

U.S. Department of Transportation (Federal Motor Carrier Safety Administration)

# 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 6/30
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Number of Complaints Filed ?	5	6	10	12	13	4
Number of Complainants ?	5	6	10	12	13	4
Repeat Filers ?	0	0	0	0	0	0

<div>Complaints by Basis</div> <div>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</div>	Comparative Data					2017 thru 6/30
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Race	1	1	8	7	3	1
Color	1	1	4	1	2	0
Religion	0	0	0	0	0	0
Reprisal	3	1	4	10	8	4
Sex (including complaints filed under Equal Pay Act)	1	2	3	5	4	0
National Origin	0	0	1	1	1	0
Age	1	1	2	4	3	1
Disability	2	6	4	5	5	1
NonEEO basis	0	0	0	1	0	0
Genetics	0	0	0	0	0	0
PDA	0	0	0	0	0	0


<div>Complaints by Issues</div> <div>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</div>	Comparative Data					2017 thru 6/30
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Appointment/Hire	0	0	0	0	0	2
Assignment of Duties	0	0	1	0	0	0

Awards	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	1	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	1	0	2	1	0	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	3	9	9	11	3
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non Selection	0	1	2	2	0	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	1	0	0
Reasonable Accommodation	1	2	2	1	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	2	1	0	0	0
Terms/Conditions of Employment	0	0	0	1	0	0
Time and Attendance	1	0	0	0	0	0
Training	0	0	0	0	0	0
User Defined Other	1	1	0	0	0	0

Processing Time 	Comparative Data					2017 thru 6/30
	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	143.5	226.67	155.14	147.86	178.2	135.83
Average number of days in final action stage	17.71	56.67	64	62	84.17	6.00
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage		268	178.4	144.5	198	129.2
Average number of days in final action stage	8.2	1			41	6
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation	143.5	144	137	152.33	158.4	169


stage						
Average number of days in final action stage	41.5	84.5	64	62	92.8	

Complaints Dismissed by Agency ?	Comparative Data					2017 thru 6/30
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	0	2	1	3	2	0
Average days pending prior to dismissal	0	25	35	13	34	0
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	0	0	0	1	0	0

Total Final Actions Finding Discrimination 	Comparative Data										2017 thru 6/30	
	Previous Fiscal Year Data											
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	1		0		0		0		1		0	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	1	100.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0



Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)											2017 thru 6/30	
	Previous Fiscal Year Data												
	2012		2013		2014		2015		2016				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		0		1		0		
Race	1	100.0	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	1	100.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	
Sex (including complaints filed under Equal Pay Act)	1	100.0	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	1	100.0	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 After Hearing	1		0		0		0		1		0		
Race	1	100.0	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	1	100.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	1	100.0	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	1	100.0	0	0.0
NONEEO	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 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 6/30	
		Previous Fiscal Year Data											
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		1		0		0		0		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	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	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		1	100.0	0	0.0	0	0.0	0	0.0	1	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		0	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	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	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	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	0	0.0	0	0.0
Training	0	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
Findings After Hearing	1		0		0		0		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	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	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	1	100.0	0	0.0	0	0.0	0	0.0	1	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	0	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	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	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	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	0	0.0	0	0.0
Training	0	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
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	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	0	0.0	0	0.0	0	0.0	1	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	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	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	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	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	0	0.0	0	0.0
Training	0	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

Pending Complaints Filed in Previous Fiscal Years by Status 	Comparative Data					2017 thru 6/30
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	6	6	3	7	6	14
Total Complainants	5	6	3	7	6	13
Number complaints pending 						
Investigation	3	0	0	0	0	0
Hearing	2	2	2	6	5	12
Final Agency Action	1	0	0	0	0	2
Appeal with EEOC Office of Federal Operations	0	4	1	1	1	0

Complaint Investigations 	Comparative Data					2017 thru 6/30
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Pending Completion Where Investigation Exceeds Required Time Frames	0	1	0	0	0	0