

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 2025

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	411	390
C.1. COUNSELED WITHIN 30 DAYS	101	98
C.2. COUNSELED WITHIN 31 TO 90 DAYS	306	294
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	160	152
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	144	144
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	1	1
C.3. COUNSELED BEYOND 90 DAYS	4	4
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES	COUNSELING	INDIVIDUALS
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	128	113
D.2. INITIATED DURING THE REPORTING PERIOD	416	396
D.3. COMPLETED/ENDED COUNSELINGS	411	390
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	21	21
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	158	154
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	229	217
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	133	115

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$3,500.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$3,500.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5. OTHER NON-ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	3	3
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 REMOVALS RESCINDED	0	0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	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-ADR SETTLEMENTS W/NON-MONETARY BENEFITS	2	2

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$9,999.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	1	1	\$9,999.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
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	17	17
H.1. HIRES	0	0
H.2. PROMOTIONS	0	0
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	3	3
H.5. REMOVALS RESCINDED	0	0
H.6. ACCOMMODATIONS	1	1
H.7. TRAINING	4	4
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	2	2
H.9.a. RESCINDED	1	1
H.9.b. MODIFIED	1	1
H.10. PERFORMANCE EVALUATION MODIFIED	2	2
H.11. LEAVE RESTORED	5	5
H.12. NEUTRAL REFERENCE	0	0
H.13. OTHER ADR SETTLEMENTS W/NON-MONETARY BENEFITS	5	5

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	4	4

PART II - FORMAL COMPLAINT ACTIVITIES

531	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
244	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
776	D. TOTAL COMPLAINTS
753	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
256	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
23	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
3	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
516	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
227	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
8	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	55,398			
A.1.b. PERMANENT EMPLOYEES	54,455			
A.2. COUNSELOR	37		7	
A.2.a. FULL-TIME	8	21.63	2	28.58
A.2.b. PART-TIME	4	10.82	0	0.00
A.2.c. COLLATERAL DUTY	25	67.57	5	71.43
A.3. INVESTIGATOR	1		51	
A.3.a. FULL-TIME	1	100.00	0	0.00
A.3.b. PART-TIME	0	0.00	28	54.91
A.3.c. COLLATERAL DUTY	0	0.00	23	45.10
A.4. COUNSELOR/INVESTIGATOR	5		2	
A.4.a. FULL-TIME	0	0.00	0	0.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	5	100.00	2	100.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. STAFF - TOTAL	37	7	1	51	5	2
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	10	0	0	4	0	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	26	7	1	47	5	2
B.1.c. TRAINING REQUIREMENT NOT MET	1	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: Angela Williams

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: Sierra Collins
 TITLE: Associate Director for Equal Opportunity Complaints and Investigations Division

4. WHO DOES THAT PERSON REPORT TO?
 PERSON: Angela Williams
 TITLE: Acting Deputy Director

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 2025

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES 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	2	2	1	3	0	5	29	9	9	
C. AWARDS	0	0	0	2	0	0	1	0	2	14	5	5	
E. DISCIPLINARY ACTION	1	2	0	20	0	1	13	3	44	178	56	56	
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	3	1	1	
E.3. SUSPENSION	0	1	0	6	0	1	5	0	12	47	16	16	
E.4. REMOVAL	0	0	0	2	0	0	1	0	3	13	5	5	
E.6 OTHER DISCIPLINARY ACTIONS	1	1	0	12	0	0	7	3	29	115	44	44	
G. PERF. EVAL./APPRAISAL	0	1	0	9	1	0	6	1	19	82	30	30	
H. EXAMINATION/TEST	0	1	0	0	1	0	0	0	4	17	6	6	
I. HARASSMENT	1	5	0	35	8	3	25	6	100	365	139	135	
I.1. NON-SEXUAL	1	5	0	35	8	3	25	6	94	357	136	132	
I.2. SEXUAL									6	8	7	7	
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	2	8	5	5	
K. PAY INCLUDING OVERTIME	0	0	0	3	0	0	3	0	7	42	12	12	
L. PROMOTION/NON-SELECTION	0	3	0	6	2	1	4	1	18	83	33	33	
M. REASSIGNMENT	0	1	0	5	0	1	2	0	15	52	23	23	
N. REASONABLE ACCOMMODATION									38	125	55	54	
P. RELIGIOUS ACCOMODATION								2	1	3	2	2	
R. SEX-STEROTYPING										1	1	1	
S. TELEWORK	0	1	0	0	0	1	0	0	5	26	13	13	
T. TERMINATION	0	0	1	6	2	0	4	0	13	61	30	30	
V. TIME AND ATTENDANCE	0	1	0	10	0	0	7	3	19	83	28	28	
W. TRAINING	1	0	0	5	1	2	3	2	10	52	18	18	
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	1	1	0	6	2	1	3	3	8	47	88	86	
TOTAL ALL ISSUES BY BASES	4	17	1	129	23	11	88	23	351				

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 2025

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	8	1	54	13	7	40	13	147			
TOTAL ALL COMPLAINANTS BY BASES	2	8	1	48	13	7	38	12	136			

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 2025

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 COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	SEXUAL ORIENTATION/TRANSGENDER STATUS		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	3	0	0	0	1	1			6	2	3	0	29	9	9
C. AWARDS	1	2	0	0	1	0			4	1	0	0	14	5	5
E. DISCIPLINARY ACTION	13	12	0	3	9	3			17	20	17	0	178	56	56
E.1. DEMOTION	0	1	0	0	1	0			1	0	0	0	3	1	1
E.3. SUSPENSION	2	4	0	1	2	2			5	4	2	0	47	16	16
E.4. REMOVAL	3	0	0	0	0	0			1	1	2	0	13	5	5
E.6. OTHER DISCIPLINARY ACTIONS	8	7	0	2	6	1			10	15	13	0	115	44	44
G. EVALUATION/APPRaisal	4	5	0	1	5	1			11	10	8	0	82	30	30
H. EXAMINATION/TEST	0	3	0	1	0	1			1	2	3	0	17	6	6
I. HARASSMENT	16	34	0	2	9	8			34	41	37	1	365	139	135
I.1. NON-SEXUAL	15	33	0	2	9	8			34	41	37	1	357	136	132
I.2. SEXUAL	1	1	0	0									8	7	7
J. MEDICAL EXAMINATION	0	1	0	1	0	0			0	1	3	0	8	5	5
K. PAY INCLUDING OVERTIME	1	4	0	1	1	0	1	1	5	8	7	0	42	12	12
L. PROMOTION/NON-SELECTION	8	3	0	2	4	2			12	7	10	0	83	33	33
M. REASSIGNMENT	2	2	0	0	4	2			6	5	7	0	52	23	23
N. REASONABLE ACCOMMODATION DISABILITY			0	7						26	53	1	125	55	54
P. RELIGIOUS ACCOMMODATION			0										3	2	2
R. SEX-STEROTYPING	0	1	0										1	1	1
S. TELEWORK	0	3	0	0	1	1			1	5	8	0	26	13	13
T. TERMINATION	2	6	0	2	1	1			6	8	9	0	61	30	30
V. TIME AND ATTENDANCE	6	7	0	0	2	2			6	10	10	0	83	28	28
W. TRAINING	3	6	0	3	2	1			7	5	1	0	52	18	18
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	2	5	0	2	2	2			2	3	3	1	47	88	86
TOTAL ALL ISSUES BY BASES	71	108	0	23	46	28	1	1	140	168	194	3			

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 2025

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	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	26	47	0	8	19	14	1	1	58	62	77	2			
TOTAL ALL COMPLAINANTS BY BASES	24	44	0	7	18	14	1	1	55	61	71	2			

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 2025

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 SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS 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	0	0	0	0	0	1	0	0	0	3	1	1
C. AWARDS	0	0	0	0	0	0	0	1	2	0	0	0	11	3	3
E. DISCIPLINARY ACTION	0	0	0	3	0	0	1	1	7	6	3	3	20	8	8
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1
E.3. SUSPENSION	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	2	0	0	1	1	7	4	2	2	17	7	7
G. PERF. EVAL./APPRAISAL	0	1	0	2	0	0	0	0	6	2	2	2	15	5	4
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	8	1	0	5	5	20	21	11	11	64	20	19
I.1. NON-SEXUAL	0	2	0	8	1	0	5	5	20	21	11	11	63	19	18
I.2. SEXUAL									0	0	0	0	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	0	1	3	1	1	4	1	1
L. PROMOTION/NON-SELECTION	0	0	0	4	1	0	2	1	10	13	6	6	14	6	6
M. REASSIGNMENT	0	1	0	2	0	0	1	2	5	5	3	3	18	6	6
N. REASONABLE ACCOMMODATION									5	6	4	4	9	5	5
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	1	1	1
S. TELEWORK	0	0	0	0	0	0	0	0	1	2	2	2	2	1	1
T. TERMINATION	0	1	0	0	1	0	0	1	2	0	0	0	13	3	3
V. TIME AND ATTENDANCE	0	2	0	2	0	0	0	0	4	4	2	2	16	5	4
W. TRAINING	0	0	1	2	1	0	1	2	2	0	0	0	20	5	5
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	5	0	0	1	2	8	15	9	9	25	10	10
I. COUNSELING SETTLEMENT ALLEGATIONS	0	2	0	8	0	0	2	4	26						

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 2025

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	5	0	0	1	1	11						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	1	0	5	0	0	1	1	11						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	6	1	21	4	0	9	11	48						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	2	1	8	3	0	6	4	17						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	1	1	7	3	0	6	4	14						

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 2025

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	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 COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	0	0	0	0	0			1	0	1	0	0	0	0	3	1	1
C. AWARDS	0	2	0	0	2	0			3	0	1	0	0	0	0	11	3	3
E. DISCIPLINARY ACTION	0	2	0	1	1	0			3	2	5	0	6	3	3	20	8	8
E.1. DEMOTION	0	1	0	0	1	0			1	0	0	0	0	0	0	3	1	1
E.3. SUSPENSION	0	0	0	0	0	0			1	0	0	0	2	1	1	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	1	0	1	0	0			1	2	5	0	4	2	2	17	7	7
G. EVALUATION/APPRaisal	0	2	0	0	0	1			2	1	2	0	2	2	2	15	5	4
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	2	9	1	1	5	1			11	4	10	1	21	11	11	64	20	19
I.1. NON-SEXUAL	2	7	1	1	5	1			11	4	10	1	21	11	11	63	19	18
I.2. SEXUAL	0	2	0	0									0	0	0	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	1	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	0	1	0	2	1	0	3	1	1	4	1	1
L. PROMOTION/NON-SELECTION	0	3	0	0	1	0			4	0	1	0	13	6	6	14	6	6
M. REASSIGNMENT	1	2	0	0	1	0			4	2	2	0	5	3	3	18	6	6
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	1						4	4	1	6	4	4	9	5	5
P. RELIGIOUS ACCOMMODATION			0										0	0	0	0	0	0
R. SEX-STEROTYPING	0	1	0										0	0	0	1	1	1
S. TELEWORK	0	0	0	0	0	0			0	0	3	0	2	2	2	2	1	1
T. TERMINATION	0	2	0	1	1	1			2	0	1	0	0	0	0	13	3	3
V. TIME AND ATTENDANCE	0	1	0	0	0	2			2	2	5	0	4	2	2	16	5	4
W. TRAINING	1	3	0	1	2	0			2	1	1	0	0	0	0	20	5	5
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	5	1	0	2	0			4	4	7	0	15	9	9	25	10	10
1. COUNSELING SETTLEMENT ALLEGATIONS	0	4	0	0	0	0	0	0	8	10	11	2						

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 2025

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	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 COMPLAINANT SETTLED WITH BY ISSUE
	MALE	FEMALE	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	0	0	0	0	0	5	4	4	1						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	0	0	0	0	0	5	4	4	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	4	29	2	5	15	5	0	1	30	12	34	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	11	1	2	6	2	0	1	11	4	9	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	11	1	2	6	1	0	1	11	4	8	0						

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 2025

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 OF FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER OF COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER OF AJ DECISION FINDING BY ISSUE	NUMBER OF AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS 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	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	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										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
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	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								

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 2025

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 COMPLAINANTS 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	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

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 2025

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	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		DISABILITY				NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINANTS ISSUED FAD FINDINGS 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	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA							
	A. APPOINTMENT/HIRE	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. EVALUATION/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	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	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
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	0	0			0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY			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
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
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	0	0			0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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 2025

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			NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTE ISSUED FAD FINDINGS 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	SEXUAL ORIENTATION/ TRANSGENDER STATUS		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	GINA							
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	0	0	0	0	0	0	0	0	0	0	0							
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0							
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0							
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0							
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0							

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 2025

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
215	A.1. TITLE VII
9	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
81	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
101	A.3. REHABILITATION ACT
1	A.4. EQUAL PAY ACT (EPA)
2	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
409	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	259	100,024	386.19
A.1. WITHDRAWALS	38	17,064	449.05
A.1.a. NON-ADR WITHDRAWALS	38	17,064	449.05
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	30	10,945	364.83
A.2.a. NON-ADR SETTLEMENTS	30	10,945	364.83
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	173	65,281	377.35
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	138	33,625	243.66
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	105	31,439	299.42
B.3. DISMISSAL OF COMPLAINTS	33	2,186	66.24
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	35	31,656	904.46
C.1. AJ DECISION FULLY IMPLEMENTED	34	30,353	892.74
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	12	9,169	764.08
C.1.c. DISMISSAL OF COMPLAINTS	22	21,184	962.91
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	1,303	1,303.00
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	1	1,303	1,303.00

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 2025

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	105	8,146	77.58
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	32	2,004	62.63
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	17	929	54.65
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	15	1,075	71.67
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	48	4,421	92.10
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	27	1,527	56.56
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	21	2,894	137.81
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	22	1,494	67.91
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	16	878	54.88
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	6	616	102.67
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	3	227	75.67
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	45	45.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	2	182	91.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	30	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	16	\$526,492.34
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	14	\$342,400.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	3	\$146,092.34
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	1	\$38,000.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	20	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	1
F.2. PROMOTIONS	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	1	5
F.5. REMOVALS RESCINDED	1	3
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	1
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	0	1
F.11. LEAVE RESTORED	3	4
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-MONETARY BENEFITS	2	6

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 2025

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)	516	710241			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	6	11296	1882.6666	7201	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	25	16473	658.92	9414	
A.2. COMPLAINTS PENDING IN INVESTIGATION	95	36720	386.52631	9560	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	8	30453	3806.625	9560	
A.3. COMPLAINTS PENDING IN HEARINGS	225	305947	1359.7644	8951	570-2025-00503X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	176	353797	2010.2102	10060	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	206	30954	150.26
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	24	4423	184.29
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	13	1341	103.15
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	11	3082	280.18
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	10	2780	278.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	1	302	302.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$6,035.00		\$251.46
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	182	26531	145.77
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	149	19350	129.87
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	33	7181	217.61
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	33	7181	217.61
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$706,360.17		\$3,881.10

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 2025

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	247	242		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	100	98		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	147	147		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	127	127		
C.2. EXTERNAL	3	3		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	147	147	6,636	45.14
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	17	17	1,175	69.12
E.1.b. NO FORMAL COMPLAINT FILED	38	38	2,352	61.89
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	82	82	2,806	34.22
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	8	8	279	34.88
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	2	2	24	12.00

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 2025

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	55398
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	33
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	7
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	2
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	23
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	1
	AMOUNT
D. EEO ADR FUNDING SPENT	\$0.00

E. EEO ADR VVVCONTACT INFORMATION	
E.4. EMAIL	<u>angela.williams@dot.gov</u>
E.3. TELEPHONE NUMBER	<u>(202) 366-6297</u>
E.2. TITLE	<u>Acting Deputy Director</u>
E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	<u>Angela Williams</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, 2024 through September 30, 2025 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	<u>Angela Williams</u>
TITLE OF CERTIFYING OFFICIAL:	<u>Supervisory Equal Opportunity Specialist</u>
TELEPHONE NUMBER:	<u>(202) 366-6297</u>
E-MAIL:	<u>angela.williams@dot.gov</u>
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	_____
DATE:	<u>01-13-2026</u>

NAME OF PREPARER:	<u>Nakia Jackson</u>
TITLE OF PREPARER:	<u>Acting Associate Director, Information Technology and Business Operations</u>
TELEPHONE NUMBER:	<u>(202) 366-2271</u>
E-MAIL:	<u>nakia.jackson@dot.gov</u>
DATE:	<u>01-13-2026</u>

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 2025

Form 462 Comments

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