

U.S. Department of Transportation (Federal Aviation 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 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Number of Complaints Filed 	256	308	244	279	241	118
Number of Complainants 	238	282	222	266	232	116
Repeat Filers 	16	23	12	4	8	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	102	133	101	172	99	48
Color	44	66	49	57	35	27
Religion	9	20	16	14	12	8
Reprisal	150	155	138	155	133	69
Sex (including complaints filed under Equal Pay Act)	104	117	121	109	97	54
National Origin	36	40	27	32	27	18
Age	81	110	101	99	89	45
Disability	79	87	74	83	64	36
NonEEO basis	15	19	18	12	7	4
Genetics	1	1	5	3	3	1
PDA	0	2	3	3	1	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					2017 thru 3/31
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Appointment/Hire	4	6	15	28	9	7
Assignment of Duties	14	21	16	14	12	14
Awards	10	8	6	7	4	3
Conversion to Full Time	0	0	0	0	0	0

Disciplinary Action						
Demotion	1	3	2	2	0	0
Reprimand	6	5	2	7	3	4
Removal	4	1	0	3	3	3
Suspension	12	14	7	9	10	7
Other	2	2	2	5	3	5
Duty Hours	4	5	3	2	5	3
Evaluation/Appraisal	7	9	8	7	10	15
Examination/Test	3	3	1	6	1	1
Harassment						
Non-Sexual	117	97	85	121	119	68
Sexual	8	8	12	7	9	9
Medical Examination	1	1	0	3	1	3
Pay Including Overtime	18	12	20	10	11	5
Promotion/Non Selection	64	77	68	73	60	31
Reassignment						
Denied	6	0	4	5	3	2
Directed	8	11	13	6	9	8
Reasonable Accommodation	19	16	22	19	23	12
Reinstatement	2	0	0	0	0	1
Retirement	1	4	5	4	9	4
Termination	21	38	7	24	23	11
Terms/Conditions of Employment	3	2	9	7	3	9
Time and Attendance	13	11	12	11	4	7
Training	25	40	23	21	13	8
User Defined Other	24	43	8	2	5	8

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	136.89	153.18	140.28	135.76	138.88	152.18
Average number of days in final action stage	46.14	242.66	42.53	42.19	62.67	62
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	140.78	157.43	154.1	137.09	138.95	149.22
Average number of days in final action stage	36.81	351.66	27.32	37.97	48.27	51.95
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	129.51	147.16	143.66	132.28	138.74	157.5
Average number of days in final action	59.73	68.27	59.36	48.15	78.67	73.05

stage						
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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	65	87	50	48	66	7
Average days pending prior to dismissal	152	31	51.38	467	14	17
Complaints Withdrawn by Complainants 						
Total complaints Withdrawn by Complainants	11	24	13	12	10	4

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	2		6		1		2		3		0	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	2	100.0	6	100.0	1	100.0	2	100.0	3	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		2		6		1		2		3		0			
Race		1	50.0	3	50.0	0	0.0	1	50.0	1	33.3	0	0.0		
Color		2	100.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0		
Religion		1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Reprisal		2	100.0	4	66.7	0	0.0	2	100.0	2	66.7	0	0.0		
Sex (including complaints filed under Equal Pay Act)		3	150.0	5	83.3	0	0.0	0	0.0	2	66.7	0	0.0		
National Origin		1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Age		2	100.0	2	33.3	1	100.0	0	0.0	0	0.0	0	0.0		
Disability		1	50.0	0	0.0	1	100.0	1	50.0	2	66.7	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		2		6		1		2		3		0			
Race		1	50.0	3	50.0	0	0.0	1	50.0	1	33.3	0	0.0		
Color		2	100.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0		
Religion		1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Reprisal		2	100.0	4	66.7	0	0.0	2	100.0	2	66.7	0	0.0		

Sex (including complaints filed under Equal Pay Act)	3	150.0	5	83.3	0	0.0	0	0.0	2	66.7	0	0.0
National Origin	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	2	100.0	2	33.3	1	100.0	0	0.0	0	0.0	0	0.0
Disability	1	50.0	0	0.0	1	100.0	1	50.0	2	66.7	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		2		6		1		2		3		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	33.3	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	50.0	3	50.0	0	0.0	2	100.0	1	33.3	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	100.0	0	0.0	1	33.3	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	2	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	100.0	1	33.3	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	50.0	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	100.0	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	66.7	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	2		6		1		2		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	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	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	50.0	3	50.0	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	1	100.0	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	4	66.7	0	0.0	2	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	100.0	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	1	50.0	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	100.0	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	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	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	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	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	511	393	441	439	492	581
Total Complainants	256	282	325	328	372	441
Number complaints pending 						
Investigation	79	97	84	97	90	96
Hearing	288	217	254	226	265	337
Final Agency Action	59	23	16	22	27	56
Appeal with EEOC Office of Federal Operations	85	56	87	94	109	92

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	9	7	5	2	2