






U.S. Department of Transportation (Federal Motor Carrier Safety Administration)


Equal Employment Opportunity Data Posted Pursuant to the No Fear Act



Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174


Complaint Activity	Comparative Data					2020 thru 3/31
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Number of Complaints Filed 	12	13	6	8	9	13
Number of Complainants 	12	13	6	8	9	13
Repeat Filers 	0	0	0	0	0	0


Complaints by Basis  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Comparative Data					2020 thru 3/31
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Race	7	3	1	2	7	7
Color	1	2	0	3	4	4
Religion	0	0	0	0	0	1
Reprisal	10	8	5	5	5	6
Sex (including complaints filed under Equal Pay Act)	5	4	1	5	3	5
National Origin	1	1	0	4	0	0
Age	4	3	2	3	1	9
Disability	5	5	1	2	3	4
NonEEO basis	1	0	0	0	0	0
Genetics	0	0	0	0	0	0
PDA	0	0	0	0	0	0


Complaints by Issues  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Comparative Data					2020 thru 3/31
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Appointment/Hire	0	0	2	1	1	1
Assignment of Duties	0	0	0	1	0	1
Awards	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	1
Suspension	0	0	0	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	1	0	2	2	1	3
Harassment						
Examination/Test	0	0	0	0	0	0
Non-Sexual	9	11	4	7	5	7
Sexual	0	0	0	2	2	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	1	0	0
Reassignment						
Promotion/Non Selection	2	0	0	1	2	5
Denied	0	0	0	0	0	0
Directed	1	0	0	1	1	1
Reasonable Accommodation	1	2	1	0	1	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Termination	0	0	0	1	1	0
Terms/Conditions of Employment	1	0	0	0	0	0
Time and Attendance	0	0	0	2	1	0
Training	0	0	0	2	0	0

Processing Time 	Comparative Data										2020 thru 3/31
	Previous Fiscal Year Data										
	2015		2016		2017		2018		2019		
Complaints pending (for any length of time) during fiscal year											
Average number of days in investigation stage	147.86		178.2		167.25		166.67		276.25		383.14
Average number of days in final action stage	62		84.17		47.33		40.25				15.50
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year											
Average number of days in investigation stage	144.5		198		144		171.2		276.25		396.17
Average number of days in final action stage			41		6		26.33				15.5
Complaints pending (for any length of time) during fiscal year where hearing was not requested											
Average number of days in investigation stage	152.33		158.4		237		144				305
Average number of days in final action stage	62		92.8		68		82				

Complaints Dismissed by Agency 	Comparative Data										2020 thru 3/31
	Previous Fiscal Year Data										
	2015		2016		2017		2018		2019		
Total Complaints Dismissed by Agency	3		2		1		1		0		1
Average days pending prior to dismissal	13		34		40		94		0		56
Complaints Withdrawn by Complainants 											
Total complaints Withdrawn by Complainants	1		0		0		1		1		0



Total Final Actions Finding Discrimination 	Comparative Data										2020 thru 3/31	
	Previous Fiscal Year Data											
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	0		1		0		0		0		0	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0


Findings of Discrimination Rendered by Basis  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data(Sec. 1614.705)											2020 thru 3/31	
	Previous Fiscal Year Data												
	2015		2016		2017		2018		2019		2020 thru 3/31		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		1		0		0		0		0		
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Reprisal	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Sex (including complaints filed under Equal Pay Act)	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Age	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Disability	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
NonEEO basis	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Genetics	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Findings After Hearing	0		1		0		0		0		0		
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Reprisal	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Sex (including complaints filed under Equal Pay Act)	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Age	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Disability	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
NONEEO	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Genetics	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Findings Without Hearing	0		0		0		0		0		0		
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Age	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
NonEEO basis	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Genetics	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Findings of Discrimination Rendered by Issue 	Comparative Data										2020 thru 3/31	
	Previous Fiscal Year Data											
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action												
Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reinstatement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Time and Attendance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Training	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
User Defined Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Telework	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex - Stereotyping	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings After Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action												
Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reinstatement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Time and Attendance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Training	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
User Defined Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Telework	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex - Stereotyping	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action												
Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reinstatement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Time and Attendance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Training	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
User Defined Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religious Accommodation	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Telework	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex - Stereotyping	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Pending Complaints Filed in Previous Fiscal Years by Status 	Comparative Data					2020 thru 3/31
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	7	6	13	14	17	23
Total Complainants	7	6	12	13	16	23
Number complaints pending 						
Investigation	0	0	0	0	0	0
Hearing	6	5	12	12	15	19
Final Agency Action	0	0	1	1	1	3
Appeal with EEOC Office of Federal Operations	1	1	0	0	1	0

Complaint Investigations 	Comparative Data					2020 thru 3/31
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Pending Completion Where Investigation Exceeds Required Time Frames	0	0	0	1	0	3