

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					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Number of Complaints Filed ?	374	322	348	294	266	136
Number of Complainants ?	346	293	323	284	259	135
Repeat Filers ?	24	14	8	10	7	1

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					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Race	164	142	158	102	113	55
Color	79	65	74	42	53	24
Religion	23	21	20	14	19	5
Reprisal	195	184	199	161	152	78
Sex (including complaints filed under Equal Pay Act)	144	153	133	120	118	58
National Origin	54	42	40	29	39	12
Age	136	134	128	109	100	48
Disability	104	93	111	109	78	33
NonEEO basis	19	18	15	10	9	8
Genetics	3	4	4	3	3	1
PDA	2	4	3	1	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					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Appointment/Hire	9	18	34	13	13	10
Assignment of Duties	27	22	23	14	29	24
Awards	11	7	7	5	6	7

Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	2	2	1	2	1
Reprimand	7	6	9	3	7	8
Removal	2	1	4	3	5	4
Suspension	19	12	12	11	12	11
Other	2	2	8	4	14	9
Duty Hours	5	3	3	5	8	8
Evaluation/Appraisal	21	20	19	19	39	31
Harassment						
Examination/Test	3	1	6	1	2	3
Non-Sexual	119	130	160	146	151	78
Sexual	9	12	8	10	16	9
Medical Examination	1	0	3	2	4	3
Pay Including Overtime	14	21	10	13	14	11
Reassignment						
Promotion/Non Selection	88	87	87	71	63	36
Denied	1	5	5	4	5	7
Directed	14	13	8	8	11	8
Reasonable Accommodation	19	28	25	31	34	14
Reinstatement	0	0	0	0	2	0
Retirement	4	5	4	11	5	3
Termination	47	10	27	26	25	12
Terms/Conditions of Employment	3	13	10	6	31	17
Time and Attendance	11	19	14	4	16	14
Training	41	24	26	15	22	17

Processing Time 	Comparative Data					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	155.18	138.87	137.87	140.86	166.08	180.57
Average number of days in final action stage	213.69	42.37	41.91	62.45	85.05	36.74
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	159.71	150.78	141.31	141.64	158.81	185.48
Average number of days in final action stage	303.84	26.8	35.39	47.95	72.03	18.51
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	147.46	142.72	129.16	139.27	177.62	165.86
Average number of days in final action	67.73	58.15	51.04	79.38	98.07	57.65

stage						
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Complaints Dismissed by Agency ?	Comparative Data					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	105	61	92	75	23	18
Average days pending prior to dismissal	33	46.1	812	15	35	82
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	25	16	20	16	15	9

Total Final Actions Finding Discrimination 	Comparative Data										2018 thru 3/31	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	6		2		3		4		0		3	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	6	100.0	2	100.0	3	100.0	4	100.0	0	0.0	3	100.0

Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)											2018 thru 3/31		
	Previous Fiscal Year Data													
	2013		2014		2015		2016		2017					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	6		2		3		4		0		3			
Race	3	50.0	1	50.0	1	33.3	1	25.0	0	0.0	0	0.0		
Color	0	0.0	0	0.0	1	33.3	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	4	66.7	1	50.0	2	66.7	3	75.0	0	0.0	3	100.0		
Sex (including complaints filed under Equal Pay Act)	5	83.3	0	0.0	0	0.0	3	75.0	0	0.0	1	33.3		
National Origin	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0		
Age	2	33.3	2	100.0	2	66.7	0	0.0	0	0.0	1	33.3		
Disability	0	0.0	1	50.0	1	33.3	3	75.0	0	0.0	0	0.0		
NonEEO basis	1	16.7	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	6		2		3		4		0		3			
Race	3	50.0	1	50.0	1	33.3	1	25.0	0	0.0	0	0.0		
Color	0	0.0	0	0.0	1	33.3	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	4	66.7	1	50.0	2	66.7	3	75.0	0	0.0	3	100.0		

Sex (including complaints filed under Equal Pay Act)	5	83.3	0	0.0	0	0.0	3	75.0	0	0.0	1	33.3
National Origin	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	2	33.3	2	100.0	2	66.7	0	0.0	0	0.0	1	33.3
Disability	0	0.0	1	50.0	1	33.3	3	75.0	0	0.0	0	0.0
NONEEO	1	16.7	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 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
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										2018 thru 3/31	
		Previous Fiscal Year Data											
		2013		2014		2015		2016		2017			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		6		2		3		4		0		3	
Appointment/Hire		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties		1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3
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	1	33.3	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	1	25.0	0	0.0	1	33.3
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	1	33.3
Examination/Test		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment													
Non-Sexual		3	50.0	1	50.0	2	66.7	2	50.0	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	1	50.0	0	0.0	1	25.0	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		4	66.7	0	0.0	3	100.0	0	0.0	0	0.0	1	33.3
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	2	66.7	1	25.0	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	1	33.3	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	1	50.0	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	1	16.7	0	0.0	0	0.0	2	50.0	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
Findings After Hearing	6		2		3		4		0		1	
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
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	1	25.0	0	0.0	1	100.0
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	1	100.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	3	50.0	1	50.0	1	33.3	2	50.0	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	1	50.0	0	0.0	1	25.0	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	4	66.7	0	0.0	3	100.0	0	0.0	0	0.0	1	100.0
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	2	66.7	1	25.0	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	1	33.3	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	1	50.0	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	1	16.7	0	0.0	0	0.0	2	50.0	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
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	1	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	2	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	1	0.0	0	0.0	1	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	1	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	1	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	2	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

Pending Complaints Filed in Previous Fiscal Years by Status 	Comparative Data					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	459	506	530	591	605	708
Total Complainants	358	410	426	471	491	578
Number complaints pending 						
Investigation	97	84	97	91	91	102
Hearing	252	297	292	333	382	461
Final Agency Action	30	20	26	31	48	71
Appeal with EEOC Office of Federal Operations	80	105	115	136	84	0

Complaint Investigations 	Comparative Data					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Pending Completion Where Investigation Exceeds Required Time Frames	15	7	7	3	15	21