

The U.S.Department of Transportation (All Operating Administrations)

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					2021 thru 12/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Number of Complaints Filed 	294	266	271	250	273	50
Number of Complainants 	284	259	262	245	265	50
Repeat Filers 	10	7	9	6	6	0

Complaints by Basis  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data					2021 thru 12/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Race	102	113	107	100	98	21
Color	42	53	47	56	30	8
Religion	14	19	15	14	13	2
Reprisal	161	152	161	138	153	30
Sex (including complaints filed under Equal Pay Act)	120	118	138	106	105	14
National Origin	29	39	31	31	47	5
Age	109	100	102	86	98	15
Disability	109	78	86	102	108	21
NonEEO basis	10	9	15	12	16	4
Genetics	3	3	4	0	3	1
PDA	1	0	5	4	1	1

Complaints by Issues  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data					2021 thru 12/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Appointment/Hire	13	13	10	9	9	0
Assignment of Duties	14	29	47	52	52	9
Awards	5	6	9	6	10	0
Conversion to Full Time	0	0	1	0	1	0
Disciplinary Action						
Demotion	1	2	3	3	2	1
Reprimand	3	7	17	18	14	1
Removal	3	5	6	10	5	1
Suspension	11	12	20	17	8	3
Other	4	14	15	1	0	1
Duty Hours	5	8	10	11	3	1
Evaluation/Appraisal	19	39	45	33	46	6
Harassment						
Examination/Test	1	2	4	1	0	0
Non-Sexual	146	151	173	150	164	26
Sexual	10	16	16	13	16	1
Medical Examination	2	4	4	1	0	3
Pay Including Overtime	13	14	26	18	33	2
Reassignment						
Promotion/Non Selection	71	63	79	70	84	8
Denied	4	5	13	11	11	3
Directed	8	11	17	9	11	2
Reasonable Accommodation	31	34	33	37	41	4
Reinstatement	0	2	0	0	0	1
Retirement	11	5	5	6	11	0
Termination	26	25	27	24	32	3
Terms/Conditions of Employment	6	31	37	32	34	4
Time and Attendance	4	16	34	27	23	3
Training	15	22	34	30	22	3

Processing Time 	Comparative Data					2021 thru 12/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Complaints pending (<i>for any length of time</i>) during fiscal year						
Average number of days in investigation stage	140.86	166.08	183.7	218.91	298.35	264.21
Average number of days in final action stage	62.45	85.05	56.83	67.37	64.07	236.75
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	141.64	158.81	191.18	257.42	305.94	268.15
Average number of days in final action stage	47.95	72.03	51.8	69.86	47.44	236.75
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested						
Average number of days in investigation stage	139.27	177.62	167.41	211.29	303.39	262.23
Average number of days in final action stage	79.38	98.07	64.69	62.11	82.27	

Complaints Dismissed by Agency 	Comparative Data					2021 thru 12/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	75	23	36	43	22	2
Average days pending prior to dismissal	15	35	71	76	49	43
Complaints Withdrawn by Complainants 						
Total complaints Withdrawn by Complainants	16	15	12	13	20	1

Total Final Actions Finding Discrimination 	Comparative Data										2021 thru 12/31	
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	4		0		4		2		4		0	
Without Hearing	0	0.0	0	0.0	1	25.0	0	0.0	3	75.0	0	0.0
With Hearing	4	100.0	0	0.0	3	75.0	2	100.0	1	25.0	0	0.0

Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)											2021 thru 12/31		
	Previous Fiscal Year Data													
	2016		2017		2018		2019		2020					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	4		0		4		2		4		0			
Race	1	25.0	0	0.0	1	25.0	0	0.0	1	25.0	0	0.0		
Color	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0	0	0.0		
Religion	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0		
Reprisal	3	75.0	0	0.0	3	75.0	2	100.0	3	75.0	0	0.0		
Sex (including complaints filed under Equal Pay Act)	3	75.0	0	0.0	1	25.0	2	100.0	3	75.0	0	0.0		
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0		
Age	0	0.0	0	0.0	1	25.0	2	100.0	1	25.0	0	0.0		
Disability	3	75.0	0	0.0	0	0.0	1	50.0	1	25.0	0	0.0		
NonEEO basis	0	0.0	0	0.0	0	0.0	1	50.0	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	4		0		3		2		3		0			
Race	1	25.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0		
Color	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	0	0.0		
Religion	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0		
Reprisal	3	75.0	0	0.0	3	100.0	2	100.0	3	100.0	0	0.0		
Sex (including complaints filed under Equal Pay Act)	3	75.0	0	0.0	1	33.3	2	100.0	2	66.7	0	0.0		
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0		
Age	0	0.0	0	0.0	1	33.3	2	100.0	1	33.3	0	0.0		
Disability	3	75.0	0	0.0	0	0.0	1	50.0	1	33.3	0	0.0		
NONEEO	0	0.0	0	0.0	0	0.0	1	50.0	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 Without Hearing	0		0		1		0		1		0			
Race	0	0.0	0	0.0	1	100.0	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	1	100.0	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		
PDA	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										2021 thru 12/31			
		Previous Fiscal Year Data													
		2016		2017		2018		2019		2020					
		#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings		4		0		4		2		4		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	1	25.0	0	0.0	1	25.0	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		1	25.0	0	0.0	1	25.0	0	0.0	1	25.0	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	1	25.0	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		2	50.0	0	0.0	0	0.0	1	50.0	4	100.0	0	0.0		
Sexual		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Medical Examination		1	25.0	0	0.0	0	0.0	1	50.0	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	2	50.0	1	50.0	1	25.0	0	0.0		
Reassignment															
Denied		0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0		
Directed		0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0		
Reasonable Accommodation		1	25.0	0	0.0	0	0.0	1	50.0	1	25.0	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	1	25.0	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	2	50.0	0	0.0		
Training		2	50.0	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		
Sex-Stereotyping		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		
Findings After Hearing		4		0		3		2		1		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	1	33.3	0	0.0	1	100.0	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	1	25.0	0	0.0	1	33.3	0	0.0	1	100.0	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	1	33.3	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	2	50.0	0	0.0	0	0.0	1	50.0	3	300.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	1	25.0	0	0.0	0	0.0	1	50.0	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	1	33.3	1	50.0	1	100.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Reasonable Accommodation	1	25.0	0	0.0	0	0.0	1	50.0	1	100.0	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	1	100.0	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	1	100.0	0	0.0
Training	2	50.0	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
Sex-Stereotyping	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
Findings Without Hearing	0		0		1		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	1	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	1	0.0	0	0.0	0	0.0	0	0.0	1	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	2	0.0	0	0.0	0	0.0	0	0.0	3	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	1	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	1	100.0	0	0.0	1	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0

Directed	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0
Reasonable Accommodation	1	0.0	0	0.0	0	0.0	0	0.0	1	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	1	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	1	0.0	0	0.0
Training	2	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
Sex-Stereotyping	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					2021 thru 12/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	591	605	621	685	744	969
Total Complainants	471	491	509	571	617	809
Number complaints pending 						
Investigation	91	91	96	105	113	255
Hearing	333	382	402	447	474	513
Final Agency Action	31	48	61	66	117	131
Appeal with EEOC Office of Federal Operations	136	84	62	67	40	70

Complaint Investigations 	Comparative Data					2021 thru 12/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Pending Completion Where Investigation Exceeds Required Time Frames	3	15	44	52	46	15