assistance on any accommodation that might seem difficult to process by participating in Reasonable Accommodations Team Meetings (ReAct).

## 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.**

N/A

### 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 0      No X      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.**

N/A

**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 employment opportunities for PWD and/or PWTD?**

Yes  No

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

Yes  No  N/A

**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
Barrier(s)	Recruitment Practices; the FAA focuses recruitment on distributing competitive vacancy announcements
Objective(s)	Increase hiring managers and HR Specialists awareness and knowledge of the use of 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 L. Wilkerson, Acting Assistant Administrator for Civil Rights, ACR-1		Yes		
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			
2018	FY 2018:  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.			

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.

Utilize partnerships: Colleges/Universities; Social Media and State Vocational Rehabilitation and Advocacy groups.

Utilize "on-the-spot" Hiring Authority to hire PWD/PWTD non-competitively

Ensure PWTD hire report discrepancies are corrected.

Developed and deployed FAA Public Announcement for Individuals with Disabilities and Individuals with Targeted Disabilities via USAJOBS.gov.

Commitment from hiring managers to hire PWD/PTWD Interns.

Sponsored PWTD hiring events at numerous locations across the country. Reached out to over 130 colleges and universities and attendees participated in information sessions, mock interviews and resume writing

Participated in over 60 Aviation Career Education (ACE) Camps for PWD/PWTD children nationwide and 2 internationally.

Developed the Aviation Development Program (ADP) by creating a "Pilot" program to support, develop, build and champion a diverse and capable Air Traffic Control Conversion Program. This will allow Persons with Targeted Disabilities (PWTD) to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with the potential to convert to a 2152 upon successfully meeting existing 2152 criteria.

--	--

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

N/A

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

Due to holding the planned activities, the Agency was able to bring awareness to STEM events to children with disabilities and children with targeted disabilities. Due to the Public Announcement for people with disabilities and people with targeted disabilities on USAJOBS.gov, we were able to bring awareness to job opportunities at FAA.

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.

The agency will continue to increase outreach and awareness, both internally and externally, regarding people with disabilities and people with targeted disabilities.

# TAB 9

Tables by RNO and Gender A1-A14

"A" Tables	Description	Comments
Table A1	Total Workforce - Distribution by Race/Ethnicity and Sex	Data Provided
Table A2	Permanent Workforce By Component - Distribution by Race/Ethnicity and Sex	Data Provided
Table A3-1	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table A3-2	Occupational Categories - Distribution by Race/Ethnicity and Sex	Data Provided
Table A4-1	Participation Rates For General Schedule Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A4-2	Participation Rates For General Schedule (GS) Grades by Race/Ethnicity and Sex	Data Provided
Table A5-1	Participation Rates For Wage Grades by Race/Ethnicity and Sex	Data Provided
Table A5-2	Participation Rates For Wage Grades by Race/Ethnicity and Sex	Data Provided
Table A5NS-1	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5NS-2	Participation Rates for Non-Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce	Data Provided
Table A5S-1	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A5S-2	Participation Rates for Supervisory Wage Grades - Distribution by Race/Ethnicity and Sex	Data Provided
Table A6	Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex	Data Provided
Table A7	Hires for Major Occupations Distribution by Race/Ethnicity and Sex	Data Provided
Table A8	New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex	Data Provided
Table A9	Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex	Not Available
Table A10	Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex	Data Provided
Table A11	Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES) by Race/Ethnicity and Sex	Not Available
Table A12	Participation in Career Development by Race/Ethnicity and Sex	Not Available
Table A13	Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex	Data Provided
Table A14	Separations by Type of Separation - Distribution by Race/Ethnicity and Sex	Data Provided

#### List of Workforce Data Tables

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

FEDERAL AVIATION ADMINISTRATION Pay Period from 201721 to 201822

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

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>TOTAL</b>	#	45644	34815	10829	2762	837	26718	7061	2864	2080	1642	560	136	40	511	182	170	62
Prior FY	%	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
Current FY	#	45042	34460	10582	2824	836	26245	6890	2858	1997	1676	570	142	40	514	165	186	73
Current FY	%	100%	76.51%	23.49%	6.27	1.86	58.27	15.3	6.35	4.43	3.72	1.27	0.32	0.09	1.14	0.37	0.41	0.16
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	#	-602	-355	-247	62	-1	-473	-171	-6	-83	34	10	6	0	3	-17	16	11
Ratio Change	%	0.00%	0.23%	-0.23%	0.22%	0.02%	-0.27%	-0.17%	0.07%	-0.12%	0.12%	0.04%	0.02%	0.00%	0.02%	-0.03%	0.04%	0.03%
Net Change	%	-1.32%	-1.02%	-2.28%	2.24%	-0.12%	-1.77%	-2.42%	-0.21%	-3.99%	2.07%	1.79%	4.41%	0.00%	0.59%	-9.34%	9.41%	17.74%
<b>PERMANENT</b>																		
Prior FY	#	44969	34265	10704	2708	825	26325	6991	2802	2049	1608	549	136	40	508	182	167	61
Prior FY	%	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%
Current FY	#	44360	33937	10423	2770	816	25890	6796	2797	1969	1642	555	139	40	509	165	176	72
Current FY	%	100%	76.50%	23.50%	6.24%	1.84%	58.36%	15.32%	6.31%	4.44%	3.70%	1.25%	0.31%	0.09%	1.15%	0.37%	0.40%	0.16%
Difference	#	-609	-328	-281	62	-9	-435	-195	-5	-80	34	6	3	0	1	-17	9	11
Ratio Change	%	0%	0.31%	-0.31%	0.22%	0.00%	-0.18%	-0.23%	0.07%	-0.12%	0.13%	0.03%	0.01%	0.00%	0.02%	-0.03%	0.03%	0.03%
Net Change	%	-1.35%	-0.96%	-2.63%	2.29%	-1.09%	-1.65%	-2.79%	-0.18%	-3.90%	2.11%	1.09%	2.21%	0.00%	0.20%	-9.34%	5.39%	18.03%
<b>TEMPORARY</b>																		
Prior FY	#	675	550	125	54	12	393	70	62	31	34	11	0	0	3	0	3	1
Prior FY	%	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
Current FY	#	682	523	159	54	20	355	94	61	28	34	15	3	0	5	0	10	1
Current FY	%	100%	76.69%	23.31%	7.92	2.93	52.05	13.78	8.94	4.11	4.99	2.2	0.44	0	0.73	0	1.47	0.15
Difference	#	7	-27	34	0	8	-38	24	-1	-3	0	4	3	0	2	0	7	0
Ratio Change	%	0%	-4.80%	4.80%	-0.08%	1.15%	-6.17%	3.41%	-0.24%	-0.49%	-0.05%	0.57%	0.44%	0.00%	0.29%	0.00%	1.02%	0.00%
Net Change	%	1.04%	-4.91%	27.20%	0.00%	66.67%	-9.67%	34.29%	-1.61%	-9.68%	0.00%	36.36%	0%	0%	66.67%	0%	233.33%	0.00%

Pay Period 201821

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

Organizational Component	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
			male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Nat 2010 CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
AERONAUTICAL CENTER (SB)	#	3007	2022	985	102	44	1585	705	164	120	83	58	5	0	74	49	9	9
	%	100%	67.24%	32.76%	3.39%	1.46%	52.71%	23.45%	5.45%	3.99%	2.76%	1.93%	0.17%	0.00%	2.46%	1.63%	0.30%	0.30%
ALASKAN REGION (SB)	#	768	632	136	44	4	501	114	21	4	24	7	3	0	36	5	3	2
	%	100%	82.29%	17.71%	5.73%	0.52%	65.23%	14.84%	2.73%	0.52%	3.13%	0.91%	0.39%	0.00%	4.69%	0.65%	0.39%	0.26%
	#	1546	1267	279	50	10	1119	225	53	40	20	0	0	2	20	1	5	1
CENTRAL REGION (SB)	%	100%	81.95%	18.05%	3.23%	0.65%	72.38%	14.55%	3.43%	2.59%	1.29%	0.00%	0.00%	0.13%	1.29%	0.06%	0.32%	0.06%
	#	4137	3419	718	250	69	2734	517	270	99	125	26	5	0	21	3	14	4
EASTERN REGION (SB)	%	100%	82.64%	17.36%	6.04%	1.67%	66.09%	12.50%	6.53%	2.39%	3.02%	0.63%	0.12%	0.00%	0.51%	0.07%	0.34%	0.10%
GREAT LAKES REGION (SB)	#	4868	4058	810	201	43	3542	673	183	70	74	15	5	0	42	5	11	4
	%	100%	83.36%	16.64%	4.13%	0.88%	72.76%	13.82%	3.76%	1.44%	1.52%	0.31%	0.10%	0.00%	0.86%	0.10%	0.23%	0.08%
HEADQUARTERS (SB)	#	10506	6880	3626	475	235	4802	2048	798	1049	645	214	26	15	107	46	27	19
	%	100%	65.49%	34.51%	4.52%	2.24%	45.71%	19.49%	7.60%	9.98%	6.14%	2.04%	0.25%	0.14%	1.02%	0.44%	0.26%	0.18%
NEW ENGLAND REGION (SB)	#	1040	830	210	28	7	754	190	19	6	19	6	0	1	9	0	1	0
	%	100%	79.81%	20.19%	2.69%	0.67%	72.50%	18.27%	1.83%	0.58%	1.83%	0.58%	0.00%	0.10%	0.87%	0.00%	0.10%	0.00%
NORTHWEST MOUNTAIN REGION	#	3200	2516	684	145	41	2167	540	57	28	87	54	9	2	34	15	17	4
	%	100%	78.63%	21.38%	4.53%	1.28%	67.72%	16.88%	1.78%	0.88%	2.72%	1.69%	0.28%	0.06%	1.06%	0.47%	0.53%	0.13%
SOUTHERN REGION (SB)	#	6158	4999	1159	581	131	3619	678	612	308	97	24	8	1	54	12	28	5
	%	100%	81.18%	18.82%	9.43%	2.13%	58.77%	11.01%	9.94%	5.00%	1.58%	0.39%	0.13%	0.02%	0.88%	0.19%	0.45%	0.08%
SOUTHWEST REGION (SB)	#	4263	3483	780	433	129	2536	496	348	106	90	24	7	1	60	19	9	5
	%	100%	81.70%	18.30%	10.16%	3.03%	59.49%	11.63%	8.16%	2.49%	2.11%	0.56%	0.16%	0.02%	1.41%	0.45%	0.21%	0.12%
TECHNICAL CENTER (SB)	#	700	498	202	33	9	386	132	28	44	46	15	1	0	4	2	0	0
	%	100%	71.14%	28.86%	4.71%	1.29%	55.14%	18.86%	4.00%	6.29%	6.57%	2.14%	0.14%	0.00%	0.57%	0.29%	0.00%	0.00%
WESTERN PACIFIC REGION (SB)	#	4186	3360	826	423	92	2197	483	241	98	331	109	70	18	47	8	51	18
	%	100%	80.27%	19.73%	10.11%	2.20%	52.48%	11.54%	5.76%	2.34%	7.91%	2.60%	1.67%	0.43%	1.12%	0.19%	1.22%	0.43%
<b>Total</b>	#	44379	33964	10415	2765	814	25942	6801	2794	1972	1641	552	139	40	508	165	175	71
	%	100%	76.53%	23.47%	6.23%	1.83%	58.46%	15.32%	6.30%	4.44%	3.70%	1.24%	0.31%	0.09%	1.14%	0.37%	0.39%	0.16%



DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201821

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

GS/GM, SES AND RELATED GRADES	RACE/ETHNICITY																		
	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	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%	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%	0%	0%
GS-03	#	4	3	1	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	1	1	0	0	0	1	0	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%	0.00%
GS-05	#	83	24	59	1	6	13	33	7	12	2	5	0	1	1	1	0	1	
	%	100%	28.92%	71.08%	1.20%	7.23%	15.66%	39.76%	8.43%	14.46%	2.41%	6.02%	0.00%	1.20%	1.20%	1.20%	0.00%	1.20%	
GS-06	#	12	6	6	0	1	2	4	2	0	1	1	0	0	1	0	0	0	
	%	100%	50.00%	50.00%	0.00%	8.33%	16.67%	33.33%	16.67%	0.00%	8.33%	8.33%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	
GS-07	#	588	119	469	11	35	63	288	34	102	7	30	1	2	2	12	1	0	
	%	100%	20.24%	79.76%	1.87%	5.95%	10.71%	48.98%	5.78%	17.35%	1.19%	5.10%	0.17%	0.34%	0.34%	2.04%	0.17%	0.00%	
GS-08	#	1017	834	183	101	26	616	119	55	20	42	12	3	0	8	4	9	2	
	%	100%	82.01%	17.99%	9.93%	2.56%	60.57%	11.70%	5.41%	1.97%	4.13%	1.18%	0.29%	0.00%	0.79%	0.39%	0.88%	0.20%	
GS-09	#	1596	725	871	88	90	493	545	91	182	36	22	6	8	8	19	3	5	
	%	100%	45.43%	54.57%	5.51%	5.64%	30.89%	34.15%	5.70%	11.40%	2.26%	1.38%	0.38%	0.50%	0.50%	1.19%	0.19%	0.31%	
GS-10	#	1848	1172	676	117	73	810	401	152	146	51	28	8	2	24	22	10	4	
	%	100%	63.42%	36.58%	6.33%	3.95%	43.83%	21.70%	8.23%	7.90%	2.76%	1.52%	0.43%	0.11%	1.30%	1.19%	0.54%	0.22%	
GS-11	#	2137	1770	367	141	27	1410	257	121	52	50	19	9	1	24	6	15	5	
	%	100%	82.83%	17.17%	6.60%	1.26%	65.98%	12.03%	5.66%	2.43%	2.34%	0.89%	0.42%	0.05%	1.12%	0.28%	0.70%	0.23%	
GS-12	#	8127	6505	1622	607	141	4878	1028	541	308	299	107	32	2	104	21	44	15	
	%	100%	80.04%	19.96%	7.47%	1.73%	60.02%	12.65%	6.66%	3.79%	3.68%	1.32%	0.39%	0.02%	1.28%	0.26%	0.54%	0.18%	
GS-13	#	8201	6321	1880	497	131	4689	1157	515	412	459	127	34	10	100	31	27	12	
	%	100%	77.08%	22.92%	6.06%	1.60%	57.18%	14.11%	6.28%	5.02%	5.60%	1.55%	0.41%	0.12%	1.22%	0.38%	0.33%	0.15%	
GS-14	#	16407	13122	3285	994	217	10379	2295	914	537	575	165	34	11	172	38	54	22	
	%	100%	79.98%	20.02%	6.06%	1.32%	63.26%	13.99%	5.57%	3.27%	3.50%	1.01%	0.21%	0.07%	1.05%	0.23%	0.33%	0.13%	
GS-15	#	3945	3037	908	193	65	2339	605	325	187	107	33	9	3	53	11	11	4	
	%	100%	76.98%	23.02%	4.89%	1.65%	59.29%	15.34%	8.24%	4.74%	2.71%	0.84%	0.23%	0.08%	1.34%	0.28%	0.28%	0.10%	
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Senior Executive Service	#	186	124	62	4	1	93	51	17	7	7	3	0	0	3	0	0	0	
	%	100%	66.67%	33.33%	2.15%	0.54%	50.00%	27.42%	9.14%	3.76%	3.76%	1.61%	0.00%	0.00%	1.61%	0.00%	0.00%	0.00%	















DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201821

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

Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
HUMAN RESOURCES MANAGEMENT (0201)	#	321	107	214	12	16	64	93	29	91	1	7	0	1	1	4	0	2
	%	100%	33.33%	66.67%	3.74%	4.98%	19.94%	28.97%	9.03%	28.35%	0.31%	2.18%	0.00%	0.31%	0.31%	1.25%	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 ENGINEERING (0801)	#	877	737	140	58	19	478	64	68	34	122	21	3	0	8	2	0	0
	%	100%	84.04%	15.96%	6.61%	2.17%	54.50%	7.30%	7.75%	3.88%	13.91%	2.39%	0.34%	0.00%	0.91%	0.23%	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 ENGINEERING (0810)	#	413	335	78	39	7	222	48	24	11	42	10	1	0	5	1	2	1
	%	100%	81.11%	18.89%	9.44%	1.69%	53.75%	11.62%	5.81%	2.66%	10.17%	2.42%	0.24%	0.00%	1.21%	0.24%	0.48%	0.24%
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 ENGINEERING (0855)	#	716	648	68	44	8	392	25	52	14	147	20	1	0	12	1	0	0
	%	100%	90.50%	9.50%	6.15%	1.12%	54.75%	3.49%	7.26%	1.96%	20.53%	2.79%	0.14%	0.00%	1.68%	0.14%	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 ENGINEERING (0861)	#	806	670	136	32	7	487	100	36	9	101	20	5	0	4	0	5	0
	%	100%	83.13%	16.87%	3.97%	0.87%	60.42%	12.41%	4.47%	1.12%	12.53%	2.48%	0.62%	0.00%	0.50%	0.00%	0.62%	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 (1102)	#	233	106	127	4	7	70	66	28	42	3	6	1	1	0	4	0	1
	%	100%	45.49%	54.51%	1.72%	3.00%	30.04%	28.33%	12.02%	18.03%	1.29%	2.58%	0.43%	0.43%	0.00%	1.72%	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 INSPECTION, INVESTIGATION &	#	426	313	113	37	4	224	70	28	31	13	4	2	1	6	0	3	3
	%	100%	73.47%	26.53%	8.69%	0.94%	52.58%	16.43%	6.57%	7.28%	3.05%	0.94%	0.47%	0.23%	1.41%	0.00%	0.70%	0.70%
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 INSPECTOR (1825)	#	4129	3790	339	269	15	3174	294	185	18	72	7	16	0	64	4	10	1
	%	100%	91.79%	8.21%	6.51%	0.36%	76.87%	7.12%	4.48%	0.44%	1.74%	0.17%	0.39%	0.00%	1.55%	0.10%	0.24%	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 TRANSPORTATION	#	5821	5410	411	574	30	3907	257	499	75	247	33	39	2	109	9	35	5
	%	100%	92.94%	7.06%	9.86%	0.52%	67.12%	4.42%	8.57%	1.29%	4.24%	0.57%	0.67%	0.03%	1.87%	0.15%	0.60%	0.09%
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 CONTROL SPECIALIST (2152)	#	18490	15394	3096	1289	278	12303	2341	1019	293	484	118	48	10	160	25	91	31
	%	100%	83.26%	16.74%	6.97%	1.50%	66.54%	12.66%	5.51%	1.58%	2.62%	0.64%	0.26%	0.05%	0.87%	0.14%	0.49%	0.17%
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 TECHNOLOGIST (0334)	#	1482	1077	405	59	18	801	271	106	70	80	40	5	0	26	6	0	0
	%	100%	72.67%	27.33%	3.98%	1.21%	54.05%	18.29%	7.15%	4.72%	5.40%	2.70%	0.34%	0.00%	1.75%	0.40%	0.00%	0.00%
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 ( 2017-10-01 TO 2018-09-30 )

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

Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>HUMAN RESOURCES MANAGEMENT (0201)</b>																		
	#	25	18	7	1	2	12	1	4	4	1	0	0	0	0	0	0	0
Accessions	%	100%	72.00%	28.00%	4.00%	8.00%	48.00%	4.00%	16.00%	16.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	39.70%	60.30%	3.70%	5.80%	30.40%	44.20%	3.30%	7.10%	1.80%	2.30%	0.00%	0.10%	0.30%	0.50%	0.20%	0.30%
<b>GENERAL ENGINEERING (0801)</b>																		
	#	16	12	4	1	0	8	2	2	1	1	1	0	0	0	0	0	0
Accessions	%	100%	75.00%	25.00%	6.25%	0.00%	50.00%	12.50%	12.50%	6.25%	6.25%	6.25%	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%
<b>CIVIL ENGINEERING (0810)</b>																		
	#	9	5	4	0	0	3	0	2	3	0	0	0	0	0	0	0	1
Accessions	%	100%	55.56%	44.44%	0.00%	0.00%	33.33%	0.00%	22.22%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%
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%
<b>ELECTRONICS ENGINEERING (0855)</b>																		
	#	8	7	1	0	0	5	0	0	1	2	0	0	0	0	0	0	0
Accessions	%	100%	87.50%	12.50%	0.00%	0.00%	62.50%	0.00%	0.00%	12.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	91.30%	8.70%	4.80%	0.70%	70.90%	5.50%	4.40%	0.90%	10.20%	1.50%	0.10%	0.00%	0.50%	0.10%	0.30%	0.10%
<b>AEROSPACE ENGINEERING (0861)</b>																		
	#	34	30	4	2	0	19	3	3	0	5	1	1	0	0	0	0	0
Accessions	%	100%	88.24%	11.76%	5.88%	0.00%	55.88%	8.82%	8.82%	0.00%	14.71%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	88.20%	11.80%	4.90%	0.70%	68.80%	8.20%	3.60%	0.60%	10.00%	2.00%	0.10%	0.00%	0.50%	0.10%	0.40%	0.10%
<b>CONTRACTING (1102)</b>																		
	#	22	10	12	1	0	8	7	0	5	1	0	0	0	0	0	0	0
Accessions	%	100%	45.45%	54.55%	4.55%	0.00%	36.36%	31.82%	0.00%	22.73%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.50%	1.40%	1.80%	0.00%	0.10%	0.30%	0.50%	0.10%	0.30%
<b>GENERAL INSPECTION, INVESTIGATION &amp; COMPLIANCE (1801)</b>																		
	#	26	20	6	0	0	14	3	4	2	1	0	0	0	0	0	1	0
Accessions	%	100%	76.92%	23.08%	0.00%	0.00%	53.85%	11.54%	15.38%	7.69%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%	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%
<b>AVIATION SAFETY INSPECTOR (1825)</b>																		
	#	157	147	10	9	1	125	8	6	0	7	1	0	0	0	0	0	0
Accessions	%	100%	93.63%	6.37%	5.73%	0.64%	79.62%	5.10%	3.82%	0.00%	4.46%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	83.90%	16.10%	10.00%	2.50%	61.90%	9.80%	8.50%	3.20%	2.60%	0.30%	0.00%	0.10%	0.70%	0.10%	0.20%	0.10%
<b>AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)</b>																		
	#	168	157	11	19	0	108	5	13	5	9	0	2	0	4	0	1	0
Accessions	%	100%	93.45%	6.55%	11.31%	0.00%	64.29%	2.98%	7.74%	2.98%	5.36%	0.00%	1.19%	0.00%	2.38%	0.00%	0.60%	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%
<b>AIR TRAFFIC CONTROL SPECIALIST (2152)</b>																		
	#	388	336	52	38	8	237	29	35	8	19	1	0	1	3	1	4	3
Accessions	%	100%	86.60%	13.40%	9.79%	2.06%	61.08%	7.47%	9.02%	2.06%	4.90%	0.26%	0.00%	0.26%	0.77%	0.26%	1.03%	0.77%
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%
<b>INFORMATION TECHNOLOGIST (0334)</b>																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Accessions	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF	#	100%	70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.60%	4.50%	5.10%	1.60%	0.10%	0.00%	0.50%	0.30%	0.40%	0.20%

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2017-10-01 TO 2018-09-30 )

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

Employment Tenure	RACE/ETHNICITY																		
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	1123	904	219	81	20	648	123	96	50	53	14	5	1	12	1	6	7	
	%	100%	80.50%	19.50%	7.21%	1.78%	57.70%	10.95%	8.55%	4.45%	4.72%	1.25%	0.45%	0.09%	1.07%	0.09%	0.53%	0.62%	
Temporary	#	1588	1273	315	161	48	885	191	107	41	83	24	4	0	12	6	17	4	
	%	100%	80.16%	19.84%	10.14%	3.02%	55.73%	12.03%	6.74%	2.58%	5.23%	1.51%	0.25%	0.00%	0.76%	0.38%	1.07%	0.25%	
TOTAL	#	2711	2177	534	242	68	1533	314	203	91	136	38	9	1	24	7	23	11	
	%	100%	80.30%	19.70%	8.93%	2.51%	56.55%	11.58%	7.49%	3.36%	5.02%	1.40%	0.33%	0.04%	0.89%	0.26%	0.85%	0.41%	
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 ( 201821 )

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

Permanent Workforce	RACE/ETHNICITY																	
	TOTAL WORKFORCE			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees	#	1294	1040	254	89	29	804	185	78	27	44	9	2	1	15	2	7	1
Eligible for Career	%	100%	80.37%	19.63%	6.88%	2.24%	62.13%	14.30%	6.03%	2.09%	3.40%	0.70%	0.15%	0.08%	1.16%	0.15%	0.54%	0.08%
<b>Time in grade in excess of miniumum</b>																		
1-12 Months	#	135	105	30	14	3	77	23	8	4	5	0	0	0	0	0	1	0
	%	100%	77.78%	22.22%	10.37%	2.22%	57.04%	17.04%	5.93%	2.96%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.74%	0.00%
13-24 Months	#	18	11	7	1	2	7	4	3	0	0	1	0	0	0	0	0	0
	%	100%	61.11%	38.89%	5.56%	11.11%	38.89%	22.22%	16.67%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25 + months	#	347	284	63	11	5	242	51	12	2	10	4	2	0	4	1	3	0
	%	100%	81.84%	18.16%	3.17%	1.44%	69.74%	14.70%	3.46%	0.58%	2.88%	1.15%	0.58%	0.00%	1.15%	0.29%	0.86%	0.00%

**DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2017-10-01 TO 2018-09-30 )**

**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		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						White	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Time-Off Awards - 1-9 hours</b>																		
Total Time-Off	#	8354	6208	2146	490	202	4912	1480	426	332	272	87	17	6	68	30	23	8
Awards Given	%	100%	74.31%	25.69%	5.87%	2.42%	58.80%	17.72%	5.10%	3.97%	3.26%	1.04%	0.20%	0.07%	0.81%	0.36%	0.28%	0.10%
Total Hours		47490	34687	12803	2734	1089	27231	8609	2503	2265	1589	571	110	41	403	174	117	52
Average Hours		6	6	6	6	5	6	6	6	7	6	7	6	7	6	6	5	7
<b>Time-Off Awards - 9+ hours</b>																		
Total Time-Off	#	4311	2865	1446	238	109	2207	963	214	259	131	67	6	9	53	31	12	6
Awards Given	%	100%	66.46%	33.54%	5.52%	2.53%	51.19%	22.34%	4.96%	6.01%	3.04%	1.55%	0.14%	0.21%	1.23%	0.72%	0.28%	0.14%
Total Hours		79157	50844	28313	4020	2015	39571	19118	3664	4977	2238	1250	110	206	982	595	195	120
Average Hours		18	18	20	17	18	18	20	17	19	17	19	18	23	19	19	16	20
<b>Cash Awards - \$100 - \$500</b>																		
Total Cash Awards	#	7230	5424	1806	416	155	4217	1181	440	335	237	93	8	9	78	23	25	8
Given	%	100%	75.02%	24.98%	5.75%	2.14%	58.33%	16.33%	6.09%	4.63%	3.28%	1.29%	0.11%	0.12%	1.08%	0.32%	0.35%	0.11%
Total Amount		\$2,567,022	\$1,884,058	\$682,964	\$142,524	\$54,750	\$1,457,824	\$445,673	\$157,200	\$132,700	\$86,837	\$34,656	\$3,300	\$3,385	\$26,583	\$8,150	\$8,540	\$2,850
Average Amount		\$355	\$347	\$378	\$343	\$353	\$346	\$377	\$357	\$396	\$366	\$373	\$413	\$376	\$341	\$354	\$342	\$356
<b>Cash Awards - \$501+</b>																		
Total Cash Awards	#	7571	4725	2846	313	197	3628	1799	433	649	235	125	21	8	79	53	13	13
Given	%	100%	62.41%	37.59%	4.13%	2.60%	47.92%	23.76%	5.72%	8.57%	3.10%	1.65%	0.28%	0.11%	1.04%	0.70%	0.17%	0.17%
Total Amount		\$9,433,954	\$5,790,024	\$3,643,930	\$366,110	\$246,839	\$4,449,438	\$2,288,125	\$570,738	\$863,617	\$279,343	\$158,456	\$22,050	\$7,870	\$86,345	\$66,000	\$13,250	\$11,573
Average Amount		\$1,246	\$1,225	\$1,280	\$1,170	\$1,253	\$1,226	\$1,272	\$1,318	\$1,331	\$1,189	\$1,268	\$1,050	\$984	\$1,093	\$1,245	\$1,019	\$890
<b>Senior Executive Service Performance Awards</b>																		
Total Cash Awards	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Given	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Quality Step Increases(QSI)</b>																		
Total QSIs	#	15	6	9	0	0	6	7	0	1	0	1	0	0	0	0	0	0
Awarded	%	100%	40.00%	60.00%	0.00%	0.00%	40.00%	46.67%	0.00%	6.67%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		\$42,261	\$20,154	\$22,107	\$0	\$0	\$20,154	\$18,147	\$0	\$2,568	\$0	\$1,392	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit		\$2,817	\$3,359	\$2,456	0	0	\$3,359	\$2,592	0	\$2,568	0	\$1,392	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 Islander		American Indian or Alaska Native		Two or more races	
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Voluntary	#	2479	1883	596	115	45	1548	388	124	122	59	18	4	1	28	21	5	1	
	%	100%	75.96%	24.04%	4.64%	1.82%	62.44%	15.65%	5.00%	4.92%	2.38%	0.73%	0.16%	0.04%	1.13%	0.85%	0.20%	0.04%	
Involuntary	#	136	107	29	9	3	77	14	14	12	3	0	0	0	3	0	1	0	
	%	100%	78.68%	21.32%	6.62%	2.21%	56.62%	10.29%	10.29%	8.82%	2.21%	0.00%	0.00%	0.00%	2.21%	0.00%	0.74%	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%	0%	0%	0%	0%	0%	0%	
Total separation	#	2615	1990	625	124	48	1625	402	138	134	62	18	4	1	31	21	6	1	
	%	100%	76.10%	23.90%	4.74%	1.84%	62.14%	15.37%	5.28%	5.12%	2.37%	0.69%	0.15%	0.04%	1.19%	0.80%	0.23%	0.04%	

# **TAB 10**

**Tables by Disability**

**B1-B14**

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

**List of Workforce Data Tables**

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

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period from 201721 to 201822

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
<b>TOTAL WORKFORCE - Permanent and Temporary</b>															
	#	45644	39575	2299	3770	311	26	23	15	67	16	30	7	123	4
Prior FY	%	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%
Current FY	#	45042	38924	2330	3788	296	22	18	15	59	13	30	7	128	4
	%	100%	86.42%	5.17%	8.41%	0.66%	0.05%	0.04%	0.03%	0.13%	0.03%	0.07%	0.02%	0.28%	0.01%
Federal Goal (FY09)	#					2.55%									
Difference	#	-602	-651	31	18	-15	-4	-5	0	-8	-3	0	0	5	0
Ratio Change	%	0.00%	-0.29%	0.14%	0.15%	-0.02%	-0.01%	-0.01%	0.00%	-0.02%	-0.01%	0.00%	0.00%	0.01%	0.00%
Net Change	%	-1.32%	-1.64%	1.35%	0.48%	-4.82%	-15.38%	-21.74%	0.00%	-11.94%	-18.75%	0.00%	0.00%	4.07%	0.00%
<b>PERMANENT WORKFORCE</b>															
	#	44969	38968	2275	3726	308	25	23	15	66	15	30	7	123	4
Prior FY	%	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%
Current FY	#	44360	38326	2305	3729	293	22	18	15	58	13	30	7	126	4
	%	100%	86.40%	5.20%	8.41%	0.66%	0.05%	0.04%	0.03%	0.13%	0.03%	0.07%	0.02%	0.28%	0.01%
Difference	#	-609	-642	30	3	-15	-3	-5	0	-8	-2	0	0	3	0
Ratio Change	%	0.00%	-0.26%	0.14%	0.12%	-0.02%	-0.01%	-0.01%	0.00%	-0.02%	0.00%	0.00%	0.00%	0.01%	0.00%
Net Change	%	-1.35%	-1.65%	1.32%	0.08%	-4.87%	-12.00%	-21.74%	0.00%	-12.12%	-13.33%	0.00%	0.00%	2.44%	0.00%
<b>TEMPORARY WORKFORCE</b>															
	#	675	607	24	44	3	1	0	0	1	1	0	0	0	0
Prior FY	%	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%
Current FY	#	682	598	25	59	3	0	0	0	1	0	0	0	2	0
	%	100%	87.68%	3.67%	8.65%	0.44%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%	0.29%	0.00%
Difference	#	7	-9	1	15	0	-1	0	0	0	-1	0	0	2	0
Ratio Change	%	0.00%	-2.24%	0.11%	2.13%	0.00%	-0.15%	0.00%	0.00%	0.00%	-0.15%	0.00%	0.00%	0.29%	0.00%
Net Change	%	1.04%	-1.48%	4.17%	34.09%	0.00%	-100.00%	0%	0%	0.00%	-100.00%	0%	0%	0%	0%

Pay Period 201821

Table B2 - Permanent Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental on/ Severe Intellectual	Mental Illness/ Psychiatric Disability	Distortion Limb- Spine/ Dwarfism	
Federal Goal (FY09)	%				2.55%										
AERONAUTICAL CENTER (SB)	#	3009	2350	186	473	29	4	1	0	6	3	2	0	13	0
	%	100%	78.10%	6.18%	15.72%	0.96%	0.13%	0.03%	0.00%	0.20%	0.10%	0.07%	0.00%	0.43%	0.00%
ALASKAN REGION (SB)	#	768	635	49	84	3	1	0	0	0	0	0	0	2	0
	%	100%	82.68%	6.38%	10.94%	0.39%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%
CENTRAL REGION (SB)	#	1546	1378	48	120	9	1	0	1	3	0	2	0	2	0
	%	100%	89.13%	3.10%	7.76%	0.58%	0.06%	0.00%	0.06%	0.19%	0.00%	0.13%	0.00%	0.13%	0.00%
EASTERN REGION (SB)	#	4138	3838	112	188	18	2	2	2	2	1	2	1	5	1
	%	100%	92.75%	2.71%	4.54%	0.43%	0.05%	0.05%	0.05%	0.05%	0.02%	0.05%	0.02%	0.12%	0.02%
GREAT LAKES REGION (SB)	#	4870	4311	283	276	25	5	2	1	7	0	1	0	9	0
	%	100%	88.52%	5.81%	5.67%	0.51%	0.10%	0.04%	0.02%	0.14%	0.00%	0.02%	0.00%	0.18%	0.00%
HEADQUARTERS (SB)	#	10518	8596	740	1182	114	3	11	7	24	4	15	4	45	1
	%	100%	81.73%	7.04%	11.24%	1.08%	0.03%	0.10%	0.07%	0.23%	0.04%	0.14%	0.04%	0.43%	0.01%
NEW ENGLAND REGION (SB)	#	1040	954	31	55	2	0	0	0	0	1	0	0	1	0
	%	100%	91.73%	2.98%	5.29%	0.19%	0.00%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.10%	0.00%
NORTHWEST MOUNTAIN REGION (SB)	#	3203	2720	260	223	18	1	0	1	3	2	2	0	8	1
	%	100%	84.92%	8.12%	6.96%	0.56%	0.03%	0.00%	0.03%	0.09%	0.06%	0.06%	0.00%	0.25%	0.03%
SOUTHERN REGION (SB)	#	6162	5529	196	437	31	3	0	1	5	1	2	1	18	0
	%	100%	89.73%	3.18%	7.09%	0.50%	0.05%	0.00%	0.02%	0.08%	0.02%	0.03%	0.02%	0.29%	0.00%
SOUTHWEST REGION (SB)	#	4263	3726	197	340	14	1	0	1	3	0	1	1	7	0
	%	100%	87.40%	4.62%	7.98%	0.33%	0.02%	0.00%	0.02%	0.07%	0.00%	0.02%	0.02%	0.16%	0.00%
TECHNICAL CENTER (SB)	#	700	609	13	78	14	1	1	1	3	1	2	0	4	1
	%	100%	87.00%	1.86%	11.14%	2.00%	0.14%	0.14%	0.14%	0.43%	0.14%	0.29%	0.00%	0.57%	0.14%
WESTERN PACIFIC REGION	#	4186	3728	186	272	16	0	1	0	2	0	1	0	12	0
	%	100%	89.06%	4.44%	6.50%	0.38%	0.00%	0.02%	0.00%	0.05%	0.00%	0.02%	0.00%	0.29%	0.00%
<b>Total</b>	#	44403	38374	2301	3728	293	22	18	15	58	13	30	7	126	4
	%	100%	86.42%	5.18%	8.40%	0.66%	0.05%	0.04%	0.03%	0.13%	0.03%	0.07%	0.02%	0.28%	0.01%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201821

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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental on/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
<b>1. Officials and Managers</b>															
Executive/Senior Level (Grades 15 and Above)	#	3563	3207	149	207	8	0	1	0	0	1	3	0	3	0
	%	100%	90.01%	4.18%	5.81%	0.22%	0.00%	0.03%	0.00%	0.00%	0.03%	0.08%	0.00%	0.08%	0.00%
Mid-Level (Grades 13-14)	#	1933	1716	81	136	5	0	1	0	0	0	1	0	3	0
	%	100%	88.77%	4.19%	7.04%	0.26%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.00%	0.16%	0.00%
First-Level (Grades 12 and Below)	#	361	340	4	17	0	0	0	0	0	0	0	0	0	0
	%	100%	94.18%	1.11%	4.71%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	#	10624	8373	794	1457	143	9	11	6	26	4	17	3	65	2
	%	100%	78.81%	7.47%	13.71%	1.35%	0.08%	0.10%	0.06%	0.24%	0.04%	0.16%	0.03%	0.61%	0.02%
<b>Officials And Managers - TOTAL</b>	#	16481	13636	1028	1817	156	9	13	6	26	5	21	3	71	2
	%	100%	82.74%	6.24%	11.02%	0.95%	0.05%	0.08%	0.04%	0.16%	0.03%	0.13%	0.02%	0.43%	0.01%
<b>2. Professionals</b>	#	5465	4681	316	468	38	1	2	4	7	3	3	1	16	1
	%	100%	85.65%	5.78%	8.56%	0.70%	0.02%	0.04%	0.07%	0.13%	0.05%	0.05%	0.02%	0.29%	0.02%
3. Technicians	#	17394	16230	514	650	35	3	1	4	6	1	1	0	19	0
	%	100%	93.31%	2.96%	3.74%	0.20%	0.02%	0.01%	0.02%	0.03%	0.01%	0.01%	0.00%	0.11%	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. Administrative Support Workers	#	1374	923	123	328	45	8	2	0	11	4	4	2	13	1
	%	100%	67.18%	8.95%	23.87%	3.28%	0.58%	0.15%	0.00%	0.80%	0.29%	0.29%	0.15%	0.95%	0.07%
6. Craft Workers	#	64	40	8	16	1	0	0	0	0	0	0	1	0	0
	%	100%	62.50%	12.50%	25%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.56%	0.00%	0.00%
7. Operatives	#	3611	2855	311	445	17	1	0	1	8	0	1	0	6	0
	%	100%	79.06%	8.61%	12.32%	0.47%	0.03%	0.00%	0.03%	0.22%	0.00%	0.03%	0.00%	0.17%	0.00%
8. Laborers and Helpers	#	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	#	9	6	0	3	1	0	0	0	0	0	0	0	1	0
	%	100%	66.67%	0%	33.33%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%



















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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectu	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
HUMAN RESOURCES MANAGEMENT (0201)	# 323	251	24	48	3	1	0	1	0	0	0	0	0	1	0
	% 100%	77.71%	7.43%	14.86%	0.93%	0.31%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%
GENERAL ENGINEERING (0801)	# 878	799	32	47	5	0	0	1	2	1	0	0	1	0	
	% 100%	91.00%	3.64%	5.35%	0.57%	0.00%	0.00%	0.11%	0.23%	0.11%	0.00%	0.00%	0.11%	0.00%	
CIVIL ENGINEERING (0810)	# 413	355	33	25	2	0	0	1	0	0	0	0	1	0	
	% 100%	85.96%	7.99%	6.05%	0.48%	0.00%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.24%	0.00%	
ELECTRONICS ENGINEERING (0855)	# 716	643	29	44	3	0	0	0	1	0	2	0	0	0	
	% 100%	89.80%	4.05%	6.15%	0.42%	0.00%	0.00%	0.00%	0.14%	0.00%	0.28%	0.00%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861)	# 806	720	42	44	3	0	0	0	0	1	0	0	2	0	
	% 100%	89.33%	5.21%	5.46%	0.37%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.25%	0.00%	
CONTRACTING (1102)	# 233	195	14	24	2	0	0	0	2	0	0	0	0	0	
	% 100%	83.69%	6.01%	10.30%	0.86%	0.00%	0.00%	0.00%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	
GENERAL INSPECTION, INVESTIGATION & AVIATION SAFETY INSPECTOR (1825)	# 427	328	47	52	1	0	1	0	0	0	0	0	0	0	
	% 100%	76.81%	11.01%	12.18%	0.23%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)	# 4132	3308	335	489	18	1	0	1	8	0	1	0	7	0	
	% 100%	80.06%	8.11%	11.83%	0.44%	0.02%	0.00%	0.02%	0.19%	0.00%	0.02%	0.00%	0.17%	0.00%	
AIR TRAFFIC CONTROL SPECIALIST (2152)	# 5824	4746	413	665	40	2	3	1	3	0	4	0	27	0	
	% 100%	81.49%	7.09%	11.42%	0.69%	0.03%	0.05%	0.02%	0.05%	0.00%	0.07%	0.00%	0.46%	0.00%	
INFORMATION TECHNOLOGIST (0334)	# 18492	17535	430	527	20	1	1	3	3	1	2	0	9	0	
	% 100%	94.82%	2.33%	2.85%	0.11%	0.01%	0.01%	0.02%	0.02%	0.01%	0.01%	0.00%	0.05%	0.00%	
	# 1484	1221	75	188	20	1	4	2	3	1	1	0	7	1	
	% 100%	82.28%	5.05%	12.67%	1.35%	0.07%	0.27%	0.13%	0.20%	0.07%	0.07%	0.00%	0.47%	0.07%	



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

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Permanent	#	1123	850	116	157	6	0	0	0	0	0	0	0	6	0
Permanent	%	100%	75.69%	10.33%	13.98%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%
Temporary	#	1588	1491	33	64	4	0	0	0	0	0	0	4	0	
Temporary	%	100%	93.89%	2.08%	4.03%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	
Total	#	2711	2341	149	221	10	0	0	0	0	0	0	10	0	
Total	%	100%	86.35%	5.50%	8.15%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	





DOT FAA FEDERAL AVIATION ADMINISTRATION For Period ( 2017-10-01 TO 2018-09-30 )

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

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Voluntary	#	2479	2103	108	268	20	1	1	0	4	1	0	0	13	0
	%	100%	84.83%	4.36%	10.81%	0.81%	0.04%	0.04%	0.00%	0.16%	0.04%	0.00%	0.00%	0.52%	0.00%
Involuntary	#	136	106	7	23	2	0	0	0	0	0	0	0	2	0
	%	%	77.94%	5.15%	16.91%	1.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.47%	0.00%	
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Separations	#	2615	2209	115	291	22	1	1	0	4	1	0	0	15	0
	%	100%	84.47%	4.40%	11.13%	0.84%	0.04%	0.04%	0.00%	0.15%	0.04%	0.00%	0.00%	0.57%	0.00%

# TAB 11

FAA 462 Report



**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

\*\*Mixed Cases are Included in this report.\*\*

Total Elapsed Time: 00:01:28

<b>AGENCY OR DEPARTMENT: FAA (and below)</b>	<b>REPORTING PERIOD: 10/01/2017 – 09/30/2018</b>
----------------------------------------------	--------------------------------------------------

**Part I – Pre-Complaint Activities**

**EEO Counselor**

	Counselings	Individuals
A. Intentionally Left Blank		

**ADR Intake Officer**

	Counselings	Individuals
B. Intentionally Left Blank		

**Total Completed/Ended Counselings**

	Counselings	Individuals
C. Total Completed/Ended Counselings	398	386
1. Counseled Within 30 Days	47	47
2. Counseled Within 31 to 90 Days	351	343
a. Counseled Within Written Extension Period No Longer Than 60 Days	116	114

**Non-ADR Settlements with Monetary Benefits**

	Counselings	Individuals	Amount
E. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other	0	0	0
6.			

**Non-ADR Settlements With Non-Monetary Benefits**

	Counselings	Individuals
F. Total	1	1
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	1	1
a. Retroactive	0	0
b. Non-Retroactive	1	1

b. Counseled Within 90 Days Where Individual Participated in ADR	235	231
c. Counseled Within 31-90 Days That Were Untimely	0	0
3. Counseled Beyond 90 Days	0	0
4. Counseled Due to Remands	0	0

### Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	64	64
2. Initiated during the Reporting Period	431	413
3. Completed/Ended Counseling	388	386
a. Settlements (Monetary and Non-Monetary)	38	37
b. Withdrawal/No Complaint Filed	151	150
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	183	181
d. Decision to File Complaint Pending at the End of the Reporting Period	16	16
4. Counselings Pending at the End of the Reporting Period	96	96

3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	1	1
a. Rescinded	1	1
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	0	0
12. Neutral Reference	0	0
13. Other	0	0
14.		

### ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	8	8	\$45,822.24
1. Compensatory Damages	1	1	\$1,500.00
2. Backpay / Frontpay	1	1	\$1,500.00
3. Lump Sum Payment	4	4	\$27,822.24
4. Attorney's Fees and Costs	1	1	\$5,000.00
5. Other	1	1	\$10,000.00
6.			

### ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals

H. Total	35	34
1. Hires	1	1
a. Retroactive	1	1
b. Non-Retroactive	0	0
2. Promotions	1	1
a. Retroactive	0	0
b. Non-Retroactive	1	1
3. Expungements	0	0
4. Reassignments	5	5
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	9	9
8. Apology	2	2
9. Disciplinary Actions	1	1
a. Rescinded	0	0
b. Modified	1	1
10. Performance Evaluation Modified	2	2
11. Leave Restored	8	7
12. Neutral Reference	0	0
13. Other	15	15
14.		

**NON-ADR SETTLEMENTS**

	<b>Counselings</b>	<b>Individuals</b>
I. Total	1	1

**AGENCY OR DEPARTMENT: FAA  
(and below)**

**REPORTING PERIOD: 10/01/2017 –  
09/30/2018**

**Part II – Formal Complaint Activities**

A. Complaints on Hand at the Beginning of the Reporting Period	581
B. Complaints Filed	203
C. Remands (sum of lines C1 + C2 + C3)	8
C.1. Remands (Not Included in A or B)	7
C.2. Remands (Included in A or B)	1
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)	791
E. Complaints in Line D that were NOT Consolidated	787
F. Complaints in Line E that were Closed During Report Period	182
G. Complaints in Line D that WERE Consolidated	4
H. Complaints in Line G that were Closed During Report Period	0
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	610
J. Individuals Filing Complaints (Complainants)	196
K. Number of Joint Processing Units from Consolidation of Complaints	2

**AGENCY OR DEPARTMENT: FAA**  
**(and below)**

**REPORTING PERIOD: 10/01/2017 –**  
**09/30/2018**

**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?	<b>Person:</b>

	<b>Title:</b>
3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	<b>Person:</b> <b>Title:</b>
4. Who does that person report to?	<b>Person:</b> <b>Title:</b>

**AGENCY OR DEPARTMENT: FAA (and below)**

**REPORTING PERIOD: 10/01/2017 – 09/30/2018**

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

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	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	0	0	1	0	1	13	7	7
B. Assignment of Duties	0	0	0	11	5	0	8	1	22	101	34	34
C. Awards	0	0	0	2	1	0	1	0	6	17	8	8
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	13	4	0	9	4	34	121	49	49
1. Demotion	0	0	0	2	0	0	1	0	2	6	3	3
2. Reprimand	0	0	0	2	2	0	2	2	8	29	12	12
3. Suspension	0	0	0	5	1	0	3	2	10	37	14	14
4. Removal	0	0	0	1	0	0	1	0	4	10	5	5
5. Disciplinary Warning	0	0	0	0	0	0	0	0	3	9	4	4
6. Other	0	0	0	3	1	0	2	0	7	30	11	11
7.												
F. Duty Hours	0	0	0	1	3	0	3	1	5	25	7	7
G. Perf. Eval./ Appraisal	0	0	0	4	4	0	4	1	17	68	25	24
H. Examination/Test	0	0	0	1	0	0	0	1	2	7	4	4
I. Harassment	1	1	0	45	13	0	25	8	75	354	140	138
1. Non-Sexual	1	1	0	45	13	0	25	8	70	336	127	126
2. Sexual				4		1	4		5	18	13	12
J. Medical Examination	0	0	0	0	0	0	0	0	0	6	4	4
K. Pay Including Overtime	0	0	0	8	0	0	2	0	8	43	18	17
L. Promotion/Non-Selection	0	1	0	17	3	0	8	3	26	127	55	52
M. Reassignment	0	1	0	6	2	0	2	0	13	62	28	28

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
1. Denied	0	0	0	2	0	0	0	0	7	25	13	13
2. Directed	0	1	0	4	2	0	2	0	6	37	15	15
N. Reasonable Accommodation Disability	1			4			3		11	43	24	23
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0
Q. Retirement	0	0	0	0	1	0	1	0	3	12	4	4
R. Sex-Stereotyping										1	1	1
S. Telework	0	0	0	4	2	0	2	0	9	31	12	12
T. Termination	0	1	0	6	1	0	2	1	9	47	22	22
U. Terms/Conditions of Employment	1	0	0	6	5	0	6	2	12	66	21	20
V. Time and Attendance	1	0	0	12	2	0	5	1	19	77	26	26
W. Training	0	0	0	7	2	0	5	2	12	56	20	20
X. Other (Please Specify Below)	0	0	0	2	4	0	4	0	20	74	33	33
User Defined - Other 1	0	0	0	2	2	0	3	0	18	59	26	26
User Defined - Other 2	0	0	0	0	2	0	1	0	2	13	5	5
User Defined - Other 3	0	0	0	0	0	0	0	0	0	1	1	1
User Defined - Other 4	0	0	0	0	0	0	0	0	0	1	1	1
<b>Total All Issues by Bases</b>	3	4	0	147	52	0	88	25	304			
<b>Total All Complaints Filed by Bases</b>	1	3	0	63	15	0	34	12	115			
<b>Total All Complainants by Bases</b>	1	3	0	62	15	0	33	12	109			

**Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)**

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	1	1	0	0	0	0			2	1	3	1	13	7	7
B. Assignment of Duties	6	14	0	0	0	3	1	1	17	4	9	1	101	34	34
C. Awards	0	1	0	0	0	0			5	0	1	0	17	8	8
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0
E. Disciplinary Action	7	10	0	3	1	5			13	9	9	0	121	49	49
1. Demotion	0	1	0	0	0	0			0	0	0	0	6	3	3
2. Reprimand	2	2	0	0	0	2			3	3	1	0	29	12	12
3. Suspension	1	4	0	1	0	1	1		4	2	3	0	37	14	14
4. Removal	1	0	0	0	0	0		1	1	1	1	0	10	5	5
5. Disciplinary Warning	1	1	0	1	0	0			1	0	2	0	9	4	4
6. Other	2	2	0	1	1	2			4	3	2	0	30	11	11
7.															
F. Duty Hours	1	2	0	0	0	2	1		4	0	3	0	25	7	7
G. Perf. Eval./ Appraisal	3	11	0	1	0	2		1	12	3	6	0	68	25	24
H. Examination/Test	1	0	0	0	0	0			0	0	1	1	7	4	4
I. Harassment	20	58	0	2	2	8			47	15	32	2	354	140	138
1. Non-Sexual	18	47	0	2	2	8	2	7	47	15	32	2	336	127	126
2. Sexual	2	11	0	0		3			3		1		18	13	12
J. Medical Examination	0	0	0	0	0	0			1	0	4	1	6	4	4
K. Pay Including Overtime	3	7	0	0	0	1	1	5	5	1	2	0	43	18	17
L. Promotion/Non-Selection	6	18	0	0	0	4		2	27	3	10	1	127	55	52
M. Reassignment	3	9	0	1	0	0			11	2	10	2	62	28	28
1. Denied	0	6	0	1	0	0		1	3	1	4	1	25	13	13
2. Directed	3	3	0	0	0	0			8	1	6	1	37	15	15
N. Reasonable Accommodation Disability		6		0		1			4	9	20	3	43	24	23
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0

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				
P. Religious Accommodation													0	0	0
Q. Retirement	0	1	0	0	0	0			3	1	2	0	12	4	4
R. Sex-Stereotyping	0	1	0										1	1	1
S. Telework	1	2	0	0	0	1		1	4	3	3	0	31	12	12
T. Termination	3	7	0	1	2	2			2	3	7	0	47	22	22
U. Terms/Conditions of Employment	1	10	0	1	0	2		1	10	2	6	2	66	21	20
V. Time and Attendance	4	7	0	0	1	2		1	7	3	12	1	77	26	26
W. Training	1	12	0	0	0	1		1	5	2	7	0	56	20	20
X. Other (Please Specify Below)	8	8	0	1	0	2			11	1	9	1	74	33	33
User Defined - Other 1	4	7	0	1	0	1		1	10	0	8	1	59	26	26
User Defined - Other 2	2	1	0	0	0	1			1	1	1	0	13	5	5
User Defined - Other 3	1	0	0	0	0	0			0	0	0	0	1	1	1
User Defined - Other 4	1	0	0	0	0	0			0	0	0	0	1	1	1
<b>Total All Issues by Bases</b>	69	179	0	10	6	35	1	5	186	62	156	16			
<b>Total All Complaints Filed by Bases</b>	28	74	0	4	3	14	1	5	72	17	50	3			
<b>Total All Complainants by Bases</b>	28	72	0	4	3	14	1	5	70	17	49	3			

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

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements												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
	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	0	0	0	0	0	2	0	0	0	3	2	2			
B. Assignment of Duties	0	0	0	4	0	0	2	0	7	11	4	4	16	6	6			

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									
C. Awards	0	0	0	0	0	0	0	0	1	1	1	1	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
E. Disciplinary Action	0	0	0	3	1	0	2	0	5	15	6	6	8	5	5
1. Demotion	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1
2. Reprimand	0	0	0	1	0	0	0	0	3	9	3	3	0	0	0
3. Suspension	0	0	0	1	0	0	0	0	0	1	1	1	2	2	2
4. Removal	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
6. Other	0	0	0	1	1	0	2	0	1	5	2	2	5	2	2
7.															
F. Duty Hours	0	0	0	0	0	0	0	0	1	4	2	2	2	1	1
G. Perf. Eval./ Appraisal	0	0	0	4	1	0	1	0	4	8	4	4	13	5	5
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	1	3	13	3	0	7	0	33	67	35	35	66	24	22
1. Non-Sexual	0	1	3	13	3	0	7	0	30	62	31	31	66	24	22
2. Sexual									3	5	4	4	0	0	0
J. Medical Examination	0	0	0	0	0	0	0	0	1	4	2	2	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	1	5	3	3	5	2	2
L. Promotion/Non-Selection	0	0	0	3	1	2	2	0	5	12	4	4	23	10	10
M. Reassignment	0	0	0	2	0	0	1	0	3	9	3	3	3	2	2
1. Denied	0	0	0	1	0	0	1	0	1	4	1	1	1	1	1
2. Directed	0	0	0	1	0	0	0	0	2	5	2	2	2	1	1
N. Reasonable Accommodation Disability				2				1	5	8	5	5	7	3	3

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									
O. Reinstatement	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	4	2	2	0	0	0
R. Sex-Stereotyping										0	0	0	0	0	0
S. Telework	0	0	0	1	0	0	0	0	0	1	1	1	0	0	0
T. Termination	0	1	0	1	0	0	0	0	7	9	5	5	9	4	4
U. Terms/Conditions of Employment	0	0	0	4	0	0	1	0	3	15	5	5	0	0	0
V. Time and Attendance	0	0	0	2	0	0	1	0	4	13	6	6	4	2	2
W. Training	0	0	0	0	1	0	0	0	2	1	1	1	11	3	3
X. Other (Please Specify Below)	0	0	0	1	2	0	0	0	0	3	1	1	6	2	2
User Defined - Other 1	0	0	0	1	1	0	0	0	0	3	1	1	3	1	1
User Defined - Other 2	0	0	0	0	1	0	0	0	0	0	0	0	3	1	1
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	2	1	24	0	2	7	0	45						
1a. Number of Counselings Settled	0	1	1	10	0	2	2	0	21						
1b. Number of Counselees Settled With	0	1	1	10	0	2	2	0	21						
2. Complaint Settlement Allegations	0	0	2	14	9	0	10	0	39						
2a. Number of Complaints Settled	0	0	2	8	3	0	7	0	23						

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									
2b. Number of Complainants Settled With	0	0	2	7	3	0	7	0	19						

**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	0	0	0	0	0	0			0	0	1	0	0	0	0	3	2	2
B. Assignment of Duties	0	3	0	0	1	0		1	6	1	3	0	11	4	4	16	6	6
C. Awards	0	0	0	0	0	0			0	0	0	0	1	1	1	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
E. Disciplinary Action	0	3	0	0	1	1			3	0	4	0	15	6	6	8	5	5
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1
2. Reprimand	0	2	0	0	1	0			0	0	2	0	9	3	3	0	0	0
3. Suspension	0	0	0	0	0	0			1	0	1	0	1	1	1	2	2	2
4. Removal	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
6. Other	0	1	0	0	0	1			2	0	1	0	5	2	2	5	2	2
7.																		
F. Duty Hours	1	0	0	0	1	1			0	0	2	0	4	2	2	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		GIN A	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							
G. Perf. Eval./Appraisal	0	3	0	1	0	0			5	1	1	0	8	4	4	13	5	5
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. Harassment	1	24	0	1	1	2			15	12	12	1	67	35	35	66	24	22
1. Non-Sexual	1	22	0	1	1	2		3	15	12	12	1	62	31	31	66	24	22
2. Sexual	0	2	0	0						1	1		5	4	4	0	0	0
J. Medical Examination	0	0	0	0	1	0			0	0	2	0	4	2	2	0	0	0
K. Pay Including Overtime	1	1	0	0	1	0	1	0	3	1	1	0	5	3	3	5	2	2
L. Promotion/Non-Selection	1	9	0	0	2	2		1	6	0	2	0	12	4	4	23	10	10
M. Reassignment	0	3	0	0	0	0			2	0	1	0	9	3	3	3	2	2
1. Denied	0	0	0	0	0	0			1	0	1	0	4	1	1	1	1	1
2. Directed	0	3	0	0	0	0		1	1	0	0	0	5	2	2	2	1	1
N. Reasonable Accommodation Disability		2		0						3	6	1	8	5	5	7	3	3
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation													0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0			2	1	1	0	4	2	2	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0
S. Telework	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0
T. Termination	1	2	0	0	0	0			2	1	3	0	9	5	5	9	4	4
U. Terms/Conditions of Employment	0	2	0	0	1	0		1	2	0	2	0	15	5	5	0	0	0

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							
V. Time and Attendance	0	1	0	0	0	1			2	1	5	0	13	6	6	4	2	2
W. Training	0	2	0	0	0	0			2	0	1	0	1	1	1	11	3	3
X. Other (Please Specify Below)	0	3	0	0	0	0			3	0	0	0	3	1	1	6	2	2
User Defined - Other 1	0	2	0	0	0	0		1	2	0	0	0	3	1	1	3	1	1
User Defined - Other 2	0	1	0	0	0	0			1	0	0	0	0	0	0	3	1	1
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	2	29	0	1	7	1	0	0	25	12	27	2						
1a. Number of Counselings Settled	1	17	0	1	2	1	0	0	7	8	11	1						
1b. Number of Counselees Settled With	1	17	0	1	2	1	0	0	7	8	10	1						
2. Complaint Settlement Allegations	3	27	0	1	2	6	1	0	28	9	20	0						
2a. Number of Complaints Settled	3	15	0	1	2	4	1	0	15	6	8	0						
2b. Number of Complainants Settled With	3	14	0	1	2	4	1	0	13	5	8	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 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
	American / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races											
User Defined - Other 3	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
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 Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	3								
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	3								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	2								
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	2								
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	2								

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









**AGENCY OR DEPARTMENT: FAA  
(and below)**

**REPORTING PERIOD: 10/01/2017 –  
09/30/2018**

**Part V – Summary of Closures by Statute**

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
152	1. Title VII
1	1a. Pregnancy Discrimination Act (PDA)
67	2. Age Discrimination in Employment Act (ADEA)
51	3. Rehabilitation Act
14	4. Equal Pay Act (EPA)
2	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
287	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: 10/01/2017 –  
09/30/2018**

**Part VI – Summary of Closures By Category**

	<b>Total Number</b>	<b>Total Days</b>	<b>Average Days</b>
A. Total Number of Closures (1 + 2 + 3)	176	97005	551.16
1. Withdrawals (a + b)	8	4410	551.25
a. Non-ADR Withdrawals	8	4410	551.25
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	38	25014	658.26
a. Non-ADR Settlements	38	25014	658.26
b. ADR Settlements	0	0	0.00
3. Final Agency Actions (B + C)	130	67581	519.85
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	95	28646	301.54
1. Finding Discrimination	1	577	577.00
2. Finding No Discrimination	66	26130	395.91
3. Dismissal of Complaints	28	1939	69.25
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	35	38935	1,112.43
1. AJ Decision Fully Implemented (a + b + c)	34	37795	1,111.62
(a) Finding Discrimination	2	4630	2,315.00
(b) Finding No Discrimination	32	33165	1,036.41
(c) Dismissal of Complaints	0	0	0.00
2. AJ Decision NOT Fully Implemented (a + b + c)	1	1140	1,140.00
(a) Finding Discrimination (i + ii + iii)	1	1140	1,140.00
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	1	1140	1,140.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00

	<b>Total Number</b>	<b>Total Days</b>	<b>Average Days</b>
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	62	4484	72.32
1. Complainant Requested Immediate FAD (1a + 1b)	28	2005	71.61
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	22	1230	55.91
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	6	775	129.17
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	21	1672	79.62
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	5	171	34.20
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	16	1501	93.81
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	13	807	62.08
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	7	407	58.14
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	6	400	66.67
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: 10/01/2017 –  
09/30/2018**

**Part VII – Summary of Complaints Closed by Types of Benefits**

	Number	Amount
A. Total complaints closed with benefits	37	
B. Total closures with monetary benefits to complainant	19	\$252,516.17
1. Back Pay/Front Pay	0	\$0.00
2. Lump Sum Payment	16	\$127,909.17
3. Compensatory Damages	1	\$7,000.00
4. Attorney fees and costs	13	\$117,607.00
5. Other	0	\$0.00
6.		
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	33	
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	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	1	0
a. Retroactive	1	0
b. Non-Retroactive	0	0
3. Expungements	0	3
4. Reassignments	0	0
5. Removal Rescinded	1	2
a. Reinstatement	0	1
b. Voluntary Resignation	1	1
6. Accommodations	0	0
7. Training	2	2

8. Apology	0	0
9. Disciplinary Actions	0	1
a. Rescinded	0	1
b. Modified	0	0
10. Performance evaluation modified	1	4
11. Leave Restored	3	4
12. Neutral Reference	0	0
13. Other(NM)	13	16
14.		

**AGENCY OR DEPARTMENT: FAA  
(and below)**

**REPORTING PERIOD: 10/01/2017 –  
09/30/2018**

**Part VIII – Summary of Pending Complaints By Category**

	<b>Number Pending</b>	<b>Number of Days</b>	<b>Average Days</b>	<b>Days Pending Oldest Case</b>	<b>Oldest Case EEOC Hearing #</b>
A. Total Complaints Pending (Same as part II line 1) (1+1a+2+3+4)	613	561766			
1. Complaints Pending Written Notification (Acknowledgement Letter)	2	421	210.00	353	
1a. Complaints Pending Decision to Accept/Dismiss	108	26398	244.00	4673	
2. Complaints Pending Investigation	83	10302	124.00	845	
2a. Complaints Pending 180 Day Investigation Notice	0	0	0.00	0	
3. Complaints In Hearing	352	446547	1,268.00	6668	160-A2-8388X/160-2001-08345X
4. Complaints Pending A Final Agency Action	68	78098	1,148.00	7549	

**AGENCY OR DEPARTMENT: FAA  
(and below)**

**REPORTING PERIOD: 10/01/2017 –  
09/30/2018**

**Part IX – Summary Of Investigations Completed**

	<b>Total</b>	<b>Total Days</b>	<b>Average</b>
A. Total Investigations Completed During Reporting Period (1 + 3)	141	26312	186.61
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	53	9546	180.11
a. Investigations Completed in 180 Days or Less	47	7571	161.00
b. Investigations Completed in 181 - 360 Days	4	905	226.25
1. Timely Completed Investigations	2	464	232.00
2. Untimely Completed Investigations	2	441	220.00
c. Investigations Completed in 361 or More Days	2	1070	535.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	88	16766	190.52
a. Investigations Completed in 180 Days or Less	48	7176	149.00
b. Investigations Completed in 181 - 360 Days	37	7978	215.62
1. Timely Completed Investigations	6	1445	240.00
2. Untimely Completed Investigations	31	6533	210.00
c. Investigations Completed in 361 or More Days	3	1612	537.00
4. Contractor Investigation Costs	\$0.00		0.00

**AGENCY OR DEPARTMENT: FAA  
(and below)**

**REPORTING PERIOD: 10/01/2017 –  
09/30/2018**

**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	333	324		
2. Rejected By Individual (Counselee)	77	74		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	237	233		
C. ADR Resources Used in Completed/Ended Counselings (Total)	188	185		
1. Inhouse	160	158		
2. Another Federal Agency	15	15		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	13	13		
5. Federal Executive Board	0	0		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	184	181	8328	45.26
1. Mediation	178	175	8045	45.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	1	1	55	55.00
6. Ombudsman	0	0	0	0.00
7. Peer Review	0	0	0	0.00

	<b>Counselings</b>	<b>Individuals</b>	<b>Days</b>	<b>Average Days</b>
8. Multiple Techniques Used (Please specify in a comment box)	5	5	228	45.00
9.				
10.				
<b>E. Status of Cases</b>				
1. Total Closed	172	187	7541	43.84
a. Settlements with Benefits (Monetary & Non-monetary)	44	43	1981	45.00
b. No Formal Complaint Filed	63	62	2675	42.00
c. Complaint Filed				
i. No Resolution	58	58	2581	44.00
ii. No ADR Attempt (aka Part X.E.1.d)	1	1	28	28.00
e. Decision to File Complaint Pending at the End of the Reporting Period	6	6	276	46.00
2. Intentionally Left Blank				

**AGENCY OR DEPARTMENT: FAA  
(and below)**

**REPORTING PERIOD: 10/01/2017 –  
09/30/2018**

**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	2	2		
2. Rejected By Complainant	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	2	2		
C. ADR Resources Used in Complaint Closures (Totals)	0	0		
1. Inhouse	0	0		
2. Another Federal Agency	0	0		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6.				
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	0	0	0	0.00
1. Mediation	0	0	0	0.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00

9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	0	0	0	0.00
a. Settlements with Benefits (Monetary & Non-monetary)	0	0	0	0.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	0	0	0	0.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	<b>Complaints</b>	<b>Complainants</b>	<b>Amount</b>	
F. Benefits Received				
1. Monetary (Insert Totals)	0	0	\$0.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	0	0	\$0.00	
d. Attorney Fees and Costs	0	0	\$0.00	
e. Other	0	0	0	
f.				
2. Non-Monetary (Insert Totals)	2	2		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
c. Expungements	1	1		
d. Reassignments	0	0		
e. Removals Rescinded	0	0		
i. Reinstatement	0	0		
ii. Voluntary Resignation	0	0		

f. Accommodations	0	0		
g. Training	0	0		
h. Apology	0	0		
i. Disciplinary Actions	0	0		
i. Rescinded	0	0		
ii. Modified	0	0		
j. Performance Evaluation Modified	1	1		
k. Leave Restored	0	0		
l. Neutral Reference	0	0		
m. Other	2	2		
n.				

**AGENCY OR DEPARTMENT: FAA  
(and below)**

**REPORTING PERIOD: 10/01/2017 –  
09/30/2018**

**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	
	<b>Amount</b>		
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			
	<b>YES</b>	<b>NO</b>	
F. EEO ADR Program Information			
1. Does the agency require the alleged responsible management official to participate in EEO ADR?			

	YES	NO
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**

<p>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, 2017 through September 30, 2018, is accurate and complete.</p>
<p>Name and Title of Certifying Official:</p>
<p>Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)</p>
<p>Date and Telephone Number:</p>
<p>Email:</p>
<p>Name and Title of Preparer:</p>
<p>Date and Telephone Number:</p>

Email:

The FY 2018 report (with the PIN entered) is due on or before October 31.

# TAB 12

FAA Organization Chart

