

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					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Number of Complaints Filed 	308	244	279	241	219	99
Number of Complainants 	282	222	266	232	212	98
Repeat Filers 	23	12	4	8	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	133	101	172	99	88	43
Color	66	49	57	35	43	15
Religion	20	16	14	12	18	5
Reprisal	155	138	155	133	118	55
Sex (including complaints filed under Equal Pay Act)	117	121	109	97	93	43
National Origin	40	27	32	27	30	5
Age	110	101	99	89	82	34
Disability	87	74	83	64	59	27
NonEEO basis	19	18	12	7	9	6
Genetics	1	5	3	3	3	1
PDA	2	3	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	6	15	28	9	8	5
Assignment of Duties	21	16	14	12	23	17
Awards	8	6	7	4	6	6
Conversion to Full Time	0	0	0	0	0	0

Disciplinary Action						
Demotion	3	2	2	0	1	1
Reprimand	5	2	7	3	7	7
Removal	1	0	3	3	4	4
Suspension	14	7	9	10	11	9
Other	2	2	5	3	12	4
Duty Hours	5	3	2	5	6	6
Evaluation/Appraisal	9	8	7	10	25	20
Harassment						
Examination/Test	3	1	6	1	2	3
Non-Sexual	97	85	121	119	123	56
Sexual	8	12	7	9	15	7
Medical Examination	1	0	3	1	4	3
Pay Including Overtime	12	20	10	11	12	8
Reassignment						
Promotion/Non Selection	77	68	73	60	56	27
Denied	0	4	5	3	4	6
Directed	11	13	6	9	10	7
Reasonable Accommodation	16	22	19	23	24	12
Reinstatement	0	0	0	0	1	0
Retirement	4	5	4	9	5	2
Termination	38	7	24	23	21	11
Terms/Conditions of Employment	2	9	7	3	29	11
Time and Attendance	11	12	11	4	15	12
Training	40	23	21	13	21	13

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	153.18	140.28	135.76	138.88	170.93	182.76
Average number of days in final action stage	242.66	42.53	42.19	62.67	79.38	39.36
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	157.43	154.1	137.09	138.95	162.92	188.02
Average number of days in final action stage	351.66	27.32	37.97	48.27	55.74	21
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	147.16	143.66	132.28	138.74	182.7	167.28
Average number of days in final action stage	68.27	59.36	48.15	78.67	99.65	58.34

Complaints Dismissed by Agency ?	Comparative Data					2018 thru 3/31
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	87	50	48	66	20	14
Average days pending prior to dismissal	31	51.38	467	14	34	80
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	24	13	12	10	10	7

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		1		2		3		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	1	100.0	2	100.0	3	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		1		2		3		0		3		
Race	3	50.0	0	0.0	1	50.0	1	33.3	0	0.0	0	0.0	
Color	0	0.0	0	0.0	1	50.0	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	4	66.7	0	0.0	2	100.0	2	66.7	0	0.0	3	100.0	
Sex (including complaints filed under Equal Pay Act)	5	83.3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Age	2	33.3	1	100.0	0	0.0	0	0.0	0	0.0	1	33.3	
Disability	0	0.0	1	100.0	1	50.0	2	66.7	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		1		2		3		0		3		
Race	3	50.0	0	0.0	1	50.0	1	33.3	0	0.0	0	0.0	
Color	0	0.0	0	0.0	1	50.0	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	4	66.7	0	0.0	2	100.0	2	66.7	0	0.0	3	100.0	
Sex (including complaints filed under Equal Pay Act)	5	83.3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	

National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	2	33.3	1	100.0	0	0.0	0	0.0	0	0.0	1	33.3
Disability	0	0.0	1	100.0	1	50.0	2	66.7	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		1		2		3		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	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	33.3	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	0	0.0	2	100.0	1	33.3	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	100.0	0	0.0	1	33.3	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	2	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	100.0	1	33.3	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	100.0	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	66.7	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		1		2		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	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	1	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	1	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	1	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	3	50.0	0	0.0	0	0.0	1	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	100.0	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	4	66.7	0	0.0	2	100.0	0	0.0	0	0.0	1	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	2	100.0	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	100.0	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	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	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	0	0.0	0	0.0	1	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	393	441	439	492	500	580
Total Complainants	282	325	328	372	382	446
Number complaints pending 						
Investigation	97	84	97	90	91	100
Hearing	217	254	226	265	299	364
Final Agency Action	23	16	22	27	42	60
Appeal with EEOC Office of Federal Operations	56	87	94	109	68	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	9	7	5	2	12	18