

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					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Number of Complaints Filed 	315	374	322	348	294	145
Number of Complainants 	297	346	293	323	284	143
Repeat Filers 	16	24	14	8	10	2

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					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Race	132	164	142	158	102	60
Color	55	79	65	74	42	33
Religion	13	23	21	20	14	8
Reprisal	189	195	184	199	161	89
Sex (including complaints filed under Equal Pay Act)	128	144	153	133	120	68
National Origin	46	54	42	40	29	24
Age	95	136	134	128	109	52
Disability	100	104	93	111	109	47
NonEEO basis	17	19	18	15	10	4
Genetics	1	3	4	4	3	1
PDA	0	2	4	3	1	0

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					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Appointment/Hire	4	9	18	34	13	9
Assignment of Duties	16	27	22	23	14	19
Awards	10	11	7	7	5	3

Conversion to Full Time	1	0	0	0	0	0
Disciplinary Action						
Demotion	1	3	2	2	1	0
Reprimand	11	7	6	9	3	4
Removal	8	2	1	4	3	3
Suspension	15	19	12	12	11	7
Other	2	2	2	8	4	6
Duty Hours	4	5	3	3	5	3
Evaluation/Appraisal	16	21	20	19	19	22
Examination/Test	3	3	1	6	1	1
Harassment						
Non-Sexual	139	119	130	160	146	87
Sexual	11	9	12	8	10	10
Medical Examination	1	1	0	3	2	3
Pay Including Overtime	18	14	21	10	13	7
Promotion/Non Selection	79	88	87	87	71	36
Reassignment						
Denied	9	1	5	5	4	3
Directed	10	14	13	8	8	9
Reasonable Accommodation	23	19	28	25	31	17
Reinstatement	2	0	0	0	0	2
Retirement	2	4	5	4	11	4
Termination	22	47	10	27	26	14
Terms/Conditions of Employment	3	3	13	10	6	11
Time and Attendance	16	11	19	14	4	8
Training	26	41	24	26	15	8
User Defined Other	30	49	17	9	4	10

Processing Time 	Comparative Data					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	136.22	155.18	138.87	137.87	140.86	144.32
Average number of days in final action stage	42.58	213.69	42.37	41.91	62.45	75.31
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	139.13	159.71	150.78	141.31	141.64	141.09
Average number of days in final action stage	32.43	303.84	26.8	35.39	47.95	78.07
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	130.58	147.46	142.72	129.16	139.27	150.97

Average number of days in final action stage	58.95	67.73	58.15	51.04	79.38	71.55
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Complaints Dismissed by Agency 	Comparative Data					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	87	105	61	92	75	10
Average days pending prior to dismissal	135.52	33	46.1	812	15	26
Complaints Withdrawn by Complainants 						
Total complaints Withdrawn by Complainants	13	25	16	20	16	6

Total Final Actions Finding Discrimination 	Comparative Data										2017 thru 3/31	
	Previous Fiscal Year Data											
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	3		6		2		3		4		0	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	3	100.0	6	100.0	2	100.0	3	100.0	4	100.0	0	0.0

Findings of Discrimination Rendered by Basis		Comparative Data(Sec. 1614.705)										2017 thru 3/31			
		Previous Fiscal Year Data													
		2012		2013		2014		2015		2016					
		#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings		3		6		2		3		4		0			
Race		2	66.7	3	50.0	1	50.0	1	33.3	1	25.0	0	0.0		
Color		2	66.7	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0		
Religion		1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Reprisal		3	100.0	4	66.7	1	50.0	2	66.7	3	75.0	0	0.0		
Sex (including complaints filed under Equal Pay Act)		4	133.3	5	83.3	0	0.0	0	0.0	3	75.0	0	0.0		
National Origin		1	33.3	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0		
Age		2	66.7	2	33.3	2	100.0	2	66.7	0	0.0	0	0.0		
Disability		1	33.3	0	0.0	1	50.0	1	33.3	3	75.0	0	0.0		
NonEEO basis		0	0.0	1	16.7	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		3		6		2		3		4		0			
Race		2	66.7	3	50.0	1	50.0	1	33.3	1	25.0	0	0.0		
Color		2	66.7	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0		
Religion		1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

Reprisal	3	100.0	4	66.7	1	50.0	2	66.7	3	75.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	4	133.3	5	83.3	0	0.0	0	0.0	3	75.0	0	0.0
National Origin	1	33.3	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Age	2	66.7	2	33.3	2	100.0	2	66.7	0	0.0	0	0.0
Disability	1	33.3	0	0.0	1	50.0	1	33.3	3	75.0	0	0.0
NONEEO	0	0.0	1	16.7	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										2017 thru 3/31	
		Previous Fiscal Year Data											
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		3		6		2		3		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	1	16.7	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	1	33.3	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	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	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	66.7	3	50.0	1	50.0	2	66.7	2	50.0	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	1	50.0	0	0.0	1	25.0	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	4	66.7	0	0.0	3	100.0	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	2	66.7	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	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	1	50.0	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	1	16.7	0	0.0	0	0.0	2	50.0	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	3		6		2		3		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	1	16.7	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	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	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	66.7	3	50.0	1	50.0	1	33.3	2	50.0	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	1	50.0	0	0.0	1	25.0	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	4	66.7	0	0.0	3	100.0	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	2	66.7	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	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	1	50.0	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	1	16.7	0	0.0	0	0.0	2	50.0	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	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	0	0.0	0	0.0	1	0.0	0	0.0	2	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	1	0.0	0	0.0	1	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	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	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	1	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	2	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					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	582	459	506	530	591	705
Total Complainants	315	358	410	426	471	571
Number complaints pending 						
Investigation	96	97	84	97	91	99
Hearing	329	252	297	292	333	431
Final Agency Action	69	30	20	26	31	64
Appeal with EEOC Office of Federal Operations	88	80	105	115	136	111

Complaint Investigations 	Comparative Data					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Pending Completion Where Investigation Exceeds Required Time Frames	1	15	7	7	3	2