

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2023

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	468	439
C.1. COUNSELED WITHIN 30 DAYS	96	93
C.2. COUNSELED WITHIN 31 TO 90 DAYS	365	353
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	186	183
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	175	171
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	4	4
C.3. COUNSELED BEYOND 90 DAYS	7	7
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	128	115
D.2. INITIATED DURING THE REPORTING PERIOD	471	439
D.3. COMPLETED/ENDED COUNSELINGS	468	439
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	32	32
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	142	142
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	280	266
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	14	14
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	131	114

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$36,941.28
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$9,941.28
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5. OTHER NON-ADR SETTLEMENTS W/ MONETARY BENEFITS	1	1	\$27,000.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	2	2
F.1. HIRES	0	0
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	1	1
F.5. REMOVALS RESCINDED	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-ADR SETTLEMENTS W/NON-MONETARY BENEFITS	1	1

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	4	4	\$10,000.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	3	3	\$8,000.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$2,000.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	29	29
H.1. HIRES	0	0
H.2. PROMOTIONS	0	0
H.3. EXPUNGEMENTS	2	2
H.4. REASSIGNMENTS	4	4
H.5. REMOVALS RESCINDED	0	0
H.6. ACCOMMODATIONS	1	1
H.7. TRAINING	3	3
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	3	3
H.9.a. RESCINDED	1	1
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	1	1
H.11. LEAVE RESTORED	10	10
H.12. NEUTRAL REFERENCE	0	0
H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	18	18

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	2	2

PART II - FORMAL COMPLAINT ACTIVITIES

936	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
293	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
1,230	D. TOTAL COMPLAINTS
1,219	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
200	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
11	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1,030	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
278	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
5	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	55,693			
A.1.b. PERMANENT EMPLOYEES	54,362			
A.2. COUNSELOR	47		8	
A.2.a. FULL-TIME	6	12.77	6	75.00
A.2.b. PART-TIME	6	12.77	1	12.50
A.2.c. COLLATERAL DUTY	35	74.47	1	12.50
A.3. INVESTIGATOR	2		0	
A.3.a. FULL-TIME	2	100.00	0	0.00
A.3.b. PART-TIME	0	0.00	0	0.00
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		56	
A.4.a. FULL-TIME	0	0.00	56	100.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. STAFF - TOTAL	47	8	2	0	0	56
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	6	1	0	0	0	3
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	40	4	2	0	0	53
B.1.c. TRAINING REQUIREMENT NOT MET	2	3	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: Barbara Dougherty

1a. DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD? YES NO
X

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 Irene Marion
 TITLE Director, Departmental Office of Civil Rights

4. WHO DOES THAT PERSON REPORT TO?
 PERSON Pete Buttigieg
 TITLE Secretary, Department of Transportation

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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
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	1	1	0	2	0	3	19	7	7
C. AWARDS	0	0	0	1	2	0	3	0	6	22	7	7
E. DISCIPLINARY ACTION	0	0	0	15	8	3	21	10	67	236	78	75
E.1. DEMOTION	0	0	0	0	0	1	0	0	2	8	3	3
E.3. SUSPENSION	0	0	0	3	2	1	6	4	16	58	24	24
E.4. REMOVAL	0	0	0	3	0	0	2	1	5	25	8	8
E.6 OTHER DISCIPLINARY ACTIONS	0	0	0	9	6	1	13	5	44	145	59	57
G. PERF. EVAL./APPRAISAL	0	1	0	8	1	0	1	2	27	100	38	37
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	4	3	3
I. HARASSMENT	1	4	0	34	11	3	36	22	148	538	204	196
I.1. NON-SEXUAL	1	4	0	34	11	3	36	22	135	508	199	191
I.2. SEXUAL									13	30	22	22
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	2	5	2	2
K. PAY INCLUDING OVERTIME	0	2	1	1	1	0	2	1	13	57	21	21
L. PROMOTION/NON-SELECTION	1	2	0	11	6	1	11	2	34	145	59	59
M. REASSIGNMENT	0	0	0	6	1	1	3	3	14	73	26	26
N. REASONABLE ACCOMMODATION									43	128	58	57
P. RELIGIOUS ACCOMODATION								4	2	6	4	4
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	1	0	0	1	0	9	37	15	14
T. TERMINATION	1	0	0	2	0	1	2	0	9	47	21	21
V. TIME AND ATTENDANCE	0	2	0	8	2	0	5	5	35	122	53	52
W. TRAINING	0	0	0	10	3	0	10	3	23	110	39	38
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	19	6	3	18	6	63	269	107	105
TOTAL ALL ISSUES BY BASES	3	14	1	117	42	12	115	58	498			

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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
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	2	7	1	50	21	6	48	29	169			
TOTAL ALL COMPLAINANTS BY BASES	2	7	1	46	21	6	47	28	162			

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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	1	1	0			4	2	2	0	19	7	7
C. AWARDS	0	2	0	0	1	0			4	1	2	0	22	7	7
E. DISCIPLINARY ACTION	7	16	0	0	12	2			25	23	27	0	236	78	75
E.1. DEMOTION	0	0	0	0	1	0			2	1	1	0	8	3	3
E.3. SUSPENSION	2	6	0	0	5	1			4	5	3	0	58	24	24
E.4. REMOVAL	0	1	0	0	0	1			4	3	5	0	25	8	8
E.6. OTHER DISCIPLINARY ACTIONS	5	9	0	0	6	0			15	14	18	0	145	59	57
G. EVALUATION/APPRaisal	2	11	1	0	2	2			15	10	16	1	100	38	37
H. EXAMINATION/TEST	1	2	0	0	0	1			0	0	0	0	4	3	3
I. HARASSMENT	22	60	2	1	22	8			56	44	62	2	538	204	196
I.1. NON-SEXUAL	19	46	2	1	22	8			56	44	62	2	508	199	191
I.2. SEXUAL	3	14	0	0									30	22	22
J. MEDICAL EXAMINATION	0	0	0	0	0	0			1	1	1	0	5	2	2
K. PAY INCLUDING OVERTIME	1	5	1	0	1	2	3	1	5	5	11	1	57	21	21
L. PROMOTION/NON-SELECTION	10	8	0	0	7	4			34	5	8	1	145	59	59
M. REASSIGNMENT	6	4	0	0	4	0			10	11	10	0	73	26	26
N. REASONABLE ACCOMMODATION DISABILITY				0						34	49	2	128	58	57
P. RELIGIOUS ACCOMMODATION													6	4	4
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	2	3	0	0	3	0			4	8	6	0	37	15	14
T. TERMINATION	1	6	0	0	5	1			6	5	8	0	47	21	21
V. TIME AND ATTENDANCE	5	9	0	0	3	2			8	14	23	1	122	53	52
W. TRAINING	5	12	1	1	5	2			10	10	14	1	110	39	38
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	9	20	1	1	18	3			37	24	35	3	269	107	105
TOTAL ALL ISSUES BY BASES	72	159	6	4	84	27	3	1	219	197	274	12			

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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				
TOTAL ALL COMPLAINTS FILED BY BASES	30	66	3	2	37	17	3	1	89	62	84	4			
TOTAL ALL COMPLAINANTS BY BASES	30	62	3	2	37	16	3	1	89	60	84	4			

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	1	0	0	0	0	1	4	1	1	0	0	0
C. AWARDS	0	0	0	1	0	0	0	0	1	3	2	2	0	0	0
E. DISCIPLINARY ACTION	0	1	0	3	2	0	3	0	6	19	8	8	17	4	4
E.1. DEMOTION	0	0	0	1	0	0	1	0	0	0	0	0	3	1	1
E.3. SUSPENSION	0	0	0	0	0	0	0	0	1	4	1	1	4	2	2
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	2	1	1	2	1	1
E.6. OTHER DISCIPLINARY ACTIONS	0	1	0	2	2	0	2	0	4	13	6	6	8	2	2
G. PERF. EVAL./APPRAISAL	0	0	0	1	1	0	1	0	4	12	7	7	9	3	3
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	4	3	3
I. HARASSMENT	0	1	0	5	2	0	8	2	14	44	23	23	37	14	14
I.1. NON-SEXUAL	0	1	0	5	2	0	8	2	13	43	22	22	35	13	13
I.2. SEXUAL									1	1	1	1	2	1	1
J. MEDICAL EXAMINATION	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	1	1	0	2	0	1	0	0	0	10	2	2
L. PROMOTION/NON-SELECTION	0	0	0	1	2	0	3	1	2	7	2	2	15	4	4
M. REASSIGNMENT	0	0	0	2	0	0	0	0	4	5	3	3	9	4	4
N. REASONABLE ACCOMMODATION									6	10	7	7	10	7	7
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										3	3	3	0	0	0
S. TELEWORK	0	1	0	1	0	0	0	0	2	5	3	3	5	1	1
T. TERMINATION	0	0	0	1	0	0	0	0	1	2	1	1	6	4	4
V. TIME AND ATTENDANCE	0	1	0	1	1	0	1	0	6	22	10	10	4	2	2
W. TRAINING	0	0	0	1	1	0	2	1	0	4	2	2	6	3	3
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	6	1	0	1	0	10	30	15	15	19	6	6
I. COUNSELING SETTLEMENT ALLEGATIONS	0	5	0	15	6	0	7	2	37						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	1	0	8	1	0	5	1	12						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	1	0	8	1	0	5	1	12						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	11	5	0	14	2	21						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	0	0	3	2	0	5	1	8						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	0	0	3	2	0	5	1	8						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	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 COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL								
A. APPOINTMENT/HIRE	0	0	0	0	0	1			0	0	1	0	4	1	1	0	0	0	
C. AWARDS	0	0	0	0	0	0			0	0	0	0	3	2	2	0	0	0	
E. DISCIPLINARY ACTION	0	4	0	0	0	2			6	3	6	0	19	8	8	17	4	4	
E.1. DEMOTION	0	1	0	0	0	0			0	0	0	0	0	0	0	3	1	1	
E.3. SUSPENSION	0	1	0	0	0	0			3	1	2	0	4	1	1	4	2	2	
E.4. REMOVAL	0	0	0	0	0	0			1	1	1	0	2	1	1	2	1	1	
E.6. OTHER DISCIPLINARY ACTIONS	0	2	0	0	0	2			2	1	3	0	13	6	6	8	2	2	
G. EVALUATION/APPRaisal	0	3	0	0	0	1			3	4	3	0	12	7	7	9	3	3	
H. EXAMINATION/TEST	1	2	0	0	0	1			0	0	0	0	0	0	0	4	3	3	
I. HARASSMENT	4	12	0	0	3	5			11	6	9	0	44	23	23	37	14	14	
I.1. NON-SEXUAL	4	10	0	0	3	5			11	6	9	0	43	22	22	35	13	13	
I.2. SEXUAL	0	2	0	0									1	1	1	2	1	1	
J. MEDICAL EXAMINATION	0	1	0	0	0	0			0	0	0	0	2	1	1	0	0	0	
K. PAY INCLUDING OVERTIME	0	2	0	0	0	1	0	1	0	1	0	0	0	0	0	10	2	2	
L. PROMOTION/NON-SELECTION	2	3	0	0	1	2			4	1	0	0	7	2	2	15	4	4	
M. REASSIGNMENT	1	1	0	0	0	0			0	3	3	0	5	3	3	9	4	4	
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION DISABILITY				0							3	11	0	10	7	7	10	7	7
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	
R. SEX-STEROTYPING	1	1	1										3	3	3	0	0	0	
S. TELEWORK	0	1	0	0	0	0			2	1	2	0	5	3	3	5	1	1	
T. TERMINATION	1	3	0	0	0	1			0	0	1	0	2	1	1	6	4	4	
V. TIME AND ATTENDANCE	2	3	0	0	0	2			2	1	6	0	22	10	10	4	2	2	
W. TRAINING	0	2	0	0	0	1			2	0	0	0	4	2	2	6	3	3	
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	2	8	0	0	1	1			5	5	8	0	30	15	15	19	6	6	
I. COUNSELING SETTLEMENT ALLEGATIONS	9	21	1	0	2	9	0	0	22	5	31	0							

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AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2023

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	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 COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	3	8	1	0	1	4	0	0	8	2	8	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	3	8	1	0	1	4	0	0	8	2	8	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	5	25	0	0	3	9	0	1	13	23	19	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	7	0	0	2	3	0	1	5	7	7	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	7	0	0	2	3	0	1	5	7	7	0						

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN 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
C. AWARDS	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
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	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	1	0	0	0	0	0	0	0	4	1	4	1	1
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	1	0	0	0	0	0	0	0	4	1	4	1	1
I.1. NON-SEXUAL	0	0	0	0	1	0	0	0	0	0	0	0	4	1	4	1	1
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	1	0	0	0	0	0	0	0	4	1	4	1	1
N. REASONABLE ACCOMMODATION									0	0	0	0	1	1	1	1	1
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING											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
T. TERMINATION	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
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	1	0	0	0	0	0	0	0	4	1	4	1	1
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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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	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	4	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	1	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	4	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	1	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	1	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS w/ 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
C. AWARDS	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
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	1	0	0	0	0			1	0	1	0	0	0	0	4	1	4	1	1
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	0	1	0	0	0	0	4	1	4	1	1
I.1. NON-SEXUAL	0	1	0	0	0	0			1	0	1	0	0	0	0	4	1	4	1	1
I.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	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	1	0	0	0	0			1	0	1	0	0	0	0	4	1	4	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0						0	1	0	0	0	0	1	1	1	1	1
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	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
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 TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0			1	0	1	0	0	0	0	4	1	4	1	1
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	4	0	0	0	0	0	0	4	0	5	0								
2.2a. Number AJ Decisions With Findings	0	1	0	0	0	0	0	0	1	0	1	0								
3. Final Agency Order Findings Implemented	0	4	0	0	0	0	0	0	4	0	5	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	1	0	0	0	0	0	0	1	0	1	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	1	0	0	0	0	0	0	1	0	1	0								

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
170	A.1. TITLE VII
0	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
55	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
72	A.3. REHABILITATION ACT
6	A.4. EQUAL PAY ACT (EPA)
8	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
311	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	200	81,805	409.02
A.1. WITHDRAWALS	6	509	84.83
A.1.a. NON-ADR WITHDRAWALS	6	509	84.83
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	20	9,365	468.25
A.2.a. NON-ADR SETTLEMENTS	14	7,403	528.79
A.2.b. ADR SETTLEMENTS	6	1,962	327.00
A.3. FINAL AGENCY ACTIONS	174	71,931	413.40
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	135	44,336	328.41
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	105	38,954	370.99
B.3. DISMISSAL OF COMPLAINTS	30	5,382	179.40
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	39	27,595	707.56
C.1. AJ DECISION FULLY IMPLEMENTED	39	27,595	707.56
C.1.a. FINDING DISCRIMINATION	1	1,015	1,015.00
C.1.b. FINDING NO DISCRIMINATION	34	23,569	693.21
C.1.c. DISMISSAL OF COMPLAINTS	4	3,011	752.75
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	105	22,945	218.52
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	20	2,825	141.25
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	9	512	56.89
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	11	2,313	210.27
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	63	11,445	181.67
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	6	277	46.17
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	57	11,168	195.93
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	12	1,040	86.67
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	5	288	57.60
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	7	752	107.43
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	10	7,635	763.50
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	10	7,635	763.50

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	21	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	12	\$481,012.13
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	5	\$159,441.28
B.3. COMPENSATORY DAMAGES	1	\$17,000.00
B.4. ATTORNEY FEES AND COSTS	7	\$277,570.85
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	1	\$27,000.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	11	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	1
F.5. REMOVALS RESCINDED	0	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	0
F.11. LEAVE RESTORED	1	2
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-MONETARY BENEFITS	1	5

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	1030	1600584	1553.96504		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	17	29421	1730.6470	8766	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	100	75028	750.28	6499	
A.2. COMPLAINTS PENDING IN INVESTIGATION	116	90225	777.80172	8424	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	26	31888	1226.4615	7978	
A.3. COMPLAINTS PENDING IN HEARINGS	524	1039509	1983.79580	8494	570-2020-00936X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	273	366401	1342.12820	9375	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	227	29666	130.69
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	16	3321	207.56
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	8	1282	160.25
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	8	2039	254.88
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	8	2039	254.88
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$163,505.30		\$10,219.08
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	211	26345	124.86
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	198	22548	113.88
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	12	2769	230.75
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	12	2769	230.75
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	1028	1,028.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$897,582.00		\$4,253.94

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2023

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	300	288		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	124	120		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	176	172		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
C.1. INHOUSE	161	158		
C.2. EXTERNAL	6	6		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	1	1		
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	176	172	6,101	34.66
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	30	30	1,164	38.80
E.1.b. NO FORMAL COMPLAINT FILED	51	51	1,769	34.69
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	92	90	3,106	33.76
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3	62	20.67

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2023

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	55693
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	38
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	5
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	1
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	29
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	3
	AMOUNT
D. EEO ADR FUNDING SPENT	\$3,920.00

E. EEO ADR VVVCONTACT INFORMATION	
E.4. EMAIL	<u>patricia.sterling@dot.gov</u>
E.3. TELEPHONE NUMBER	<u>(202) 366-4754</u>
E.2. TITLE	<u>EEO Specialist</u>
E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	<u>Patricia Sterling</u>

F. EEO ADR PROGRAM INFORMATION	YES	NO
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2022 through September 30, 2023 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	<u>Barbara Dougherty</u>
TITLE OF CERTIFYING OFFICIAL:	<u>Deputy Director, S-30 OST</u>
TELEPHONE NUMBER:	<u>(202) 366-9850</u>
E-MAIL:	<u>barbara.dougherty@dot.gov</u>
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	_____
DATE:	<u>31-10-2023</u>
NAME OF PREPARER:	_____
TITLE OF PREPARER:	_____
TELEPHONE NUMBER:	_____
E-MAIL:	_____
DATE:	_____

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2023

Form 462 Comments

Part Name COMMENT (expression left | evaluation symbol | expression_right | value1 | value2 | comment)

PART X

TD03 - C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 1 | 0 | Multiple mediators used (both internal and external) mediators in 1 counselings.

TD03 - If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 1 | 0 | Multiple mediators used (both internal and external) mediators in 1 counselings.