



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2019

Prepared by FAA
Office of Civil Rights 2020

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)	Tab 2
• FAA Statement of Establishment of Continuing EEO Programs (Form 715-01 Part F)	Tab 3
• FAA Policy Statements	Tab 4
• FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G)	Tab 5
• FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H)	Tab 6
• FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I)	Tab 7
• 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)	Tab 8
• FAA Workforce Data Tables ("A" Tables)	Tab 9
• 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

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

PART A
Department
or Agency
Identifying
Information

1. Agency

1. DOT Federal Aviation Administration

1.a 2nd level reporting component

2. Address

2. 800 Independence Avenue SW

3. City, State, Zip Code

3. Washington, DC 20591

4. Agency Code

5. FIPS code(s)

4. TD03

5. 03

PART B
Total
Employment

1. Enter total number of permanent full-time and part-time employees

1. 44016

2. Enter total number of temporary employees

2. 445

3. TOTAL EMPLOYMENT [add lines B 1 through 2]

4. 44461

PART C

Agency Official(s) Responsible
For Oversight of EEO
Program(s)

Title Type

Name

Title

Head of Agency

Steve Dickson

Administrator

Principal EEO Director/Official

John P. Benison

Assistant Administrator, Office of
Civil Rights

Principal EEO Director/Official

John P. Benison

Principal EEO Director

Affirmative Employment Program Manager

Sadie Perez

Title VII Affirmative EEO Program
Official

Affirmative Employment Program Manager

Sadie Perez

Section 501 Affirmative Action
Program Official

Complaint Processing Program Manager

Cheryl Wilkes

Director, EEO Complaint Services

Hispanic Program Manager (SEPM)

Sadie Perez

National Hispanic Employment
Program Manager

Reasonable Accommodation Program Manager

Joyce Hunter

National People with Disabilities
Program Manager

Compliance Manager

Sadie Perez

Director, National Policy and
Compliance

Principal MD-715 Preparer

Yvette Aine

Principal MD-715 Prepare

For period covering October 1, 2018 to September 30, 2019

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	Country	Agency Code
EEOC FORMS and Documents	Required	Uploaded	
Agency Strategic Plan	Y	Y	
EEO Policy Statement	Y	Y	
Organization Chart	Y	Y	
Anti-Harassment Policy and Procedures	Y	Y	
Alternative Dispute Resolution Procedures	Y	Y	
Personal Assistance Services Procedures	Y	Y	
Reasonable Accommodation Procedure	Y	Y	
Diversity Policy Statement	N	N	
EEO Strategic Plan	N	N	
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	N	
Human Capital Strategic Plan	N	N	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	N	
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	N	

TAB 2

Part E

Executive Summary

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

EXECUTIVE SUMMARY: MISSION

Part E.1 - Mission

The Federal Aviation Administration (FAA) is a mode of the U.S. DOT. Its continuing mission is to provide the safest, most efficient aerospace system in the world. Our long-term vision is that "We strive to reach the next level of safety, efficiency, and to demonstrate global leadership in how we safely integrated new users and technologies into our aviation system. We are accountable to the American public and our stakeholders.

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Essential Element A: Demonstrated Commitment from Agency Leadership

- FAA affirmed its commitment to EEO and diversity by timely reissuing its policy statements on Non-Discrimination and The Prevention of Harassment in support of equal employment opportunity and diversity and a workplace free of discriminatory harassment. The policy statements were communicated via email and FAA Broadcast to all employees.
- FAA's Office of Civil Rights (ACR) continues to have regular with FAA's Administrator, and effectively informs other senior leaders of the effectiveness, efficiency and legal compliance necessary for non-discrimination and equal opportunity. One way the Office of Civil Rights 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 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.
- ACR-1 oversees a forum to centralize and ensure compliance with Executive Order 13779, to promote excellence and opportunity within the FAA for Historically Black Colleges and Universities (HBCUs). The forum increases visibility, access and opportunities for HBCU graduates within the aviation industry.

Essential Element C: Management and Program Accountability

- FAA's Administrator is strongly committed to EEO and diversity in the workforce and uses multiple approaches to demonstrate his commitment to the EEO program. The Administrator and senior leaders embrace and promote EEO and diversity in the workforce by fostering an environment of open, responsive, and proactive communication. Additionally, managers and supervisors are held accountable for their efforts related to EEO, diversity, and inclusion through their performance measures, and by implementing other FAA policies to strengthen the importance of the message.
- 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 and strategies 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 access to relevant EEO workforce data by providing bi-monthly data of critical business plan items during EAC meetings.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- At FAA facilities nationwide during FY19, there were 247 Instructor-led training sessions conducted both face-to-face and by webinar, with 6,096 managers and employees in attendance. In addition, 21 online training courses were available and completed by 24,108 managers and employees. Mandatory biennial No FEAR and Whistleblower Protection Act training for FY19 was completed by 42,749 FAA managers and employees on November 15, 2018, bringing FAA to 95.60% compliance. During FY19, 1,909 New Hires completed the No FEAR and Whistleblower Protection Act training within their first 9 days of employment. The following EEO training topics were addressed in the courses offered: Bridging the Diversity Gap; Maintaining A Cohesive Multigenerational Workforce; Your Role In Workplace Diversity; Understanding ADA, Diversity, and EEO; Sexual Harassment Prevention; Workplace Bullying Prevention; Diversity and Inclusion; Harassment Prevention Strategies; Preventing Discrimination; Model EEO Program; Title VII Laws and the EEO Complaint Process; Alternative Dispute Resolution; ADR Mediation; Reasonable Accommodations and RAMS; Hiring People with Disabilities and Targeted Disabilities; Disability Awareness; Communicating With Tact, Diplomacy, and Professionalism; Social Media and Harassment; How Was Your Day?; Understanding Your EEO Rights and Responsibilities; Managing Bias; and Conflict Coaching.
- To Date, FAA completed four barrier analysis reports: 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 through the barrier analysis process. Recommended Corrective Actions continue to be implemented.

- 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.

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- 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 its EEOC Form 462 report timely.
- The FAA timely implements necessary corrective actions such as facility postings, trainings, and reviews disciplinary actions as appropriate, timely.
- In FY 2019, ACR played a lead role in conducting training ordered in cases where discrimination was found.
- ACR-1 met monthly with AGC to discuss any labor relations and employment law related matters.
- ACR-1 attended bi-monthly meeting with the EEO Diversity and Inclusion Action Committee.
- ACR-1 attended the office of the Chief Counsel Annual Conference on Employment and Labor Relations to conduct a presentation on Civil Rights, EEO, and Diversity and Inclusion.

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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 area 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 2019, 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			

TAB 3

Part F

Certification

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

EEOC FORM 715-01 Part F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Transportation Federal Aviation Administration	For period covering October 1, 2018 to September 30, 2019

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

I, John P. Benison, 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



8/12/2020

Signature of Principal EEO Director/Official Date
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.

John P. Benison

Digitally signed by John P. Benison
Date: 2020.08.13 14:02:07 -04'00'

TAB 4

Policy Statements



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

Policy Statement on the Prevention of Harassment

The U.S. Department of Transportation is committed to creating a work environment free from harassment on the basis of race, color, sex, national origin, religion, age, disability, marital status, pregnancy, genetic information, sexual orientation, gender identity, or retaliation. Harassment, in this context, is defined as conduct that is so offensive as to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. As Secretary of Transportation, I am committed to our longstanding policy that harassment will not be tolerated and must not occur.

Employees, contractors, and applicants for employment who believe that they have been victims of harassment may, without fear of retaliation, seek the immediate assistance of a management official, their Office of Human Resources, or the designated anti-harassment coordinator. All reports of alleged harassment will be promptly, thoroughly, and impartially investigated. All information provided regarding concerns about harassment will be maintained on a confidential basis to the greatest extent possible. I expect a manager or supervisor who becomes aware of harassment or behavior that, if left unchecked, may rise to the level of legally actionable harassment to take immediate and appropriate corrective action to ensure that the harassment or behavior stops and does not recur. Violations of the law prohibiting harassment or violations of this policy will result in appropriate disciplinary actions against the offenders, up to and including dismissal. This also includes cases where a manager or supervisor should have known about the harassment and failed to take prompt and appropriate corrective action. All employees and contractors are prohibited from retaliating against and/or harassing those who report such conduct or behavior. Employees and applicants for employment who believe they have been subjected to harassment or discrimination should also contact an Equal Employment Opportunity Counselor or their Office of Civil Rights to file a complaint within 45 calendar days of the alleged harassment or discrimination or the date on which they reasonably became aware of the harassment or discrimination. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation.

I am committed to providing a workplace free from harassment where every employee, contractor, and applicant is treated with respect and dignity. I expect each employee and contractor to join me in ensuring a harassment-free workplace by engaging in conduct that is consistent with this policy.

A handwritten signature in black ink, reading 'Elaine L. Chao'. The signature is fluid and cursive, with the first name 'Elaine' and last name 'Chao' clearly legible.

Elaine L. Chao



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

Equal Employment Opportunity Policy Statement

The U.S. Department of Transportation embraces equal employment opportunity (EEO) and inclusiveness and maintains a model Federal work environment that is free of discrimination. The policy of the Department is to ensure that no employee or applicant for employment is denied equal opportunity because of race, color, sex, national origin, religion, age, disability, marital status, pregnancy, sexual orientation, gender identity, genetic information, or any other non-merit-based factor.

I am committed to fostering an inclusive workforce that reflects America's diversity through effective outreach, recruitment, hiring, and employee development. We will continue to identify and eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate of employment in the workforce. Equal opportunity to work and advance based upon merit is the law and is not optional. I also expect all managers and supervisors to ensure that our employees are given equal opportunity for training and career development programs, promotions, awards and recognitions, and other applicable benefits and privileges of employment.

All Department employees and applicants for employment are afforded legal protections against EEO violations and have the right to raise allegations of discrimination and harassment without fear of reprisal. We will take swift and appropriate corrective and/or disciplinary action, including dismissal, when employees are found to have engaged in discrimination, retaliation, or harassment, which are prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates Federal law. Employees and applicants for employment who believe they have been subjected to unlawful discrimination or retaliation for opposing discrimination in the Agency, or hindered from participating in the employment discrimination complaint process are encouraged to contact an Equal Employment Opportunity Counselor or their Office of Civil Rights within 45 calendar days from the date of the alleged discrimination or retaliation or from the date on which they reasonably became aware of the discrimination or retaliation. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation.

Let us maintain our commitment to fostering an excellent work environment free of unlawful discrimination. All employees must comply with EEO principles as we perform the Department's mission.

A handwritten signature in black ink, reading 'Elaine L. Chao', is positioned above the printed name.

Elaine L. Chao

TAB 5

Part G



Self Assessment

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist

Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
A.1.a. 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)]				X	The parent agency (DOT) prepares EEO policy statements "Policy statements are issued annually. The policy statements were last issued on January 22, 2020, and were delayed in 2019 due to agency review".
A.1.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)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist

Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
	A.2. The agency has communicated EEO policies and procedures to all employees.				
	A.2.a. Does the agency disseminate the following policies and procedures to all employees:				
	A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]	X			
	A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			
	A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:				
	A.2.b.1. 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)]	X			
	A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR § 1614.102(b)(5)]	X			
	A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			https://my.faa.gov/org/staffoffices/acr/eeo_affirm_progra/people_disab/reporting_system.h
	A.2.c. Does the agency inform its employees about the following topics:				
	A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.	X			On an annual basis when EEO Policy Statements are sent out to employees and at employee Newcomers briefings.
	A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	X			On an annual basis when EEO Policy Statements are sent out to employees and at employee Newcomers briefings.
	A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	X			Annually and/or upon notification of a Reasonable Accommodation Request

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist

A.2.c.4. 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.



X

On an annual basis when EEO Policy Statements are sent out to employees and at employee Newcomers briefings.

A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If "yes", please provide how often.

X

On an annual basis and at employee Newcomers briefings.

 Compliance Indicator	A.3. The agency assesses and ensures EEO principles are part of its culture.	Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
				N/A

A.3.a. 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. .

X

Equal Employment Opportunity/ Affirmative Action Award (DOT)-This award recognizes the value which management placed on the Department's commitment and successful results achieved in the areas of Equal Employment Opportunity (EEO) and Affirmative Action. Keeping the promise of Equal Opportunity Award (FAA) - This award recognizes demonstrated exemplary accomplishments in providing EO.

A.3.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]



X

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist



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

 Compliance Indicator		Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures	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.			N/A
	B.1.a. 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)]	X		
	B.1.a.1. 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.			X N/A
	B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	X		
	B.1.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]	X		
	B.1.c. 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 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	X		September 18, 2019
	B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X		

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
B.2.a. 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)] If not, identify the office with this authority in the comments column.		X			
B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]		X			
B.2.c. 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.]		X			The parent agency (DOT) manages the formal EEO process.
B.2.d. 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.]		X			The parent agency (DOT) manages the formal EEO process.
B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]		X			
B.2.f. 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)]		X			
B.2.g. 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); (c)(3)]		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
B.3.a. 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)]		X			
B.3.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.		X			D&I Principles are mentioned in the Strategic Plan (SP). However, the language for D&I as referenced under the Annex Accountability Goal: Efficiency and Support Objective for Workforce Transformation for Talent Management Initiative, the Program Effectiveness Initiative and the Drive Performance Initiative are not strongly supported by the activities in the SP (no mention of hiring PWD/ PWTD).

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019





Agency Self-Assessment Checklist

	Compliance Indicator	B.4. The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Has Been Met		N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No		
	B.4.a. 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.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]		X			
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]		X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]		X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]		X			
	B.4.a.3. 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)]		X			
	B.4.a.4. 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.		X			
	B.4.a.5. 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)]		X			
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]		X			
	B.4.a.7. 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.		X			
	B.4.a.8. 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]		X			
	B.4.a.9. 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]		X			
	B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]		X			
	B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]		X			
	B.4.d. 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?		X			
	B.4.e. 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?		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist



 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills				
	B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:				
	B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
	B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
	B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
	B.5.a.4. 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)]	X			
	B.5.a.5. 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)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.6. The agency involves managers in the implementation of its EEO program.				
	B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
	B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	X			
	B.6.c. 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]	X			
	B.6.d. 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)]	X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist



Essential Element: C Management and Program Accountability

 Compliance Indicator		Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures	C.1. The agency conducts regular internal audits of its component and field offices.			
C.1.a. 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.		X		FAA ACR conducts four assessments per year on its EEO program.
C.1.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.		X		FAA ACR conducts four follow-ups per year to assess the implementation of recommendations that stem from the annual assessments.
C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]		X		

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	C.2. The agency has established procedures to prevent all forms of EEO discrimination.	Yes	No	N/A	
		C.2.a. 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)]	X			
		C.2.a.1. 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]	X			
		C.2.a.2. 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)]	X			
		C.2.a.3. 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 Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
		C.2.a.4. 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.]	X			
		C.2.a.5. 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 Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X			
		C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]	X			
		C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]	X			
		C.2.b.1. 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)]	X			
		C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	X			The RA Program is in our Civil Rights (CR) Office under the direction of the Assistant Administrator for Civil Rights
		C.2.b.3. 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)]	X			
		C.2.b.4. 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)]	X			
		C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, 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, excluding ongoing interpretative services, in the comments column.	X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019





Agency Self-Assessment Checklist

C.2.c. 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)]		X			
C.2.c.1. 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.		X			DOT.NET.DOT.G DRC/
 Compliance Indicator	C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
C.3.a. 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?		X			
C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:					
C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]		X			
C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]		X			
C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		X			
C.3.b.4. 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]		X			
C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]		X			
C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]		X			
C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]		X			
C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]		X			
C.3.b.9. 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)]		X			
C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]		X			
C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.				
	C.4.a. 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)]	X			
	C.4.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]	X			
	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			
	C.4.d. 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)]	X			
	C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
	C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
	C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
	C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
	C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.				
	C.5.a. 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 Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	X			
	C.5.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.	X			When appropriate but none were appropriate, so there were zero sanctions.
	C.5.c. 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 (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist





 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
C.6.a. 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.	C.6. The EEO office advises managers/supervisors on EEO matters.	X			Bi-Monthly
C.6.b. Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist



Essential Element: D Proactive Prevention

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X			
D.1.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; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		X			
D.1.c. 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)]		X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]		X			
D.2.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)]		X			
D.2.c. 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)]		X			
D.2.d. 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, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		X			IComplaints, Climate Surveys, Affinity group meetings, FPPS, Aviator

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	D.3. The agency establishes appropriate action plans to remove identified barriers.				
	D.3.a. 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)]	X			
	D.3.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)]	X			
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.				
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.	X			http://www.faa.gov/about/office_org/headquarters_offices/eeo/affirm_program/management_direct/
	D.4.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)]	X			
	D.4.c. 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)]	X			
	D.4.d. 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)]	X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

Essential Element: E Efficiency

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No		
		E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.				
		E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	X			
		E.1.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)?	X			
		E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?			X	The parent agency (DOT) manages the formal EEO process.
		E.1.d. 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(I)? If so, please provide the average processing time in the comments.			X	The parent agency (DOT) manages the formal EEO process.
		E.1.e. Does the agency ensure that 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)?			X	The parent agency (DOT) manages the formal EEO process.
		E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?			X	The parent agency (DOT) manages the formal EEO process.
		E.1.g. 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)?			X	The parent agency (DOT) manages the formal EEO process.
		E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?			X	The parent agency (DOT) manages the formal EEO process.
		E.1.i. 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)?			X	The parent agency (DOT) manages the formal EEO process.
		E.1.j. 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.			X	The parent agency (DOT) manages the formal EEO process.

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

E.1.k. 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)]				X	The parent agency (DOT) manages the formal EEO process.
E.1.l. 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)]				X	The parent agency (DOT) manages the formal EEO process.
 Compliance Indicator	E.2. The agency has a neutral EEO process.	Measure Has Been Met		N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No		
E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.		X			In EEO alternative dispute resolution (ADR) attempts the agency includes an official with settlement authority.
E.2.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.		X			Assigned attorney varies. AGC assigns attorney based on region of complaint and availability of attorney to review all Resolution and Settlement Agreements for legal sufficiency.
E.2.c. 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)]		X			
E.2.d. 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)]		X			
E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
E.3.a. 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)]		X			
E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]			X		Managers and Supervisors, although, strongly encouraged,, are not required to participate in ADR once it has been offered. See Part H.
E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]		X			
E.3.d. 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)]		X			
E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]		X			
E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.				
	E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
	E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	X			
	E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	X			
	E.4.a.3. Recruitment activities? [see MD-715, II(E)]	X			
	E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	X			
	E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]	X			
	E.4.a.6. 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]	X			
	E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist



 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
E.5.a. 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.		X			462 Report - Annually MD-715 - Annually EAC - Bi-monthly
E.5.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.		X			FAA sponsored an Equal Employment Opportunity (EEO) Program, Complaint Process, and Diversity and Inclusion Information Exchange forum. This forum is conducted bi-annually. Next forum to be conducted in 2020.
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist



Essential Element: F Responsiveness and Legal Compliance

 Compliance Indicator		Measure Has Been Met		N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No		
 Measures	F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.				
	F.1.a. 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)]	X			
	F.1.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)]	X			
	F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			
	F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			
	F.1.e. 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)]	X			

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019



Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	F.2. The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Yes	No	N/A	
F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]				X	The parent agency (DOT) manages the formal EEO process.
F.2.a.1. 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)]				X	The parent agency (DOT) manages the formal EEO process.
F.2.a.2. 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]				X	The parent agency (DOT) manages the formal EEO process.
F.2.a.3. 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)]				X	The parent agency (DOT) manages the formal EEO process.
F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?				X	The parent agency (DOT) manages the formal EEO process.

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]		X			FAA is a subordinate component DOT mode and DOCR is responsible for the timely submission to the EEOC of the No FEAR Act report. The parent agency (DOT) prepares the NO FEAR Report.manages the formal EEO process.
F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]		X			FAA is a subordinate component DOT mode and DOCR is responsible for the timely submission to the EEOC of the No FEAR Act report. The parent agency (DOT) prepares the NO FEAR Report.manages the formal EEO process.

Essential Element: O Other

TAB 6

Part H

Plan to Obtain Essential Elements of EEO Program

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.1

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.2

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

OTHER. OTHER

Part G Question 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. To require ADR participation of all supervisors and managers after the complainant has elected to participate in ADR.

OBJECTIVE:

Date Objective Initiated:
Sep 30, 2017

Target Date For Completion Of Initiative:
Sep 30, 2022

To require the participation of supervisors and managers in the ADR process after the complainant has elected to participate in ADR.

Responsible Official

Courtney Wilkerson

Planned Activities

Target Date Planned Activity

Sep 30, 2019 12:00
AM

The Office of Civil Rights (ACR) in concert with the Lines of Business and Staff Offices (LOB/SO) will meet to discuss this deficiency. 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. The goal for FY 2019 is 75%.

**Report of Accomplishments
and Modifications to
Objective**

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. BEST PRACTICES • Increased applicant pools for LOB/SOs vacancies by marketing, advertising vacancies on external internet job boards, and social media sites. • Developed and deployed FAA PWTB public notice on USA jobs. ACR in coordination with AHR deployed a public notice that was placed on USA Jobs which highlighted all FAA vacancies. The announcement was open until mid-2018. • 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.

TAB 7

Part I

Barrier Analysis

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

PART I.1

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Airway Transportation System Specialist (2101) major occupation.
Lower than expected participation rate for females in this occupation.

STATEMENT OF BARRIER GROUPS:

Barrier Group

All Women
Hispanic or Latino Females
White Females
Black or African American Females
Asian Females
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Females
Two or more Races Females

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

STATEMENT OF IDENTIFIED BARRIER:

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.

Objective

Conduct barrier analysis on the major occupation.

Date Objective Initiated Oct 1, 2009

Target Date For Completion Of Objective Sep 30, 2015

Responsible Officials

Jeff Planty Vice President, Technical Operations Services, ATO

Planned Activities Toward Completion of Objective

Planned Activity

Target Date

Conduct barrier analysis on this mission critical occupation.

Sep 30, 2009

If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.

Sep 30, 2009

Report of Accomplishments and Modifications to Objective

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

PART I.2

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Senior Executive Service. Lower than expected participation rate in several categories.</p>					
<p>STATEMENT OF BARRIER GROUPS:</p>	<p>Barrier Group</p> <p>Hispanic or Latino Males</p> <p>Hispanic or Latino Females</p> <p>White Females</p> <p>Black or African American Females</p> <p>Native Hawaiian or Other Pacific Islander Males</p> <p>Native Hawaiian or Other Pacific Islander Females</p> <p>American Indian or Alaska Native Females</p> <p>Two or More Races Males</p> <p>Two or more Races Females</p>					
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>						
<p>STATEMENT OF IDENTIFIED BARRIER:</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. Report is currently under review.</p>					
<p>Objective</p>	<p>Conduct a barrier analysis on the hiring and selection processes for its SES positions.</p> <table border="1"> <tr> <td>Date Objective Initiated</td> <td>Oct 1, 2016</td> </tr> <tr> <td>Target Date For Completion Of Objective</td> <td>Sep 30, 2017</td> </tr> </table>		Date Objective Initiated	Oct 1, 2016	Target Date For Completion Of Objective	Sep 30, 2017
Date Objective Initiated	Oct 1, 2016					
Target Date For Completion Of Objective	Sep 30, 2017					
<p>Responsible Officials</p>	<p>Annie B. Andrews Assistant Administrator for Human Resources (AHR-1)</p> <p>Courtney L. Wilkerson Acting Assistant Administrator for Civil Rights (ACR-1)</p>					
<p>Planned Activities Toward Completion of Objective</p>	<p>Planned Activity</p> <p>Conduct a barrier analysis on the hiring and selection processes for its SES positions.</p> <p>If any barriers are identified, create an action plan to address and eliminate any identified barriers if possible.</p>	<p>Target Date</p> <p>Sep 30, 2017</p> <p>Sep 30, 2019</p>				
<p>Report of Accomplishments and Modifications to Objective</p>						

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

PART I.4

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Air Traffic Control Specialists (2152) major occupation. Lower than expected participation in several categories.

STATEMENT OF BARRIER GROUPS:

Barrier Group

Black or African American Males

Black or African American Females

Asian Females

Two or More Races Males

Two or more Races Females

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

STATEMENT OF IDENTIFIED BARRIER:

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.

Objective

Conduct barrier analysis on this major occupation

Date Objective Initiated Nov 30, 2007**Target Date For Completion Of Objective** Sep 30, 2014

Responsible Officials

Victoria Wei Acting Vice President, Management Services

Planned Activities Toward Completion of Objective

Planned Activity**Target Date**

Conduct barrier analysis on this major occupation.

Sep 30, 2013

If any barriers are identified, create an action plan to address and implement recommended improvements if possible.

Sep 30, 2013

Report of Accomplishments and Modifications to Objective

Completed a barrier analysis of the Air Traffic Control Specialist Centralized Hiring Process. Implementing all of the recommendations is an ongoing process. However, some of the recommendations from the Corrective Action Plan have been implemented.

DOT Federal Aviation Administration

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

PART I.5

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Aviation Safety Inspector (1825) major occupation. Lower than expected participation rate in several categories

STATEMENT OF BARRIER GROUPS:

Barrier Group

Hispanic or Latino Males

Hispanic or Latino Females

White Females

Black or African American Males

Black or African American Females

Asian Females

American Indian or Alaska Native Females

Two or More Races Males

Two or more Races Females

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

STATEMENT OF IDENTIFIED BARRIER:

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 Aviation Safety Inspector Hiring Process. All relevant policies, procedures, and practices were reviewed and analyzed.

Objective

Conduct a barrier analysis on this major occupation

Date Objective Initiated Nov 1, 2006**Target Date For Completion Of Objective** Sep 30, 2014

Responsible Officials

Ali Bahrami Associate Administrator for Aviation Safety (AVS-1)

Planned Activities Toward Completion of Objective

Planned Activity

Target Date

Conduct a barrier analysis on the major occupation

Sep 20, 2010

Report of Accomplishments and Modifications to Objective

A barrier analysis of this Mission Occupation hiring process has been completed and Corrective Action Plan has been implemented.

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 affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with 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)	Answer	No
b.Cluster GS-11 to SES (PWD)	Answer	No

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

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

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

The percentage of PWTD in the GS-1 to SES was 0.81% in FY 2019 therefore this falls below the 2% benchmark and is considered a trigger.

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

Although hiring goals are no longer tracked; hiring managers are encouraged to consider individuals with disabilities and targeted disabilities on job announcements. Training on hiring people with disabilities and people with targeted disabilities was held for managers FY19.

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.

Answer Yes

Yes, this position was filled in May 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	
Architectural Barriers Act Compliance	0	0	0	
Processing reasonable accommodation requests from applicants and employees	1	0	0	Joyce Hunter, PWD Program Manager
Section 508 Compliance	1	0	0	Sheree Peters, Section 508 Coordinator
Special Emphasis Program for PWD and PWTD	1	0	0	Timmy Brown, EEO Specialist
Processing applications from PWD and PWTD	1	0	0	David Hamill, Supervisory HR Specialist
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Cesar Collantes, Management and Program Analyst

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.

Answer Yes

Reasonable Accommodations Training Model EEO Program Reasonable Accommodations Management System (RAMS) Conflict Resolution Prevention of Work Place Bullying Prevention of Sexual Harassment Rethinking Diversity and Inclusion Social Media Harassment Hiring People with Disabilities Disability Awareness Diversity & Inclusion

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

Answer Yes

A full-time Person with Disabilities Program Manager was hired in May 2017.

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 APPLICATIONS WITH DISABILITIES

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

Training HR Specialist on Schedule A Hiring Authority Training Managers on Hiring People with Disabilities Public announcement on USAJOB’s Internship Programs Career Fairs Aviation Development Program (ADP)

2. 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

Schedule A Hiring Authority is promoted and available for use along with Veteran Appointment Authorities to non-competitively appoint PWD/PWTD and veterans with a service-connected disability rating of 30% or more.

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

When applicants utilize the Schedule A Hiring Authority, the process for eligibility and hire encompasses: 1) Application qualification review process – conducted by the servicing HR Specialist who confirms that the applicant meets the qualification requirements of the position and have provided required Schedule A letter; 2) Applicant referral - individuals deemed qualified are referred to the hiring manager on a Schedule A certificate of eligibility with guidance on selection procedures, including the application of veterans' preference, when applicable. Managers have the option to interview and/or hire from the Schedule A certificate or to consider other candidates from other issued certificates (Merit Promotion, Non-Competitive, Veterans' Recruitment Appointment (VRA), etc.). Alternatively, when individuals submit their resumes directly to the FAA Selective Placement Program Coordinator (SPPC) for vacant positions, the SPPC refers the resumes to the designated servicing HR Specialist. The HR Specialist reviews the resumes to determine qualifications. If qualifications and Schedule A eligibility are met, the resumes are then forwarded to the hiring manager for consideration, with guidance on selection procedures, including the application of veterans' preference, when applicable.

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

Answer Yes

Training: Hiring People with Disabilities Frequency: Quarterly

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.

FAA maintains relationships with numerous Workforce Recruitment Centers (Rehab) and College and Universities Disability Offices to assist with recruitment, advertisement, and training; and disability counselors at colleges and universities. The FAA established a working relationship with the Computer/Electronic Accommodation Program (CAP) to secure devices frequently used by PWD and PWTD and Job Accommodation Network (JAN).

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)

Answer No

b. New Hires for Permanent Workforce (PWTD)

Answer Yes

The percentage of the PWTD new hires was 1.91%, 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD)

Answer No

b. New Hires for MCO (PWTD)

Answer Yes

A review of the top three MCOs shows that triggers exist in two PWTD categories. Airway Systems Specialist (2101) PWTD qualified applicant pool benchmark is 2.44% and the actual hires percentage is 0.82%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWTD qualified applicant pool benchmark is 0.54% and the actual hires percentage is 0.26%, 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Qualified Applicants for MCO (PWD)

Answer Yes

b. Qualified Applicants for MCO (PWTD)

Answer No

A review of the top three MCOs shows that triggers exist in all three PWD categories. Aviation Safety Inspector (1825) PWD relevant applicant pool benchmark is 19.98% and the qualified internal applicants' percentage is 4.61%, which is below the benchmark. Airway Systems Specialist (2101) PWD relevant applicant pool benchmark is 18.86% and the qualified internal applicants' percentage is 6.75%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWD relevant applicant pool benchmark is 5.39% and the qualified internal applicants' percentage is 3.16%, 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 (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Promotions for MCO (PWD)

Answer Yes

b. Promotions for MCO (PWTD)

Answer Yes

A review of the top three MCOs shows that triggers exist in all three PWD and three PWTD categories. Aviation Safety Inspector (1825) PWD qualified applicant pool benchmark is 4.61% and the promoted percentage is 3.28%, which is below the benchmark. Aviation Safety Inspector (1825) PWTD qualified applicant pool benchmark is 0.90% and the promoted percentage is 0.00%, which is below the benchmark. Airway Systems Specialist (2101) PWD qualified applicant pool benchmark is 6.75% and the promoted percentage is 2.21%, which is below the benchmark. Airway Systems Specialist (2101) PWTD qualified applicant pool benchmark is 1.22% and the promoted percentage is 0.63%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWD qualified applicant pool benchmark is 3.16% and the promoted percentage is 3.14%, which is below the benchmark. The Air Traffic Control Specialist (2152) PWTD qualified applicant pool benchmark is 0.56% and the promoted percentage is 0.43%, 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, Veteran Appointment Authorities, On the Spot, and continues to 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 developed a DOT-wide mentoring program that will incorporate diversity and inclusion across DOT Operating Administration. Online learning opportunities are assessable to all DOT employees through a Training Management System and Employee Learning Management System (ELMS).

B. CAREER DEVELOPMENT OPPORTUNITES

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

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

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Detail Programs						
Internship Programs						
Training Programs		194		9.28		2.06
Other Career Development Programs		16		18.75		6.25

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer N/A
b. Selections (PWD) Answer Yes

FAA will track Applicant Pool numbers in 2020.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer N/A
b. Selections (PWTD) Answer N/A

FAA will track Applicant Pool numbers in 2020.

C. AWARDS

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

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

Time-Off Awards 1-9 hours Time-Off Awards - 9+ hours PWD PWTD PWD
PWTD Benchmark 13.95% 11.76% 15.31% 14.25% FAA Rate 10.74% 0.71%
19.05% 1.39% Cash Awards \$100 - \$500 Cash Awards \$500+ PWD PWTD
PWD PWTD Benchmark 14.42% 14.04% 21.27% 24.89% FAA Rate 13.92%
0.92% 16.69% 1.35% FAA identified a trigger involving the percentage of PWD
and PWTD 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 PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer No
b. Pay Increases (PWTD) Answer No

PWD PWTD Benchmark 0.19% 0.00% FAA Rate 25.00% 0.00% The FAA is above the benchmark for PWD regarding QSI's.

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) Answer N/A
b. Other Types of Recognition (PWTD) Answer N/A

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
i. Qualified Internal Applicants (PWD) Answer N/A
ii. Internal Selections (PWD) Answer Yes
b. Grade GS-15
i. Qualified Internal Applicants (PWD) Answer N/A
ii. Internal Selections (PWD) Answer Yes
c. Grade GS-14

i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	Yes

Internal Selection Benchmark SES 00.00% 33.33% GS-15 or Equivalent 3.51% 6.04% GS-14 or Equivalent 4.88% 6.24% GS-13 or Equivalent 7.05% 8.26% In FY 2019, 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 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	No
b. Grade GS-15		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	Yes
c. Grade GS-14		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	Yes

Internal Selection Benchmark SES 0.00% 0.00% GS-15 or Equivalent 0.58% 1.43% GS-14 or Equivalent 1.42% 1.91% GS-13 or Equivalent 1.28% 2.58% In FY 2019, 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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

New Hires Benchmark SES 16.67% 33.33% GS-15 or Equivalent 33.33% 6.04% GS-14 or Equivalent 31.43% 6.24% GS-13 or Equivalent 24.71% 8.26% In FY 2019, 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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

New Hires Benchmark SES 0.00% 0.00% GS-15 or Equivalent 0.00% 1.43% GS-14 or Equivalent 3.81% 1.91% GS-13 or Equivalent 2.30% 2.58% In FY 2019, 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	Yes

b. Managers

i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	Yes
c. Supervisors		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	Yes

Internal Selections Benchmark Executive 0.00% 33.33% Supervisors 3.51% 6.04% Managers 4.88% 6.24% In FY2019, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the supervisory positions.

6. 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	No
b. Managers		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	Yes

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	Yes

Internal Selections Benchmark Executive 0.00% 0.00% Supervisors 0.58% 1.43% Managers 1.42% 1.91% In FY2019, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the supervisory positions.

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD)	Answer	Yes
b. New Hires for Managers (PWD)	Answer	No
c. New Hires for Supervisors (PWD)	Answer	No

New Hires Benchmark Executives 14.29% 33.33% Supervisors 13.33% 4.23% Managers 17.41% 3.98% In FY 201, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the new hires to the supervisory positions.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTD)	Answer	No
b. New Hires for Managers (PWTD)	Answer	Yes
c. New Hires for Supervisors (PWTD)	Answer	No

New Hires Benchmark Executives 0.00% 0.00% Supervisors 0.00% 1.43% Managers 3.81% 1.91% In FY 2019, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the supervisory positions.

Section V: Plan to Improve Retention of Persons with Disabilities

To be 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 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 CFR § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

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)	Answer	Yes
--------------------------------	--------	-----

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 201822 to 201921

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 Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
Prior FY	#	45042	34460	10582	2824	836	26245	6890	2858	1997	1676	570	142	40	514	165	186	73
	%	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
Current FY	#	44461	34115	10346	2930	851	25724	6659	2835	1952	1764	590	143	39	501	166	198	76
	%	100%	76.73%	23.27%	6.59	1.91	57.86	14.98	6.38	4.39	3.97	1.33	0.32	0.09	1.13	0.37	0.45	0.17
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	#	-581	-345	-236	106	15	-521	-231	-23	-45	88	20	1	-1	-13	1	12	3
Ratio Change	%	0.00%	0.22%	-0.22%	0.32%	0.06%	-0.41%	-0.32%	0.03%	-0.04%	0.25%	0.06%	0.01%	0.00%	-0.01%	0.01%	0.03%	0.01%
Net Change	%	-1.29%	-1.00%	-2.23%	3.75%	1.79%	-1.99%	-3.35%	-0.80%	-2.25%	5.25%	3.51%	0.70%	-2.50%	-2.53%	0.61%	6.45%	4.11%
PERMANENT																		
Prior FY	#	44360	33937	10423	2770	816	25890	6796	2797	1969	1642	555	139	40	509	165	176	72
	%	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%
Current FY	#	44016	33774	10242	2894	838	25484	6616	2797	1919	1745	579	143	39	498	165	193	73
	%	100%	76.73%	23.27%	6.57%	1.90%	57.90%	15.03%	6.35%	4.36%	3.96%	1.32%	0.32%	0.09%	1.13%	0.37%	0.44%	0.17%
Difference	#	-344	-163	-181	124	22	-406	-180	0	-50	103	24	4	-1	-11	0	17	1
Ratio Change	%	0%	0.23%	-0.23%	0.33%	0.06%	-0.47%	-0.29%	0.05%	-0.08%	0.26%	0.06%	0.01%	0.00%	-0.02%	0.00%	0.04%	0.00%
Net Change	%	-0.78%	-0.48%	-1.74%	4.48%	2.70%	-1.57%	-2.65%	0.00%	-2.54%	6.27%	4.32%	2.88%	-2.50%	-2.16%	0.00%	9.66%	1.39%
TEMPORARY																		
Prior FY	#	682	523	159	54	20	355	94	61	28	34	15	3	0	5	0	10	1
	%	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
Current FY	#	445	341	104	36	13	240	43	38	33	19	11	0	0	3	1	5	3
	%	100%	76.63%	23.37%	8.09	2.92	53.93	9.66	8.54	7.42	4.27	2.47	0	0	0.67	0.22	1.12	0.67
Difference	#	-237	-182	-55	-18	-7	-115	-51	-23	5	-15	-4	-3	0	-2	1	-5	2
Ratio Change	%	0%	-0.06%	0.06%	0.17%	-0.01%	1.88%	-4.12%	-0.40%	3.31%	-0.72%	0.27%	-0.44%	0.00%	-0.06%	0.22%	-0.34%	0.53%
Net Change	%	-34.75%	-34.80%	-34.59%	-33.33%	-35.00%	-32.39%	-54.26%	-37.70%	17.86%	-44.12%	-26.67%	-100.00%	0%	-40.00%	0%	-50.00%	200.00%

Pay Period 201921

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

Organizational Component				RACE/ETHNICITY															
				Hispanic or Latino				Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races	
								White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	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%		
	# 2942	1976	966	101	45	1541	683	159	118	85	60	4	0	73	50	13	10		
AERONAUTICAL CENTER (SB)	% 100%	67.17%	32.83%	3.43%	1.53%	52.38%	23.22%	5.40%	4.01%	2.89%	2.04%	0.14%	0.00%	2.48%	1.70%	0.44%	0.34%		
	# 458	398	60	25	1	310	47	17	2	17	4	0	0	27	5	2	1		
ALASKAN REGION (SB)	% 100%	86.90%	13.10%	5.46%	0.22%	67.69%	10.26%	3.71%	0.44%	3.71%	0.87%	0.00%	0.00%	5.90%	1.09%	0.44%	0.22%		
	# 788	636	152	18	2	577	117	26	30	8	0	0	2	6	1	1	0		
CENTRAL REGION (SB)	% 100%	80.71%	19.29%	2.28%	0.25%	73.22%	14.85%	3.30%	3.81%	1.02%	0.00%	0.00%	0.25%	0.76%	0.13%	0.13%	0.00%		
	# 3856	3184	672	255	66	2487	476	277	95	125	26	5	0	19	3	16	6		
EASTERN REGION (SB)	% 100%	82.57%	17.43%	6.61%	1.71%	64.50%	12.34%	7.18%	2.46%	3.24%	0.67%	0.13%	0.00%	0.49%	0.08%	0.41%	0.16%		
	# 5212	4341	871	238	48	3732	719	201	77	97	15	5	0	55	8	13	4		
GREAT LAKES REGION (SB)	% 100%	83.29%	16.71%	4.57%	0.92%	71.60%	13.80%	3.86%	1.48%	1.86%	0.29%	0.10%	0.00%	1.06%	0.15%	0.25%	0.08%		
	# 10574	6981	3593	523	261	4775	1991	810	1026	712	237	26	17	103	43	32	18		
HEADQUARTERS (SB)	% 100%	66.02%	33.98%	4.95%	2.47%	45.16%	18.83%	7.66%	9.70%	6.73%	2.24%	0.25%	0.16%	0.97%	0.41%	0.30%	0.17%		
	# 1146	925	221	41	8	824	200	23	4	26	9	0	0	9	0	2	0		
NEW ENGLAND REGION (SB)	% 100%	80.72%	19.28%	3.58%	0.70%	71.90%	17.45%	2.01%	0.35%	2.27%	0.79%	0.00%	0.00%	0.79%	0.00%	0.17%	0.00%		
	# 3471	2739	732	178	44	2333	585	65	24	99	58	14	2	34	13	16	6		
NORTHWEST MOUNTAIN REGION (SB)	% 100%	78.91%	21.09%	5.13%	1.27%	67.21%	16.85%	1.87%	0.69%	2.85%	1.67%	0.40%	0.06%	0.98%	0.37%	0.46%	0.17%		
	# 6206	5035	1171	668	156	3537	673	635	296	101	29	8	1	56	12	30	4		
SOUTHERN REGION (SB)	% 100%	81.13%	18.87%	10.76%	2.51%	56.99%	10.84%	10.23%	4.77%	1.63%	0.47%	0.13%	0.02%	0.90%	0.19%	0.48%	0.06%		
	# 4195	3458	737	323	82	2667	509	311	100	82	24	5	0	58	16	12	6		
SOUTHWEST REGION (SB)	% 100%	82.43%	17.57%	7.70%	1.95%	63.58%	12.13%	7.41%	2.38%	1.95%	0.57%	0.12%	0.00%	1.38%	0.38%	0.29%	0.14%		
	# 678	479	199	30	9	371	130	27	44	46	14	1	0	4	2	0	0		
TECHNICAL CENTER (SB)	% 100%	70.65%	29.35%	4.42%	1.33%	54.72%	19.17%	3.98%	6.49%	6.78%	2.06%	0.15%	0.00%	0.59%	0.29%	0.00%	0.00%		
	# 4457	3602	855	494	116	2330	486	246	103	347	103	75	17	54	12	56	18		
WESTERN PACIFIC REGION (SB)	% 100%	80.82%	19.18%	11.08%	2.60%	52.28%	10.90%	5.52%	2.31%	7.79%	2.31%	1.68%	0.38%	1.21%	0.27%	1.26%	0.40%		
	# 43983	33754	10229	2894	838	25484	6616	2797	1919	1745	579	143	39	498	165	193	73		
Total	% 100%	76.74%	23.26%	6.58%	1.91%	57.94%	15.04%	6.36%	4.36%	3.97%	1.32%	0.33%	0.09%	1.13%	0.38%	0.44%	0.17%		

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
1. Officials and Managers																		
Above)	#	3577	2762	815	179	57	2098	543	309	170	106	31	10	3	47	8	13	3
	%	100%	77.22%	22.78%	5.00%	1.59%	58.65%	15.18%	8.64%	4.75%	2.96%	0.87%	0.28%	0.08%	1.31%	0.22%	0.36%	0.08%
Mid-Level (Grades 13-14)	#	1988	1584	404	168	35	1184	273	132	72	63	11	4	4	26	6	7	3
	%	100%	79.68%	20.32%	8.45%	1.76%	59.56%	13.73%	6.64%	3.62%	3.17%	0.55%	0.20%	0.20%	1.31%	0.30%	0.35%	0.15%
First-Level (Grades 12 and Below)	#	373	304	69	19	6	252	54	20	9	8	0	0	0	3	0	2	0
	%	100%	81.50%	18.50%	5.09%	1.61%	67.56%	14.48%	5.36%	2.41%	2.14%	0.00%	0.00%	0.00%	0.80%	0.00%	0.54%	0.00%
Other	#	10415	6936	3479	701	279	4840	1923	827	990	338	173	45	16	139	74	46	24
	%	100%	66.60%	33.40%	6.73%	2.68%	46.47%	18.46%	7.94%	9.51%	3.25%	1.66%	0.43%	0.15%	1.33%	0.71%	0.44%	0.23%
Officials And Managers - TOTAL	#	16353	11586	4767	1067	377	8374	2793	1288	1241	515	215	59	23	215	88	68	30
	%	100%	70.85%	29.15%	6.52%	2.31%	51.21%	17.08%	7.88%	7.59%	3.15%	1.31%	0.36%	0.14%	1.31%	0.54%	0.42%	0.18%
2. Professionals	#	5496	4197	1299	313	94	2837	807	313	197	645	177	15	3	60	14	14	7
	%	100%	76.36%	23.64%	5.70%	1.71%	51.62%	14.68%	5.70%	3.58%	11.74%	3.22%	0.27%	0.05%	1.09%	0.25%	0.25%	0.13%
3. Technicians	#	17273	14419	2854	1260	265	11374	2140	965	255	509	125	48	9	165	30	98	30
	%	100%	83.48%	16.52%	7.29%	1.53%	65.85%	12.39%	5.59%	1.48%	2.95%	0.72%	0.28%	0.05%	0.96%	0.17%	0.57%	0.17%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	1255	253	1002	15	87	150	617	67	211	13	51	0	4	6	28	2	4
	%	100%	20.16%	79.84%	1.20%	6.93%	11.95%	49.16%	5.34%	16.81%	1.04%	4.06%	0.00%	0.32%	0.48%	2.23%	0.16%	0.32%
6. Craft Workers	#	56	56	0	3	0	43	0	1	0	3	0	3	0	3	0	0	0
	%	100%	100.00%	0.00%	5.36%	0.00%	76.79%	0.00%	1.79%	0.00%	5.36%	0.00%	5.36%	0.00%	5.36%	0.00%	0.00%	0.00%
7. Operatives	#	3532	3233	299	235	14	2700	253	160	15	60	11	18	0	49	4	11	2
	%	100%	91.53%	8.47%	6.65%	0.40%	76.44%	7.16%	4.53%	0.42%	1.70%	0.31%	0.51%	0.00%	1.39%	0.11%	0.31%	0.06%
8. Laborers and Helpers	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	9	2	7	0	1	2	5	0	0	0	0	0	0	0	1	0	0
	%	100%	22.22%	77.78%	0.00%	11.11%	22.22%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and above)	#	3577	2762	815	179	57	2098	543	309	170	106	31	10	3	47	8	13	3
	%	8.13%	8.18%	7.97%	6.19%	6.80%	8.23%	8.21%	11.06%	8.86%	6.07%	5.35%	6.99%	7.69%	9.44%	4.85%	6.74%	4.11%
Mid-Level (Grades 13-14)	#	1988	1584	404	168	35	1184	273	132	72	63	11	4	4	26	6	7	3
	%	4.52%	4.69%	3.95%	5.81%	4.18%	4.65%	4.13%	4.72%	3.75%	3.61%	1.90%	2.80%	10.26%	5.22%	3.64%	3.63%	4.11%
First-Level (Grades 12 and Below)	#	373	304	69	19	6	252	54	20	9	8	0	0	0	3	0	2	0
	%	0.85%	0.90%	0.67%	0.66%	0.72%	0.99%	0.82%	0.72%	0.47%	0.46%	0.00%	0.00%	0.00%	0.60%	0.00%	1.04%	0.00%
Other	#	10415	6936	3479	701	279	4840	1923	827	990	338	173	45	16	139	74	46	24
	%	23.68%	20.55%	34.01%	24.22%	33.29%	18.99%	29.07%	29.60%	51.59%	19.37%	29.88%	31.47%	41.03%	27.91%	44.85%	23.83%	32.88%
Officials And Managers - TOTAL	#	16353	11586	4767	1067	377	8374	2793	1288	1241	515	215	59	23	215	88	68	30
	%	37.19%	34.33%	46.61%	2.43%	0.86%	19.04%	6.35%	2.93%	2.82%	1.17%	0.49%	0.13%	0.05%	0.49%	0.20%	0.15%	0.07%
10. Professionals	#	5496	4197	1299	313	94	2837	807	313	197	645	177	15	3	60	14	14	7
	%	12.50%	12.44%	12.70%	10.82%	11.22%	11.13%	12.20%	11.20%	10.27%	36.96%	30.57%	10.49%	7.69%	12.05%	8.48%	7.25%	9.59%
11. Technicians	#	17273	14419	2854	1260	265	11374	2140	965	255	509	125	48	9	165	30	98	30
	%	39.28%	42.73%	27.90%	43.54%	31.62%	44.64%	32.35%	34.54%	13.29%	29.17%	21.59%	33.57%	23.08%	33.13%	18.18%	50.78%	41.10%
12. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13. Administrative Support Workers	#	1255	253	1002	15	87	150	617	67	211	13	51	0	4	6	28	2	4
	%	2.85%	0.75%	9.80%	0.52%	10.38%	0.59%	9.33%	2.40%	11.00%	0.74%	8.81%	0.00%	10.26%	1.20%	16.97%	1.04%	5.48%
14. Craft Workers	#	56	56	0	3	0	43	0	1	0	3	0	3	0	3	0	0	0
	%	0.13%	0.17%	0.00%	0.10%	0.00%	0.17%	0.00%	0.04%	0.00%	0.17%	0.00%	2.10%	0.00%	0.60%	0.00%	0.00%	0.00%
15. Operatives	#	3532	3233	299	235	14	2700	253	160	15	60	11	18	0	49	4	11	2
	%	8.03%	9.58%	2.92%	8.12%	1.67%	10.60%	3.82%	5.73%	0.78%	3.44%	1.90%	12.59%	0.00%	9.84%	2.42%	5.70%	2.74%
16. Laborers and Helpers	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.01%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17. Service Workers	#	9	2	7	0	1	2	5	0	0	0	0	0	0	0	1	0	0
	%	0.02%	0.01%	0.07%	0.00%	0.12%	0.01%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%
Permanent Workforce	#	43976	33748	10228	2894	838	25481	6615	2794	1919	1745	579	143	39	498	165	193	73
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201921

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

GS/GM, SES AND RELATED		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-03	#	2	2	0	0	0	0	2	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%	
GS-04	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	#	44	17	27	0	4	10	15	5	6	1	2	0	0	1	0	0	
	%	100%	38.64%	61.36%	0.00%	9.09%	22.73%	34.09%	11.36%	13.64%	2.27%	4.55%	0.00%	0.00%	2.27%	0.00%	0.00%	
GS-06	#	16	4	12	1	3	1	7	1	0	1	1	0	0	0	1	0	
	%	100%	25.00%	75.00%	6.25%	18.75%	6.25%	43.75%	6.25%	0.00%	6.25%	6.25%	0.00%	0.00%	0.00%	6.25%	0.00%	
GS-07	#	478	100	378	7	24	53	228	31	89	7	24	0	1	1	10	1	
	%	100%	20.92%	79.08%	1.46%	5.02%	11.09%	47.70%	6.49%	18.62%	1.46%	5.02%	0.00%	0.21%	0.21%	2.09%	0.21%	
GS-08	#	943	782	161	93	16	556	109	67	15	49	13	1	1	10	3	6	
	%	100%	82.93%	17.07%	9.86%	1.70%	58.96%	11.56%	7.10%	1.59%	5.20%	1.38%	0.11%	0.11%	1.06%	0.32%	0.64%	
GS-09	#	1656	785	871	88	95	548	540	94	167	38	37	4	6	7	22	6	
	%	100%	47.40%	52.60%	5.31%	5.74%	33.09%	32.61%	5.68%	10.08%	2.29%	2.23%	0.24%	0.36%	0.42%	1.33%	0.36%	
GS-10	#	1956	1250	706	169	91	785	405	149	145	102	36	11	4	24	21	10	
	%	100%	63.91%	36.09%	8.64%	4.65%	40.13%	20.71%	7.62%	7.41%	5.21%	1.84%	0.56%	0.20%	1.23%	1.07%	0.51%	
GS-11	#	2103	1743	360	153	35	1355	252	123	47	61	19	9	1	23	5	19	
	%	100%	82.88%	17.12%	7.28%	1.66%	64.43%	11.98%	5.85%	2.23%	2.90%	0.90%	0.43%	0.05%	1.09%	0.24%	0.90%	
GS-12	#	7993	6421	1572	610	139	4817	980	536	311	278	102	33	1	99	22	48	
	%	100%	80.33%	19.67%	7.63%	1.74%	60.27%	12.26%	6.71%	3.89%	3.48%	1.28%	0.41%	0.01%	1.24%	0.28%	0.60%	
GS-13	#	8133	6291	1842	541	139	4588	1118	529	394	470	133	32	8	99	35	32	
	%	100%	77.35%	22.65%	6.65%	1.71%	56.41%	13.75%	6.50%	4.84%	5.78%	1.64%	0.39%	0.10%	1.22%	0.43%	0.39%	
GS-14	#	16327	13014	3313	1015	220	10218	2307	908	549	601	167	40	13	175	35	57	
	%	100%	79.71%	20.29%	6.22%	1.35%	62.58%	14.13%	5.56%	3.36%	3.68%	1.02%	0.24%	0.08%	1.07%	0.21%	0.35%	
GS-15	#	3926	3030	896	198	68	2317	588	319	182	122	42	10	3	51	10	13	
	%	100%	77.18%	22.82%	5.04%	1.73%	59.02%	14.98%	8.13%	4.64%	3.11%	1.07%	0.25%	0.08%	1.30%	0.25%	0.33%	
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%	
Senior Executive Service	#	184	120	64	7	1	89	53	16	7	7	3	0	0	1	0	0	
	%	100%	65.22%	34.78%	3.80%	0.54%	48.37%	28.80%	8.70%	3.80%	3.80%	1.63%	0.00%	0.00%	0.54%	0.00%	0.00%	

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201921

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

GS/GM, SES AND RELATED GRADES		TOTAL EMPLOYEES				RACE/ETHNICITY															
						Hispanic or Latino		Non- Hispanic or Latino		Black or African American				Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
								White	female												
		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	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-03	#	2	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-04	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	#	44	17	27	0	4	10	15	5	6	1	2	0	0	0	1	0	0	0	0	
	%	0.10%	0.05%	0.26%	0.00%	0.48%	0.04%	0.23%	0.18%	0.31%	0.06%	0.35%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-06	#	16	4	12	1	3	1	7	1	0	1	1	0	0	0	0	1	0	0	0	
	%	0.04%	0.01%	0.12%	0.03%	0.36%	0.00%	0.11%	0.04%	0.00%	0.06%	0.17%	0.00%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	
GS-07	#	478	100	378	7	24	53	228	31	89	7	24	0	1	1	1	10	1	2	2	
	%	1.09%	0.30%	3.70%	0.24%	2.86%	0.21%	3.45%	1.11%	4.65%	0.40%	4.15%	0.00%	2.56%	0.20%	6.10%	0.52%	2.78%	2.78%	2.78%	
GS-08	#	943	782	161	93	16	556	109	67	15	49	13	1	1	1	10	3	6	4	4	
	%	2.15%	2.32%	1.58%	3.22%	1.91%	2.19%	1.65%	2.41%	0.78%	2.81%	2.25%	0.71%	2.56%	2.04%	1.83%	3.13%	5.56%	5.56%	5.56%	
GS-09	#	1656	785	871	88	95	548	540	94	167	38	37	4	6	7	22	6	4	4	4	
	%	3.77%	2.33%	8.52%	3.05%	11.34%	2.16%	8.17%	3.38%	8.72%	2.18%	6.39%	2.86%	15.38%	1.43%	13.41%	3.13%	5.56%	5.56%	5.56%	
GS-10	#	1956	1250	706	169	91	785	405	149	145	102	36	11	4	24	21	10	4	4	4	
	%	4.46%	3.72%	6.91%	5.86%	10.86%	3.09%	6.12%	5.35%	7.57%	5.86%	6.22%	7.86%	10.26%	4.89%	12.80%	5.21%	5.56%	5.56%	5.56%	
GS-11	#	2103	1743	360	153	35	1355	252	123	47	61	19	9	1	23	5	19	1	1	1	
	%	4.79%	5.18%	3.52%	5.30%	4.18%	5.33%	3.81%	4.42%	2.45%	3.50%	3.28%	6.43%	2.56%	4.68%	3.05%	9.90%	1.39%	1.39%	1.39%	
GS-12	#	7993	6421	1572	610	139	4817	980	536	311	278	102	33	1	99	22	48	17	17	17	
	%	18.22%	19.08%	15.38%	21.14%	16.59%	18.95%	14.82%	19.25%	16.23%	15.96%	17.62%	23.57%	2.56%	20.16%	13.41%	25.00%	23.61%	23.61%	23.61%	
GS-13	#	8133	6291	1842	541	139	4588	1118	529	394	470	133	32	8	99	35	32	15	15	15	
	%	18.54%	18.70%	18.02%	18.75%	16.59%	18.05%	16.91%	19.00%	20.56%	26.98%	22.97%	22.86%	20.51%	20.16%	21.34%	16.67%	20.83%	20.83%	20.83%	
GS-14	#	16327	13014	3313	1015	220	10218	2307	908	549	601	167	40	13	175	35	57	22	22	22	
	%	37.22%	38.68%	32.41%	35.18%	26.25%	40.21%	34.89%	32.61%	28.65%	34.50%	28.84%	28.57%	33.33%	35.64%	21.34%	29.69%	30.56%	30.56%	30.56%	
GS-15	#	3926	3030	896	198	68	2317	588	319	182	122	42	10	3	51	10	13	3	3	3	
	%	8.95%	9.01%	8.77%	6.86%	8.11%	9.12%	8.89%	11.46%	9.50%	7.00%	7.25%	7.14%	7.69%	10.39%	6.10%	6.77%	4.17%	4.17%	4.17%	
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%	0%	0%	0%	0%	
Senior Executive Service	#	184	120	64	7	1	89	53	16	7	7	3	0	0	1	0	0	0	0	0	
	%	0.42%	0.36%	0.63%	0.24%	0.12%	0.35%	0.80%	0.57%	0.37%	0.40%	0.52%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	#	43868	33647	10221	2885	838	25413	6613	2784	1916	1742	579	140	39	491	164	192	72	72	72	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

WD/WG, WL/WS & Other Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.74%	1.87%	0.00%	11.11%	0%	1.41%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.87%	0.93%	0.00%	0.00%	0%	1.41%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	15	13	2	1	0	9	2	3	0	0	0	0	0	0	0	0	0
	%	13.04%	12.15%	25.00%	11.11%	0%	12.68%	66.67%	23.08%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	35	29	6	3	0	13	1	8	3	0	0	0	0	4	1	1	1
	%	30.43%	27.10%	75.00%	33.33%	0%	18.31%	33.33%	61.54%	100.00%	0.00%	0%	0.00%	0%	57.14%	100.00%	100.00%	100.00%
Grade-08	#	8	8	0	1	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	6.96%	7.48%	0.00%	11.11%	0%	8.45%	0.00%	7.69%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	7	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	6.09%	6.54%	0.00%	0.00%	0%	9.86%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	13	13	0	0	0	9	0	1	0	1	0	0	0	2	0	0	0
	%	11.30%	12.15%	0.00%	0.00%	0%	12.68%	0.00%	7.69%	0.00%	33.33%	0%	0.00%	0%	28.57%	0.00%	0.00%	0.00%
Grade-11	#	34	34	0	3	0	25	0	0	0	2	0	3	0	1	0	0	0
	%	29.57%	31.78%	0.00%	33.33%	0%	35.21%	0.00%	0.00%	0.00%	66.67%	0%	100.00%	0%	14.29%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
All Other Wage	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	115	107	8	9	0	71	3	13	3	3	0	3	0	7	1	1	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

WD, WG, WL, XD, XL, & XP		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.79%	1.90%	0.00%	11.11%	0%	1.43%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.89%	0.95%	0.00%	0.00%	0%	1.43%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	15	13	2	1	0	9	2	3	0	0	0	0	0	0	0	0	0
	%	13.39%	12.38%	28.57%	11.11%	0%	12.86%	66.67%	23.08%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	32	27	5	3	0	12	1	8	2	0	0	0	0	3	1	1	1
	%	28.57%	25.71%	71.43%	33.33%	0%	17.14%	33.33%	61.54%	100.00%	0.00%	0%	0.00%	0%	50.00%	100.00%	100.00%	100.00%
Grade-08	#	8	8	0	1	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	7.14%	7.62%	0.00%	11.11%	0%	8.57%	0.00%	7.69%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	7	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	6.25%	6.67%	0.00%	0.00%	0%	10.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	13	13	0	0	0	9	0	1	0	1	0	0	0	2	0	0	0
	%	11.61%	12.38%	0.00%	0.00%	0%	12.86%	0.00%	7.69%	0.00%	33.33%	0%	0.00%	0%	33.33%	0.00%	0.00%	0.00%
Grade-11	#	34	34	0	3	0	25	0	0	0	2	0	3	0	1	0	0	0
	%	30.36%	32.38%	0.00%	33.33%	0%	35.71%	0.00%	0.00%	0.00%	66.67%	0%	100.00%	0%	16.67%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
All Other Non-	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	112	105	7	9	0	70	3	13	2	3	0	3	0	6	1	1	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

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

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

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
HUMAN RESOURCES MANAGEMENT (0201)	#	325	113	212	10	15	67	90	33	94	2	7	0	1	1	3	0	2
	%	100%	34.77%	65.23%	3.08%	4.62%	20.62%	27.69%	10.15%	28.92%	0.62%	2.15%	0.00%	0.31%	0.31%	0.92%	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)	#	902	742	160	59	20	472	67	69	39	131	31	3	1	8	2	0	0
	%	100%	82.26%	17.74%	6.54%	2.22%	52.33%	7.43%	7.65%	4.32%	14.52%	3.44%	0.33%	0.11%	0.89%	0.22%	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)	#	422	348	74	43	9	224	42	21	10	50	11	2	0	5	1	3	1
	%	100%	82.46%	17.54%	10.19%	2.13%	53.08%	9.95%	4.98%	2.37%	11.85%	2.61%	0.47%	0.00%	1.18%	0.24%	0.71%	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)	#	713	641	72	47	9	373	26	50	15	158	21	1	0	12	1	0	0
	%	100%	89.90%	10.10%	6.59%	1.26%	52.31%	3.65%	7.01%	2.10%	22.16%	2.95%	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)	#	773	643	130	32	8	463	93	32	7	103	22	5	0	4	0	4	0
	%	100%	83.18%	16.82%	4.14%	1.03%	59.90%	12.03%	4.14%	0.91%	13.32%	2.85%	0.65%	0.00%	0.52%	0.00%	0.52%	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)	#	238	108	130	3	7	73	72	27	39	4	6	1	1	0	4	0	1
	%	100%	45.38%	54.62%	1.26%	2.94%	30.67%	30.25%	11.34%	16.39%	1.68%	2.52%	0.42%	0.42%	0.00%	1.68%	0.00%	0.42%
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 & COMPLIANCE (1801)	#	446	322	124	42	6	222	68	34	39	14	6	2	1	5	1	3	3
	%	100%	72.20%	27.80%	9.42%	1.35%	49.78%	15.25%	7.62%	8.74%	3.14%	1.35%	0.45%	0.22%	1.12%	0.22%	0.67%	0.67%
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)	#	4071	3733	338	281	15	3095	288	192	18	75	12	18	0	59	4	13	1
	%	100%	91.70%	8.30%	6.90%	0.37%	76.03%	7.07%	4.72%	0.44%	1.84%	0.29%	0.44%	0.00%	1.45%	0.10%	0.32%	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 SYSTEMS SPECIALIST (2101)	#	5688	5301	387	583	30	3810	242	481	71	246	27	38	2	107	11	36	4
	%	100%	93.20%	6.80%	10.25%	0.53%	66.98%	4.25%	8.46%	1.25%	4.32%	0.47%	0.67%	0.04%	1.88%	0.19%	0.63%	0.07%
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)	#	18412	15326	3086	1352	289	12117	2316	1028	285	514	125	49	12	166	27	100	32
	%	100%	83.24%	16.76%	7.34%	1.57%	65.81%	12.58%	5.58%	1.55%	2.79%	0.68%	0.27%	0.07%	0.90%	0.15%	0.54%	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)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
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 (2018-10-01 TO 2019-09-30)

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		Non- Hispanic or Latino										American Indian or Alaska Native		Two or more races	
								White		Black or African American		Asian		Native Hawaiian or Other Pacific							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
HUMAN RESOURCES MANAGEMENT (0201)																					
	#	27	12	15	1	2	7	7	4	6	0	0	0	0	0	0	0				
Accessions	%	100%	44.44%	55.56%	3.70%	7.41%	25.93%	25.93%	14.81%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
CLF	#	100%	39.70%	60.30%	3.70%	5.80%	30.40%	44.20%	3.30%	7.10%	1.80%	2.30%	0.00%	0.10%	0.30%	0.50%	0.20%				
GENERAL ENGINEERING (0801)																					
	#	43	31	12	0	1	17	8	7	1	7	2	0	0	0	0	0				
Accessions	%	100%	72.09%	27.91%	0.00%	2.33%	39.53%	18.60%	16.28%	2.33%	16.28%	4.65%	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%				
CIVIL ENGINEERING (0810)																					
	#	65	53	12	5	3	31	4	0	1	14	4	1	0	0	0	0				
Accessions	%	100%	81.54%	18.46%	7.69%	4.62%	47.69%	6.15%	0.00%	1.54%	21.54%	6.15%	1.54%	0.00%	0.00%	0.00%	0.00%				
CLF	#	100%	87.60%	12.40%	4.00%	0.90%	72.00%	9.10%	3.60%	0.70%	7.00%	1.40%	0.10%	0.00%	0.40%	0.10%	0.40%				
ELECTRONICS ENGINEERING (0855)																					
	#	49	41	8	9	2	12	2	2	1	17	3	0	0	1	0	0				
Accessions	%	100%	83.67%	16.33%	18.37%	4.08%	24.49%	4.08%	4.08%	2.04%	34.69%	6.12%	0.00%	0.00%	2.04%	0.00%	0.00%				
CLF	#	100%	91.30%	8.70%	4.80%	0.70%	70.90%	5.50%	4.40%	0.90%	10.20%	1.50%	0.10%	0.00%	0.50%	0.10%	0.30%				
AEROSPACE ENGINEERING (0861)																					
	#	35	30	5	3	0	18	2	1	0	8	3	0	0	0	0	0				
Accessions	%	100%	85.71%	14.29%	8.57%	0.00%	51.43%	5.71%	2.86%	0.00%	22.86%	8.57%	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%				
CONTRACTING (1102)																					
	#	21	9	12	0	1	8	9	0	0	1	1	0	0	0	0	0				
Accessions	%	100%	42.86%	57.14%	0.00%	4.76%	38.10%	42.86%	0.00%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%				
CLF	#	100%	46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.50%	1.40%	1.80%	0.00%	0.10%	0.30%	0.50%	0.10%				
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)																					
	#	30	22	8	4	0	11	6	5	2	2	0	0	0	0	0	0				
Accessions	%	100%	73.33%	26.67%	13.33%	0.00%	36.67%	20.00%	16.67%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
CLF	#	100%	53.60%	46.40%	4.40%	4.30%	41.00%	32.20%	4.30%	6.90%	2.90%	2.10%	0.10%	0.10%	0.60%	0.50%	0.30%				
AVIATION SAFETY INSPECTOR (1825)																					
	#	185	170	15	19	1	129	8	11	1	3	5	2	0	2	0	3				
Accessions	%	100%	91.89%	8.11%	10.27%	0.54%	69.73%	4.32%	5.95%	0.54%	1.62%	2.70%	1.08%	0.00%	1.08%	0.00%	1.62%				
CLF	#	100%	83.90%	16.10%	10.00%	2.50%	61.90%	9.80%	8.50%	3.20%	2.60%	0.30%	0.00%	0.10%	0.70%	0.10%	0.20%				
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)																					
	#	241	223	18	36	3	155	9	13	3	12	1	1	0	3	2	2				
Accessions	%	100%	92.53%	7.47%	14.94%	1.24%	64.32%	3.73%	5.39%	1.24%	4.98%	0.41%	0.41%	0.00%	1.24%	0.83%	0.83%				
CLF	#	100%	36.70%	63.30%	2.90%	5.90%	27.10%	43.80%	3.60%	8.90%	2.60%	3.60%	0.00%	0.10%	0.30%	0.60%	0.30%				
AIR TRAFFIC CONTROL SPECIALIST (2152)																					
	#	385	332	53	55	6	221	37	39	5	6	2	1	1	4	0	6				
Accessions	%	100%	86.23%	13.77%	14.29%	1.56%	57.40%	9.61%	10.13%	1.30%	1.56%	0.52%	0.26%	0.26%	1.04%	0.00%	1.56%				
CLF	#	100%	81.60%	18.40%	5.60%	1.50%	64.80%	13.80%	7.80%	1.80%	2.20%	0.80%	0.40%	0.20%	0.50%	0.10%	0.40%				
INFORMATION TECHNOLOGIST (0334)																					
	#	23	17	6	2	0	12	4	0	0	3	1	0	0	0	0	1				
Accessions	%	100%	73.91%	26.09%	8.70%	0.00%	52.17%	17.39%	0.00%	0.00%	13.04%	4.35%	0.00%	0.00%	0.00%	0.00%	4.35%				
CLF	#	100%	70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.60%	4.50%	5.10%	1.60%	0.10%	0.00%	0.50%	0.30%	0.40%				

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2018-10-01 TO 2019-09-30)

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

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino				Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	1625	1284	341	183	44	833	186	116	56	110	38	9	1	13	7	13	5	
Permanent	%	100%	79.02%	20.98%	11.26%	2.71%	51.26%	11.45%	7.14%	3.45%	6.77%	2.34%	0.55%	0.06%	0.80%	0.43%	0.80%	0.31%	
Temporary	#	864	709	155	88	25	492	75	60	28	48	20	3	1	9	3	6	3	
	%	100%	82.06%	17.94%	10.19%	2.89%	56.94%	8.68%	6.94%	3.24%	5.56%	2.31%	0.35%	0.12%	1.04%	0.35%	0.69%	0.35%	
TOTAL	#	2489	1993	496	271	69	1325	261	176	84	158	58	12	2	22	10	19	8	
	%	100%	80.07%	19.93%	10.89%	2.77%	53.23%	10.49%	7.07%	3.37%	6.35%	2.33%	0.48%	0.08%	0.88%	0.40%	0.76%	0.32%	
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 (201921)

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

Permanent Workforce	TOTAL WORKFORCE			RACE/ETHNICITY																	
				Hispanic or Latino		Non- Hispanic or Latino										Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						White		Black or African American		Asian		male		female							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
Total Employees Eligible for Career Ladder Promotions	#	1298	1067	231	117	29	785	161	69	21	72	16	5	0	11	2	8	2			
	%	100%	82.20%	17.80%	9.01%	2.23%	60.48%	12.40%	5.32%	1.62%	5.55%	1.23%	0.39%	0.00%	0.85%	0.15%	0.62%	0.15%			
Time in grade in excess of miniumum																					
1-12 Months	#	43	35	8	4	2	19	3	6	2	6	0	0	0	0	1	0	0			
	%	100%	81.40%	18.60%	9.30%	4.65%	44.19%	6.98%	13.95%	4.65%	13.95%	0.00%	0.00%	0.00%	0.00%	2.33%	0.00%	0.00%			
13-24 Months	#	12	8	4	3	1	4	3	1	0	0	0	0	0	0	0	0	0			
	%	100%	66.67%	33.33%	25.00%	8.33%	33.33%	25.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
25 + months	#	17	15	2	0	1	13	1	0	0	0	0	1	0	0	0	1	0			
	%	100%	88.24%	11.76%	0.00%	5.88%	76.47%	5.88%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	0.00%			

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2018-10-01 TO 2019-09-30)

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

Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours																	
	#	7346	5664	1682	455	141	4416	1191	384	241	288	69	22	4	71	25	26
Total Time-Off Awards Given	%	100%	77.10%	22.90%	6.19%	1.92%	60.11%	16.21%	5.23%	3.28%	3.92%	0.94%	0.30%	0.05%	0.97%	0.34%	0.11%
Total Hours		43242	32508	10734	2565	881	25199	7432	2319	1722	1692	442	119	26	436	167	162
Average Hours		6	6	6	6	6	6	6	6	7	6	6	5	7	6	7	6
Time-Off Awards - 9+ hours																	
	#	4545	3071	1474	250	112	2354	949	242	305	140	66	16	8	51	23	12
Total Time-Off Awards Given	%	100%	67.57%	32.43%	5.50%	2.46%	51.79%	20.88%	5.32%	6.71%	3.08%	1.45%	0.35%	0.18%	1.12%	0.51%	0.22%
Total Hours		84523	55189	29334	4435	2162	42313	19235	4322	5831	2379	1292	430	172	1002	446	188
Average Hours		19	18	20	18	19	18	20	18	19	17	20	27	22	20	19	16
Cash Awards - \$100 - \$500																	
	#	6533	4753	1780	351	158	3681	1126	373	354	218	97	21	7	76	27	31
Total Cash Awards Given	%	100%	72.75%	27.25%	5.37%	2.42%	56.34%	17.24%	5.71%	5.42%	3.34%	1.48%	0.32%	0.11%	1.16%	0.41%	0.15%
Total Amount		\$2,454,726	\$1,745,005	\$709,721	\$127,031	\$60,580	\$1,344,362	\$446,271	\$139,485	\$146,707	\$84,255	\$38,083	\$7,881	\$2,950	\$29,496	\$11,100	\$3,530
Average Amount		\$376	\$367	\$399	\$362	\$383	\$365	\$396	\$374	\$414	\$386	\$393	\$375	\$421	\$388	\$411	\$371
Cash Awards - \$501+																	
	#	8118	5103	3015	358	222	3901	1884	462	688	265	136	18	16	79	52	19
Total Cash Awards Given	%	100%	62.86%	37.14%	4.41%	2.73%	48.05%	23.21%	5.69%	8.47%	3.26%	1.68%	0.22%	0.20%	0.97%	0.64%	0.16%
Total Amount		\$10,269,176	\$6,327,335	\$3,941,841	\$433,524	\$282,056	\$4,825,926	\$2,498,534	\$601,958	\$890,682	\$331,892	\$179,069	\$17,308	\$17,750	\$96,852	\$55,450	\$18,875
Average Amount		\$1,265	\$1,240	\$1,307	\$1,211	\$1,271	\$1,237	\$1,326	\$1,303	\$1,295	\$1,252	\$1,317	\$962	\$1,109	\$1,226	\$1,066	\$993
Senior Executive Service Performance Awards																	
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cash Awards Given	%	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
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(QSI)																	
	#	44	29	15	2	1	24	11	2	2	1	0	0	0	1	0	0
Total QSIs Awarded	%	100%	65.91%	34.09%	4.55%	2.27%	54.55%	25.00%	4.55%	4.55%	2.27%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%
Total Benefit		\$138,849	\$96,672	\$42,177	\$6,552	\$1,561	\$80,936	\$30,852	\$5,277	\$6,327	\$3,907	\$0	\$0	\$0	\$0	\$3,437	\$0
Average Benefit		\$3,156	\$3,334	\$2,812	\$3,276	\$1,561	\$3,372	\$2,805	\$2,639	\$3,164	\$3,907	0	0	0	0	\$3,437	0

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2018-10-01 TO 2019-09-30)

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

Type of Separation		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	2575	1949	631	131	39	1565	434	152	115	53	25	4	3	32	10	9	3
	%	100%	75.69%	24.50%	5.09%	1.51%	60.78%	16.85%	5.90%	4.47%	2.06%	0.97%	0.16%	0.12%	1.24%	0.39%	0.35%	0.12%
Involuntary	#	88	70	18	8	0	55	12	7	4	0	2	0	0	0	0	0	0
	%	100%	79.55%	20.45%	9.09%	0.00%	62.50%	13.64%	7.95%	4.55%	0.00%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total separation	#	2663	2019	649	139	39	1620	446	159	119	53	27	4	3	32	10	9	3
	%	100%	75.82%	24.37%	5.22%	1.46%	60.83%	16.75%	5.97%	4.47%	1.99%	1.01%	0.15%	0.11%	1.20%	0.38%	0.34%	0.11%

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 201822 to 201921

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe Intellectual	Mental Illness/ Psychiatric Disability	Distortion Limb- Spine/ Dwarfism	
TOTAL WORKFORCE - Permanent and Temporary															
Prior 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%
Current FY	#	44461	38282	2364	3815	296	19	16	11	54	11	30	6	144	5
	%	100%	86.10%	5.32%	8.58%	0.67%	0.04%	0.04%	0.02%	0.12%	0.02%	0.07%	0.01%	0.32%	0.01%
Federal Goal (FY09)	#					2.55%									
Difference	#	-581	-642	34	27	0	-3	-2	-4	-5	-2	0	-1	16	1
Ratio Change	%	0.00%	-0.31%	0.14%	0.17%	0.01%	-0.01%	0.00%	-0.01%	-0.01%	0.00%	0.00%	0.00%	0.04%	0.00%
Net Change	%	-1.29%	-1.65%	1.46%	0.71%	0.00%	-13.64%	-11.11%	-26.67%	-8.47%	-15.38%	0.00%	-14.29%	12.50%	25.00%
PERMANENT WORKFORCE															
Prior 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%
Current FY	#	44016	37917	2334	3765	292	19	16	11	54	11	29	6	141	5
	%	100%	86.14%	5.30%	8.55%	0.66%	0.04%	0.04%	0.02%	0.12%	0.02%	0.07%	0.01%	0.32%	0.01%
Difference	#	-344	-409	29	36	-1	-3	-2	-4	-4	-2	-1	-1	15	1
Ratio Change	%	0.00%	-0.25%	0.11%	0.15%	0.00%	-0.01%	0.00%	-0.01%	-0.01%	0.00%	0.00%	0.00%	0.04%	0.00%
Net Change	%	-0.78%	-1.07%	1.26%	0.97%	-0.34%	-13.64%	-11.11%	-26.67%	-6.90%	-15.38%	-3.33%	-14.29%	11.90%	25.00%
TEMPORARY WORKFORCE															
Prior 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%
Current FY	#	445	365	30	50	4	0	0	0	0	0	1	0	3	0
	%	100%	82.02%	6.74%	11.24%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.67%	0.00%
Difference	#	-237	-233	5	-9	1	0	0	0	-1	0	1	0	1	0
Ratio Change	%	0.00%	-5.66%	3.08%	2.58%	0.46%	0.00%	0.00%	0.00%	-0.15%	0.00%	0.22%	0.00%	0.38%	0.00%
Net Change	%	-34.75%	-38.96%	20.00%	-15.25%	33.33%	0%	0%	0%	-100.00%	0%	0%	0%	50.00%	0%

Pay Period 201921

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 Psychiatric Disability	Distortion Limb-Spine/ Dwarfism
Federal Goal (FY09)	%					2.55%									
AERONAUTICAL CENTER (SB)	#	2944	2273	194	477	35	3	1	0	6	3	2	0	20	0
	%	100%	77.21%	6.59%	16.20%	1.19%	0.10%	0.03%	0.00%	0.20%	0.10%	0.07%	0.00%	0.68%	0.00%
ALASKAN REGION (SB)	#	459	355	39	65	3	1	0	0	0	0	0	0	2	0
	%	100%	77.34%	8.50%	14.16%	0.65%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.44%	0.00%
CENTRAL REGION (SB)	#	788	652	39	97	6	1	0	1	2	0	2	0	0	0
	%	100%	82.74%	4.95%	12.31%	0.76%	0.13%	0.00%	0.13%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%
EASTERN REGION (SB)	#	3858	3550	110	198	14	2	2	0	2	0	1	1	5	1
	%	100%	92.02%	2.85%	5.13%	0.36%	0.05%	0.05%	0.00%	0.05%	0.00%	0.03%	0.03%	0.13%	0.03%
GREAT LAKES REGION (SB)	#	5214	4680	257	277	25	4	2	0	6	1	0	0	12	0
	%	100%	89.76%	4.93%	5.31%	0.48%	0.08%	0.04%	0.00%	0.12%	0.02%	0.00%	0.00%	0.23%	0.00%
HEADQUARTERS (SB)	#	10588	8597	770	1221	112	3	9	6	25	3	15	3	47	1
	%	100%	81.20%	7.27%	11.53%	1.06%	0.03%	0.09%	0.06%	0.24%	0.03%	0.14%	0.03%	0.44%	0.01%
NEW ENGLAND REGION (SB)	#	1146	1052	38	56	2	0	0	0	0	1	0	0	1	0
	%	100%	91.80%	3.32%	4.89%	0.17%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.09%	0.00%
NORTHWEST MOUNTAIN REGION	#	3473	2967	263	243	19	1	0	1	3	1	2	0	9	2
	%	100%	85.43%	7.57%	7.00%	0.55%	0.03%	0.00%	0.03%	0.09%	0.03%	0.06%	0.00%	0.26%	0.06%
SOUTHERN REGION (SB)	#	6214	5563	211	440	29	3	0	2	3	1	2	1	17	0
	%	100%	89.52%	3.40%	7.08%	0.47%	0.05%	0.00%	0.03%	0.05%	0.02%	0.03%	0.02%	0.27%	0.00%
SOUTHWEST REGION (SB)	#	4196	3654	207	335	17	0	0	1	2	0	2	1	11	0
	%	100%	87.08%	4.93%	7.98%	0.41%	0.00%	0.00%	0.02%	0.05%	0.00%	0.05%	0.02%	0.26%	0.00%
TECHNICAL CENTER (SB)	#	678	591	14	73	13	1	1	0	3	1	2	0	4	1
	%	100%	87.17%	2.06%	10.77%	1.92%	0.15%	0.15%	0.00%	0.44%	0.15%	0.29%	0.00%	0.59%	0.15%
WESTERN PACIFIC REGION (SB)	#	4458	3983	192	283	17	0	1	0	2	0	1	0	13	0
	%	100%	89.34%	4.31%	6.35%	0.38%	0.00%	0.02%	0.00%	0.04%	0.00%	0.02%	0.00%	0.29%	0.00%
Total	#	44016	37917	2334	3765	292	19	16	11	54	11	29	6	141	5
	%	100%	86.14%	5.30%	8.55%	0.66%	0.04%	0.04%	0.02%	0.12%	0.02%	0.07%	0.01%	0.32%	0.01%

KEY:

(D) Department

(B) Bureau

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921	
---	--

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

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

		Total by Disability Status	Detail for Targeted Disabilities	
--	--	----------------------------	----------------------------------	--

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201921

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

		Total by Disability Status	Detail for Targeted Disabilities	

Occupational Category		Total	(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 Psychiatric Disability
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%
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%
GS-03	#	2	0	0	2	1	0	0	0	0	1	0	0	0
	%	100%	0.00%	0.00%	100.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
GS-04	#	2	0	0	2	1	0	0	0	0	0	1	0	0
	%	100%	0.00%	0.00%	100.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
GS-05	#	44	26	3	15	2	0	1	0	1	0	0	0	0
	%	100%	59.09%	6.82%	34.09%	4.55%	0.00%	2.27%	0.00%	2.27%	0.00%	0.00%	0.00%	0.00%
GS-06	#	17	8	0	9	3	1	0	0	1	0	0	1	0
	%	100%	47.06%	0.00%	52.94%	17.65%	5.88%	0.00%	0.00%	5.88%	0.00%	0.00%	5.88%	0.00%
GS-07	#	479	304	43	132	20	4	0	0	5	3	1	1	5
	%	100%	63.47%	8.98%	27.56%	4.18%	0.84%	0.00%	0.00%	1.04%	0.63%	0.21%	0.21%	1.04%
GS-08	#	945	868	27	50	1	0	0	0	0	0	0	1	0
	%	100%	91.85%	2.86%	5.29%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%
GS-09	#	1659	1292	117	250	28	3	0	0	6	0	1	0	18
	%	100%	77.88%	7.05%	15.07%	1.69%	0.18%	0.00%	0.00%	0.36%	0.00%	0.06%	0.00%	1.08%
GS-10	#	1960	1533	137	290	34	3	1	1	1	2	6	0	20
	%	100%	78.21%	6.99%	14.80%	1.73%	0.15%	0.05%	0.05%	0.10%	0.31%	0.00%	1.02%	0.00%
GS-11	#	2103	1961	61	81	4	0	1	0	1	0	0	0	2
	%	100%	93.25%	2.90%	3.85%	0.19%	0.00%	0.05%	0.00%	0.05%	0.00%	0.00%	0.10%	0.00%
GS-12	#	7998	6669	499	830	60	4	5	2	9	0	5	1	33
	%	100%	83.38%	6.24%	10.38%	0.75%	0.05%	0.06%	0.03%	0.11%	0.00%	0.06%	0.01%	0.41%
GS-13	#	8140	6771	533	836	69	2	0	7	15	4	7	1	31
	%	100%	83.18%	6.55%	10.27%	0.85%	0.02%	0.00%	0.09%	0.18%	0.05%	0.09%	0.01%	0.38%
GS-14	#	16336	14638	718	980	54	2	6	1	12	2	5	1	24
	%	100%	89.61%	4.40%	6.00%	0.33%	0.01%	0.04%	0.01%	0.07%	0.01%	0.03%	0.01%	0.15%
GS-15	#	3926	3518	172	236	14	0	2	0	3	0	3	0	6
	%	100%	89.61%	4.38%	6.01%	0.36%	0.00%	0.05%	0.00%	0.08%	0.00%	0.08%	0.00%	0.15%
All other (unspecified Senior Executive Service)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior Executive Service	#	184	159	10	15	0	0	0	0	0	0	0	0	0
	%	100.00%	86.41%	5.43%	8.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

DOT FAA FEDERAL AVIATION ADMINISTRATION - Pay Period 201921

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

		Total by Disability Status	Detail for Targeted Disabilities	

Occupational Category	Total	(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe	Mental Illness/ Psychiatric	Distortion Limb-Spine/ Dwarfism
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	2	0	0	2	1	0	0	0	0	1	0	0	0
	%	0.00%	0.00%	0.00%	0.05%	0.34%	0.00%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%
GS-04	#	2	0	0	2	1	0	0	0	0	0	1	0	0
	%	0.00%	0.00%	0.00%	0.05%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
GS-05	#	44	26	3	15	2	0	1	0	1	0	0	0	0
	%	0.10%	0.07%	0.13%	0.40%	0.69%	0.00%	6.25%	0.00%	1.85%	0.00%	0.00%	0.00%	0.00%
GS-06	#	17	8	0	9	3	1	0	0	1	0	0	1	0
	%	0.04%	0.02%	0.00%	0.24%	1.03%	5.26%	0.00%	0.00%	1.85%	0.00%	0.00%	0.71%	0.00%
GS-07	#	479	304	43	132	20	4	0	0	5	3	1	5	1
	%	1.09%	0.80%	1.85%	3.54%	6.87%	21.05%	0.00%	0.00%	9.26%	27.27%	3.45%	20.00%	3.55%
GS-08	#	945	868	27	50	1	0	0	0	0	0	0	1	0
	%	2.15%	2.29%	1.16%	1.34%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.71%	0.00%
GS-09	#	1659	1292	117	250	28	3	0	0	6	0	1	0	18
	%	3.78%	3.41%	5.03%	6.70%	9.62%	15.79%	0.00%	0.00%	11.11%	0.00%	3.45%	0.00%	12.77%
GS-10	#	1960	1533	137	290	34	3	1	1	1	2	6	0	20
	%	4.46%	4.05%	5.90%	7.77%	11.68%	15.79%	6.25%	9.09%	1.85%	18.18%	20.69%	0.00%	14.18%
GS-11	#	2103	1961	61	81	4	0	1	0	1	0	0	0	2
	%	4.79%	5.18%	2.62%	2.17%	1.37%	0.00%	6.25%	0.00%	1.85%	0.00%	0.00%	0.00%	1.42%
GS-12	#	7998	6669	499	830	60	4	5	2	9	0	5	1	33
	%	18.22%	17.62%	21.47%	22.23%	20.62%	21.05%	31.25%	18.18%	16.67%	0.00%	17.24%	20.00%	23.40%
GS-13	#	8140	6771	533	836	69	2	0	7	15	4	7	1	31
	%	18.54%	17.89%	22.93%	22.39%	23.71%	10.53%	0.00%	63.64%	27.78%	36.36%	24.14%	20.00%	21.99%
GS-14	#	16336	14638	718	980	54	2	6	1	12	2	5	1	24
	%	37.21%	38.68%	30.90%	26.25%	18.56%	10.53%	37.50%	9.09%	22.22%	18.18%	17.24%	20.00%	17.02%
GS-15	#	3926	3518	172	236	14	0	2	0	3	0	3	0	6
	%	8.94%	9.30%	7.40%	6.32%	4.81%	0.00%	12.50%	0.00%	5.56%	0.00%	10.34%	0.00%	4.26%
All other (unspecified)	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Executive Service	#	184	159	10	15	0	0	0	0	0	0	0	0	0
	%	0.42%	0.42%	0.43%	0.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	43901	37843	2324	3734	291	19	16	11	54	11	29	5	141
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

		Total by Disability Status	Detail for Targeted Disabilities	

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

		Total by Disability Status	Detail for Targeted Disabilities	

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

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

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

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

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

		Total by Disability Status	Detail for Targeted Disabilities	
--	--	----------------------------	----------------------------------	--

[illegible]

		Total by Disability Status	Detail for Targeted Disabilities	
--	--	----------------------------	----------------------------------	--

[illegible]

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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities										
		(04,05)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92		
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe	Mental Illness/ Psychiatric	Distortion Limb- Spine/ Dwarfism		
HUMAN RESOURCES MANAGEMENT (0201)																
Accessions	#	27	18	4	5	0	0	0	0	0	0	0	0	0	0	
	%	100%	66.67%	14.81%	18.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GENERAL ENGINEERING (0801)																
Accessions	#	43	37	3	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	86.05%	6.98%	6.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CIVIL ENGINEERING (0810)																
Accessions	#	65	58	3	4	1	0	0	0	0	0	1	0	0	0	
	%	100%	89.23%	4.62%	6.15%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	1.54%	0.00%	0.00%	0.00%	
ELECTRONICS ENGINEERING (0855)																
Accessions	#	49	45	1	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	91.84%	2.04%	6.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
AEROSPACE ENGINEERING (0861)																
Accessions	#	35	33	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	94.29%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CONTRACTING (1102)																
Accessions	#	21	16	2	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	76.19%	9.52%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GENERAL INSPECTION, INVESTIGATION & COMPLIANCE (1801)																
Accessions	#	30	19	6	5	0	0	0	0	0	0	0	0	0	0	
	%	100%	63.33%	20.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
AVIATION SAFETY INSPECTOR (1825)																
Accessions	#	185	158	12	15	0	0	0	0	0	0	0	0	0	0	
	%	100%	85.41%	6.49%	8.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
AIRWAY TRANSPORTATION SYSTEMS SPECIALIST (2101)																
Accessions	#	241	197	18	26	1	0	0	0	0	0	0	0	1	0	
	%	100%	81.74%	7.47%	10.79%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.41%	0.00%	
AIR TRAFFIC CONTROL SPECIALIST (2152)																
Accessions	#	385	355	21	9	0	0	0	0	0	0	0	0	0	0	
	%	100%	92.21%	5.45%	2.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
INFORMATION TECHNOLOGIST (0334)																
Accessions	#	23	16	2	5	1	0	0	0	0	0	0	0	1	0	
	%	100%	69.57%	8.70%	21.74%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	

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

Type of Appointment		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		
	Total	No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental on/ Severe Intellectual	Mental Psychiatric Disability	Distortion Limb-Spine/ Dwarfism		
	#	1625	1305	127	193	14	0	0	0	0	2	0	11	1		
Permanent	%	100%	80.31%	7.82%	11.88%	0.86%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.68%	0.06%		
	#	864	764	34	66	6	0	0	0	0	2	0	4	0		
Temporary	%	100%	88.43%	3.94%	7.64%	0.69%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%	0.46%	0.00%		
	#	2489	2069	161	259	20	0	0	0	0	4	0	15	1		
Total	%	100%	83.13%	6.47%	10.41%	0.80%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.60%	0.04%		

DOT FAA FEDERAL AVIATION ADMINISTRATION Pay Period 201921

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

		Total by Disability Status	Detail for Targeted Disabilities
--	--	----------------------------	----------------------------------

[illegible]

DOT FAA FEDERAL AVIATION ADMINISTRATION For Period (2018-10-01 TO 2019-09-30)

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

		Total by Disability Status	Detail for Targeted Disabilities	
--	--	----------------------------	----------------------------------	--

[illegible]

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)	-1	(06-98)	Targeted	(16,19)	(21,23,25)	(28,30,32-38)	(64-69)	(71-79)	-82	-90	-91	-92
			No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs/ Extremities	Partial Paralysis	Total Paralysis	Convulsive Disorder/ Epilepsy	Mental Retardation/ Severe Intellectual Disability	Mental Illness/ Psychiatric Disability	Distortion Limb-Spine/ Dwarfism
Voluntary	#	2580	2165	113	302	27	1	2	1	3	2	4	1	13	0
	%	100%	83.91%	4.38%	11.71%	1.05%	0.04%	0.08%	0.04%	0.12%	0.08%	0.16%	0.04%	0.50%	0.00%
Involuntary	#	88	66	6	16	3	0	0	0	0	0	0	0	3	0
	%	%	75.00%	6.82%	18.18%	3.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.41%	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	#	2668	2231	119	318	30	1	2	1	3	2	4	1	16	0
	%	100%	83.62%	4.46%	11.92%	1.12%	0.04%	0.07%	0.04%	0.11%	0.07%	0.15%	0.04%	0.60%	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: 00:00:20

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

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	368	356
1. Counseled Within 30 Days	<u>90</u>	88
2. Counseled Within 31 to 90 Days	<u>278</u>	272
a. Counseled Within Written Extension Period No Longer Than 60 Days	<u>100</u>	99
b. Counseled Within 90 Days Where Individual Participated in ADR	<u>177</u>	175
c. Counseled Within 31-90 Days That Were Untimely	<u>1</u>	1
3. Counseled Beyond 90 Days	<u>0</u>	0
4. Counseled Due to Remands	<u>0</u>	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	<u>95</u>	95
2. Initiated during the Reporting Period	<u>346</u>	330
3. Completed/Ended Counseling	366	356
a. Settlements (Monetary and Non-Monetary)	<u>29</u>	29
b. Withdrawal/No Complaint Filed	<u>145</u>	143
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	<u>180</u>	177
d. Decision to File Complaint Pending at the End of the Reporting Period	<u>12</u>	12
4. Counselings Pending at the End of the Reporting Period	<u>73</u>	71

Non-ADR Settlements with Monetary Benefits

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

Non-ADR Settlements With Non-Monetary Benefits

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

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	<u>5</u>	5	\$39,557.44
1. Compensatory Damages	<u>0</u>	0	\$0.00
2. Backpay / Frontpay	<u>0</u>	0	\$0.00
3. Lump Sum Payment	<u>5</u>	5	\$39,557.44
4. Attorney's Fees and Costs	<u>0</u>	0	\$0.00
5. Other	<u>0</u>	0	0
6.			

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
H. Total	<u>26</u>	26
1. Hires	<u>0</u>	0
a. Retroactive	<u>0</u>	0
b. Non-Retroactive	<u>0</u>	0
2. Promotions	<u>1</u>	1
a. Retroactive	<u>0</u>	0
b. Non-Retroactive	<u>1</u>	1
3. Expungements	<u>0</u>	0
4. Reassignments	<u>4</u>	4
5. Removals Rescinded	<u>1</u>	1
a. Reinstatement	<u>1</u>	1
b. Voluntary Resignation	<u>0</u>	0
6. Accommodations	<u>1</u>	1
7. Training	<u>9</u>	9
8. Apology	<u>0</u>	0
9. Disciplinary Actions	<u>4</u>	4
a. Rescinded	<u>1</u>	1

b. Modified	<u>3</u>	3
10. Performance Evaluation Modified	<u>3</u>	3
11. Leave Restored	<u>5</u>	5
12. Neutral Reference	<u>1</u>	1
13. Other	<u>7</u>	7
14.		

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. Total	<u>2</u>	2

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	<u>605</u>
B. Complaints Filed	<u>208</u>
C. Remands (sum of lines C1 + C2 + C3)	<u>9</u>
C.1 Remands (Not Included in A or B)	<u>3</u>
C.2 Remands (Included in A or B)	<u>6</u>
C.3 Number of additional remands in this reporting period that are not captured in C.1 or C.2 above	<u>0</u>
C.4 Additional closures in this reporting period not reflected in F. or H. that resulted from remands	<u>0</u>
D. Total Complaints (sum of lines A + B + C1)	816
E. Complaints in Line D that were NOT Consolidated	<u>808</u>
F. Complaints in Line E that were Closed During Report Period	<u>169</u>
G. Complaints in Line D that WERE Consolidated	<u>8</u>
H. Complaints in Line G that were Closed During Report Period	<u>2</u>
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + ((C2 + C3) - C4))	651
J. Individuals Filing Complaints (Complainants)	203
K. Number of Joint Processing Units from Consolidation of Complaints	4

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

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

B. Agency & Contract Staff Training

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

C. Reporting Line

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

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

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	1	1	13	6	6
B. Assignment of Duties	0	0	0	8	4	1	8	0	23	101	45	45
C. Awards	0	0	0	2	1	0	2	1	4	15	5	5
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	2	0	0	17	7	1	16	3	28	138	49	49
1. Demotion	0	0	0	1	0	0	0	0	0	4	2	2
2. Reprimand	0	0	0	5	2	0	4	0	8	46	14	14
3. Suspension	2	0	0	3	3	1	5	3	9	49	16	16
4. Removal	0	0	0	3	0	0	3	0	2	12	5	5
5. Disciplinary Warning	0	0	0	1	0	0	1	0	1	4	1	1
6. Other	0	0	0	4	2	0	3	0	8	23	11	11
7.												
F. Duty Hours	0	0	0	4	0	0	3	0	3	21	9	9
G. Perf. Eval./ Appraisal	0	0	0	6	1	0	4	1	12	45	20	19
H. Examination/Test	0	0	0	0	0	0	0	0	0	3	1	1
I. Harassment	2	1	0	35	15	1	33	10	79	349	130	128
1. Non-Sexual	2	1	0	35	15	1	33	10	73	335	122	120
2. Sexual				1	1		2		6	14	8	8
J. Medical Examination	0	0	0	0	0	0	0	0	0	1	1	1
K. Pay Including Overtime	1	1	0	4	2	0	3	1	7	49	17	17
L. Promotion/Non-Selection	0	0	1	15	8	1	16	0	30	151	59	59
M. Reassignment	0	0	0	3	2	0	3	1	9	42	15	15
1. Denied	0	0	0	2	2	0	2	1	3	23	8	8
2. Directed	0	0	0	1	0	0	1	0	6	19	7	7
N. Reasonable Accommodation Disability		1		4	4		7	1	20	57	31	30
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0
Q. Retirement	0	0	0	1	1	0	1	0	4	18	6	6
R. Sex-Stereotyping										0	0	0
S. Telework	0	0	0	1	1	1	1	1	7	33	13	12
T. Termination	0	2	0	8	2	0	4	0	10	62	19	19
U. Terms/Conditions of Employment	0	1	0	4	5	0	6	1	11	68	22	22
V. Time and Attendance	0	0	0	6	2	0	4	0	12	63	22	22
W. Training	0	0	0	14	1	0	9	3	13	75	27	27
X. Other (Please Specify Below)	0	0	0	12	3	1	12	1	16	71	21	19
User Defined - Other 1	0	0	0	8	3	1	8	1	12	55	17	16
User Defined - Other 2	0	0	0	2	0	0	2	0	2	8	2	1
User Defined - Other 3	0	0	0	1	0	0	1	0	1	4	1	1
User Defined - Other 4	0	0	0	1	0	0	1	0	1	4	1	1
Total All Issues by Bases	5	5	1	142	55	6	126	24	289			
Total All Complaints Filed by Bases	2	4	1	55	21	2	52	12	115			
Total All Complainants by Bases	2	3	1	53	21	2	51	12	111			

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

Issues of Alleged Discrimination	Bases of Alleged Discrimination														Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA					
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical						
A. Appointment/Hire	1	1	0	0	0	0		1	1	4	0	13	6	6			
B. Assignment of Duties	3	14	0	2	1	2			17	8	10	0	45	45			
C. Awards	0	2	0	0	0	0			2	0	1	0	5	5			
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0			
E. Disciplinary Action	3	16	1	1	0	0			20	8	15	0	49	49			
1. Demotion	0	1	0	0	0	0			1	0	1	0	2	2			
2. Reprimand	2	8	0	1	0	0			7	4	5	0	14	14			
3. Suspension	1	4	1	0	0	0	1		7	3	7	0	16	16			
4. Removal	0	1	0	0	0	0			1	0	2	0	5	5			
5. Disciplinary Warning	0	0	0	0	0	0			1	0	0	0	1	1			
6. Other	0	2	0	0	0	0			3	1	0	0	11	11			

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				
7.															
F. Duty Hours	1	2	0	1	0	0			3	2	2	0	21	9	9
G. Perf. Eval./ Appraisal	1	8	0	0	0	1	1		7	1	3	0	45	20	19
H. Examination/Test	0	1	0	0	0	0			1	0	1	0	3	1	
I. Harassment	19	47	0	3	4	9			45	20	26	0	349	130	128
1. Non-Sexual	17	41	0	3	4	9	4	3	45	20	26	0	335	122	120
2. Sexual	2	6	0	0					2	2	3		14	8	8
J. Medical Examination	0	0	0	0	0	0			0	0	1	0	1	1	1
K. Pay Including Overtime	2	3	1	0	0	1	1	1	6	6	9	0	49	17	17
L. Promotion/Non-Selection	11	12	0	1	6	4	1		30	7	9	0	151	59	59
M. Reassignment	3	3	0	0	0	0			6	6	6	0	42	15	15
1. Denied	1	0	0	0	0	0			4	4	4	0	23	8	8
2. Directed	2	3	0	0	0	0		1	2	2	2	0	19	7	7
N. Reasonable Accommodation Disability	4	5		0		1		1	12	16	21	0	57	31	30
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0
P. Religious Accommodation													0	0	0
Q. Retirement	3	0	0	0	0	0			4	2	2	0	18	6	6
R. Sex-Stereotyping	0	0	0										0	0	0
S. Telework	2	4	0	0	1	2			5	4	3	0	33	13	12
T. Termination	5	3	0	0	1	1			11	6	9	0	62	19	19
U. Terms/Conditions of Employment	1	8	0	1	1	2			10	9	8	0	68	22	22
V. Time and Attendance	3	7	0	2	1	0			9	7	10	0	63	22	22
W. Training	2	10	0	2	0	1	1		10	4	6	0	75	27	27
X. Other (Please Specify Below)	0	5	0	0	1	1			13	3	3	0	71	21	19
User Defined - Other 1	0	5	0	0	1	1	1	1	9	3	3	0	55	17	16
User Defined - Other 2	0	0	0	0	0	0	1		2	0	0	0	8	2	1
User Defined - Other 3	0	0	0	0	0	0	1		1	0	0	0	4	1	1
User Defined - Other 4	0	0	0	0	0	0	1		1	0	0	0	4	1	1
Total All Issues by Bases	60	146	2	13	16	24	1	1	200	110	149	0			
Total All Complaints Filed by Bases	28	59	1	3	11	15	1	1	76	35	48	0			
Total All Complainants by Bases	28	59	1	3	11	13	1	1	74	35	48	0			

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

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
A. Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. Assignment of Duties	0	0	0	5	0	0	4	2	9	15	6	6	22	8	8
C. Awards	0	0	0	0	1	0	1	1	2	0	0	0	8	2	2
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	3	0	0	2	0	5	11	5	5	7	4	4
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	1	0	0	0	0	1	5	3	3	1	1	1
3. Suspension	0	0	0	1	0	0	1	0	1	5	1	1	0	0	0
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	0	0	1	0	3	1	1	1	6	3	3
7.															
F. Duty Hours	0	0	0	0	0	0	0	0	0	2	2	2	0	0	0
G. Perf. Eval./ Appraisal	0	0	0	3	1	0	3	1	7	8	3	3	24	5	5
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	0	0	14	0	0	6	2	17	43	22	22	44	19	19
1. Non-Sexual	0	0	0	14	0	0	6	2	13	36	17	17	39	16	16
2. Sexual								1	4	7	5	5	5	3	3
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	5	2	2

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									
L. Promotion/Non-Selection	0	0	0	2	0	0	3	0	3	9	5	5	19	5	4
M. Reassignment	0	0	0	0	0	0	1	0	1	0	0	0	4	2	2
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	1	0	1	0	0	0	4	2	2
N. Reasonable Accommodation Disability				2			1		3	4	4	4	3	2	2
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	1	0	0	2	0	2	5	1	1	6	2	2
R. Sex-Stereotyping										0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	1	1	1	2	1	1
T. Termination	0	0	0	1	0	0	0	0	1	1	1	1	6	3	3
U. Terms/Conditions of Employment	0	0	0	1	0	0	0	0	2	4	1	1	3	2	2
V. Time and Attendance	0	0	0	0	0	0	0	0	0	3	3	3	2	1	1
W. Training	0	0	0	2	0	0	1	1	2	5	4	4	5	2	2
X. Other (Please Specify Below)	0	0	0	1	1	0	3	1	2	1	1	1	15	4	4
User Defined - Other 1	0	0	0	1	1	0	3	1	2	1	1	1	15	4	4
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	0	0	0	19	0	0	12	1	19						
1a. Number of Counselings Settled	0	0	0	12	0	0	5	1	11						
1b. Number of Counselees Settled With	0	0	0	12	0	0	5	1	11						
2. Complaint Settlement Allegations	0	0	0	14	3	0	14	7	37						
2a. Number of Complaints Settled	0	0	0	7	1	0	4	3	16						
2b. Number of Complainants Settled With	0	0	0	7	1	0	4	3	15						

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	0	0	0	0	0	0	0	0
B. Assignment of Duties	1	4	0	0	0	2	1		8	0	2	0	15	6	6	22	8	8
C. Awards	0	1	0	0	0	0			2	0	0	0	0	0	0	8	2	2
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	1	1	0	0	1	0			5	0	0	0	11	5	5	7	4	4
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	1	0	0	1	0			2	0	0	0	5	3	3	1	1	1
3. Suspension	1	0	0	0	0	0	1		1	0	0	0	5	1	1	0	0	0
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	0	0	0	0	0			2	0	0	0	1	1	1	6	3	3
7.																		
F. Duty Hours	0	1	0	0	0	0			0	0	1	0	2	2	2	0	0	0
G. Perf. Eval./Appraisal	1	4	0	0	0	1	1		6	0	2	0	8	3	3	24	5	5
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. Harassment	5	16	0	0	5	2			13	2	4	0	43	22	22	44	19	19
1. Non-Sexual	4	9	0	0	5	2	1	1	13	2	4	0	36	17	17	39	16	16
2. Sexual	1	7	0	0	1	1		1	1				7	5	5	5	3	3
J. Medical Examination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	5	2	2
L. Promotion/Non-Selection	1	2	0	0	0	1			7	0	2	0	9	5	5	19	5	4
M. Reassignment	0	0	0	0	0	0			1	0	1	0	0	0	0	4	2	2
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0	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							
2. Directed	0	0	0	0	0	0			1		1	0	0	0	0	4	2	2
N. Reasonable Accommodation Disability	2			0			1		3	1	3	0	4	4	4	3	2	2
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	2	0	0	0	0	0	1		3	0	1	0	5	1	1	6	2	2
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0
S. Telework	1	0	0	0	1	0			0	0	1	0	1	1	1	2	1	1
T. Termination	1	1	0	0	1	0			1	0	1	0	1	1	1	6	3	3
U. Terms/Conditions of Employment	2	0	0	0	1	0			1	0	0	0	4	1	1	3	2	2
V. Time and Attendance	1	0	0	0	1	0			1	0	2	0	3	3	3	2	1	1
W. Training	0	2	0	0	0	1			1	0	0	0	5	4	4	5	2	2
X. Other (Please Specify Below)	0	2	0	0	0	1			4	0	1	0	1	1	1	15	4	4
User Defined - Other 1	0	2	0	0	0	1			4	0	1	0	1	1	1	15	4	4
User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	5	23	0	0	4	1	0	0	15	1	12	0						
1a. Number of Counselings Settled	2	13	0	0	3	1	0	0	9	1	4	0						
1b. Number of Counselees Settled With	2	13	0	0	3	1	0	0	9	1	4	0						
2. Complaint Settlement Allegations	12	12	0	0	7	7	1	0	39	2	9	0						
2a. Number of Complaints Settled	4	6	0	0	3	3	1	0	14	1	2	0						
2b. Number of Complainants Settled With	4	6	0	0	3	3	1	0	13	1	2	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
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races											
A. Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. Awards	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.																	
F. Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	0	0	0	0	0	0	0	1	0	0	0	5	1	0	0	0
1. Non-Sexual	0	0	0	0	0	0	0	0	1	0	0	0	5	1	0	0	0
2. Sexual									0	0	0	0	0	0	0	0	0
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	4	1	0	0	0
M. Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability									0	0	0	0	2	1	0	0	0

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders															
	Race						Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision 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
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races										
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. Other (Please Specify Below)	0	0	0	0	0	0	0	0	1	0	0	0	5	1	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	1	0	0	0	5	1	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0							
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0							
1b. Number of 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	2							
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	1							
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0							
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0							
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0							

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

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																			
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical									
A. Appointment/Hire	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. Assignment of Duties	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. Awards	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. Disciplinary Action	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
7.																				
F. Duty Hours	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. Perf. Eval./ Appraisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	1	0	0	0	0			1	1	1	0	0	0	0	5	1	0	0	0
1. Non-Sexual	0	1	0	0	0	0			1	1	1	0	0	0	0	5	1	0	0	0
2. Sexual	0	0	0	0									0	0	0	0	0	0	0	0
J. Medical Examination	0	0	0	0		0			0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. Promotion/Non-Selection	0	1	0	0	0	0			1	1	1	0	0	0	0	4	1	0	0	0

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																				
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical										
M. Reassignment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
1. Denied	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
2. Directed	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
N. Reasonable Accommodation Disability		1		0					1	1	1	0	0	0	0	2	1	0	0	0	
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
P. Religious Accommodation													0	0	0	0	0	0	0	0	
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
R. Sex-Stereotyping	0	0	0										0	0	0	0	0	0	0	0	
S. Telework	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
T. Termination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
V. Time and Attendance	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
W. Training	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
X. Other (Please Specify Below)	0	1	0	0	0	0			1	1	1	0	0	0	0	5	1	0	0	0	
User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 2	0	1	0	0	0	0			1	1	1	0	0	0	0	5	1	0	0	0	
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0									
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0									
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0									
2. AJ Decision Findings	0	3	0	0	0	0	0	0	3	4	4	0									
2a. Number of AJ Decisions With Findings	0	1	0	0	0	0	0	0	1	1	1	0									
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

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)
78	2. Age Discrimination in Employment Act (ADEA)
45	3. Rehabilitation Act
9	4. Equal Pay Act (EPA)
1	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
286	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: 10/01/2018 – 09/30/2019

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	170	92738	545.52
1. Withdrawals (a + b)	13	3560	273.85
a. Non-ADR Withdrawals	<u>13</u>	3560	273.85
b. ADR Withdrawals	<u>0</u>	0	0.00
2. Settlements (a + b)	25	17207	688.28
a. Non-ADR Settlements	<u>24</u>	16738	697.42
b. ADR Settlements	<u>1</u>	469	469.00
3. Final Agency Actions (B + C)	132	71971	545.23
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	93	28792	309.59
1. Finding Discrimination	<u>0</u>	0	0.00
2. Finding No Discrimination	<u>53</u>	25756	485.96
3. Dismissal of Complaints	<u>40</u>	3036	75.90
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	39	43179	1,107.15
1. AJ Decision Fully Implemented (a + b + c)	36	36253	1,007.03
(a) Finding Discrimination	<u>0</u>	0	0.00
(b) Finding No Discrimination	<u>36</u>	36253	1,007.03
(c) Dismissal of Complaints	<u>0</u>	0	0.00
2. AJ Decision NOT Fully Implemented (a + b + c)	3	6926	2,308.67
(a) Finding Discrimination (i + ii + iii)	1	1072	1,072.00
i. Agency Appealed Finding But Not Remedy	<u>0</u>	0	0.00
ii. Agency Appealed Remedy But Not Finding	<u>1</u>	1072	1,072.00
iii. Agency Appealed Finding And Remedy	<u>0</u>	0	0.00
(b) Finding No Discrimination	<u>2</u>	5854	2,927.00
(c) Dismissal of Complaints	<u>0</u>	0	0.00
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	45	2447	54.38
1. Complainant Requested Immediate FAD (1a + 1b)	16	877	54.81
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	<u>13</u>	666	51.23
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	<u>3</u>	211	70.33
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	14	777	55.50
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	<u>11</u>	517	47.00
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	<u>3</u>	260	86.67
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	15	793	52.87
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	<u>14</u>	708	50.57
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	<u>1</u>	85	85.00
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	<u>0</u>	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	<u>0</u>	0	0.00

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	<u>21</u>	
B. Total closures with monetary benefits to complainant	<u>14</u>	\$320,800.00
1. Back Pay/Front Pay	<u>0</u>	\$0.00
2. Lump Sum Payment	<u>13</u>	\$220,050.00
3. Compensatory Damages	<u>1</u>	\$2,000.00
4. Attorney fees and costs	<u>5</u>	\$98,750.00
5. Other	<u>0</u>	\$0.00
6.		
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	<u>12</u>	
F. Types of benefits in non-monetary closures	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
1. Hires	<u>0</u>	<u>0</u>
a. Retroactive	<u>0</u>	<u>0</u>
b. Non-Retroactive	<u>0</u>	<u>0</u>
2. Promotions	<u>0</u>	<u>1</u>
a. Retroactive	<u>0</u>	<u>1</u>
b. Non-Retroactive	<u>0</u>	<u>0</u>
3. Expungements	<u>0</u>	<u>0</u>
4. Reassignments	<u>2</u>	<u>1</u>
5. Removal Rescinded	<u>0</u>	<u>0</u>
a. Reinstatement	<u>0</u>	<u>0</u>
b. Voluntary Resignation	<u>0</u>	<u>0</u>
6. Accommodations	<u>0</u>	<u>0</u>
7. Training	<u>1</u>	<u>3</u>
8. Apology	<u>0</u>	<u>0</u>
9. Disciplinary Actions	<u>0</u>	<u>0</u>
a. Rescinded	<u>0</u>	<u>0</u>
b. Modified	<u>0</u>	<u>0</u>
10. Performance evaluation modified	<u>0</u>	<u>0</u>
11. Leave Restored	<u>2</u>	<u>1</u>
12. Neutral Reference	<u>0</u>	<u>0</u>
13. Other(NM)	<u>2</u>	<u>4</u>
14.		

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	655	650231			
1. Complaints Pending Written Notification (Acknowledgement Letter)	<u>5</u>	724	144.00	718	
1a. Complaints Pending Decision to Accept/Dismiss	<u>104</u>	29793	286.00	5038	
2. Complaints Pending Investigation	<u>138</u>	25943	187.00	845	
2a. Complaints Pending 180 Day Investigation Notice	<u>0</u>	0	0.00	0	
3. Complaints In Hearing	<u>336</u>	507418	1,510.00	7033	160-A2-8388X/160-2001-08345X
4. Complaints Pending A Final Agency Action	<u>72</u>	86353	1,199.00	7914	

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	115	25277	219.80
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	62	14852	239.55
a. Investigations Completed in 180 Days or Less	<u>18</u>	2743	152.39
b. Investigations Completed in 181 - 360 Days	42	11327	269.69
1. Timely Completed Investigations	<u>17</u>	4256	250.35
2. Untimely Completed Investigations	<u>25</u>	7071	282.84
c. Investigations Completed in 361 or More Days	<u>2</u>	782	391.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	53	10425	196.70
a. Investigations Completed in 180 Days or Less	<u>23</u>	3237	140.74
b. Investigations Completed in 181 - 360 Days	30	7188	239.60
1. Timely Completed Investigations	<u>4</u>	1017	254.25
2. Untimely Completed Investigations	<u>26</u>	6171	237.35
c. Investigations Completed in 361 or More Days	<u>0</u>	0	0.00
4. Contractor Investigation Costs	\$0.00		0.00

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

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

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	<u>260</u>	256		
2. Rejected By Individual (Counselee)	<u>74</u>	74		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	<u>185</u>	183		
C. ADR Resources Used in Completed/Ended Counselings (Total)	124	124		
1. Inhouse	<u>93</u>	93		
2. Another Federal Agency	<u>15</u>	15		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	<u>0</u>	0		
4. Multiple Resources Used (Please specify in a comment box)	<u>16</u>	16		
5. Federal Executive Board	<u>0</u>	0		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	122	122	5418	44.41
1. Mediation	<u>116</u>	116	5139	44.00
2. Settlement Conferences	<u>0</u>	0	0	0.00
3. Early Neutral Evaluations	<u>0</u>	0	0	0.00
4. Fact Finding	<u>0</u>	0	0	0.00
5. Facilitation	<u>1</u>	1	38	38.00
6. Ombudsman	<u>0</u>	0	0	0.00
7. Peer Review	<u>0</u>	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	<u>5</u>	5	241	48.00
9.				
10.				
E. Status of Cases				
1. Total Closed	121	128	5189	42.88
a. Settlements with Benefits (Monetary & Non-monetary)	<u>27</u>	27	1026	38.00
b. No Formal Complaint Filed	<u>39</u>	39	1583	40.00
c. Complaint Filed				
i. No Resolution	<u>50</u>	50	2421	48.00
ii. No ADR Attempt (aka Part X.E.1.d)	<u>2</u>	2	70	35.00
e. Decision to File Complaint Pending at the End of the Reporting Period	<u>3</u>	3	89	29.00
2. Intentionally Left Blank				

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

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

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	<u>1</u>	1		
2. Rejected By Complainant	<u>0</u>	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	<u>1</u>	1		
C. ADR Resources Used in Complaint Closures (Totals)	1	1		
1. Inhouse	<u>1</u>	1		
2. Another Federal Agency	<u>0</u>	0		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	<u>0</u>	0		
4. Multiple Resources Used (Please specify in a comment box)	<u>0</u>	0		
5. Federal Executive Board	<u>0</u>	0		
6.				
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	1	1	210	210.00
1. Mediation	<u>1</u>	1	210	210.00
2. Settlement Conferences	<u>0</u>	0	0	0.00
3. Early Neutral Evaluations	<u>0</u>	0	0	0.00
4. Fact Finding	<u>0</u>	0	0	0.00
5. Facilitation	<u>0</u>	0	0	0.00
6. Ombudsman	<u>0</u>	0	0	0.00
7. Mini Trials	<u>0</u>	0	0	0.00
8. Peer Review	<u>0</u>	0	0	0.00
9. Multiple Techniques Used (Please specify in a comment box)	<u>0</u>	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	1	1	210	210.00
a. Settlements with Benefits (Monetary & Non-monetary)	<u>1</u>	1	210	210.00
b. Withdrawal from EEO Process	<u>0</u>	0	0	0.00
c. No Resolution	<u>0</u>	0	0	0.00
d. No ADR Attempt	<u>0</u>	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	<u>1</u>	1	\$10,000.00	
a. Compensatory Damages	<u>0</u>	0	\$0.00	
b. Backpay/Frontpay	<u>0</u>	0	\$0.00	
c. Lump Sum	<u>1</u>	1	\$5,000.00	
d. Attorney Fees and Costs	<u>1</u>	1	\$5,000.00	
e. Other	<u>0</u>	0	0	
f.				
2. Non-Monetary (Insert Totals)	<u>1</u>	1		
a. Hires	<u>0</u>	0		
i. Retroactive	<u>0</u>	0		
ii. Non-Retroactive	<u>0</u>	0		
b. Promotions	<u>0</u>	0		
i. Retroactive	<u>0</u>	0		
ii. Non-Retroactive	<u>0</u>	0		
c. Expungements	<u>0</u>	0		
d. Reassignments	<u>0</u>	0		
e. Removals Rescinded	<u>0</u>	0		
i. Reinstatement	<u>0</u>	0		
ii. Voluntary Resignation	<u>0</u>	0		
f. Accommodations	<u>0</u>	0		
g. Training	<u>0</u>	0		
h. Apology	<u>0</u>	0		
i. Disciplinary Actions	<u>0</u>	0		
i. Rescinded	<u>0</u>	0		
ii. Modified	<u>0</u>	0		
j. Performance Evaluation Modified	<u>0</u>	0		
k. Leave Restored	<u>0</u>	0		
l. Neutral Reference	<u>0</u>	0		
m. Other	<u>1</u>	1		
n.				

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2018 – 09/30/2019

Part XII – Summary of EEO ADR Program Activities

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

	Amount	
D. EEO ADR Funding Spent	\$0.00	

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

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

Certification and Contact Information

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2018 through September 30, 2019, is accurate and complete.
Name and Title of Certifying Official:
Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)
Date and Telephone Number:
Email:
Name and Title of Preparer:
Date and Telephone Number:
Email:
The FY 2019 report (with the PIN entered) is due on or before October 31.

TAB 12

FAA Organization Chart

