

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	523	495
C.1. COUNSELED WITHIN 30 DAYS	94	89
C.2. COUNSELED WITHIN 31 TO 90 DAYS	419	406
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	156	155
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	253	247
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	10	10
C.3. COUNSELED BEYOND 90 DAYS	10	10
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	106	106
D.2. INITIATED DURING THE REPORTING PERIOD	515	481
D.3. COMPLETED/ENDED COUNSELINGS	523	495
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	64	63
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	168	164
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	273	263
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	18	18
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	98	98

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$847.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	1	1	\$847.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON- MONETARY BENEFITS TOTAL	3	3
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	2	2
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	16	16	\$88,864.22
G.1. COMPENSATORY DAMAGES	1	1	\$1,200.00
G.2. BACKPAY/FRONTPAY	2	2	\$6,600.00
G.3. LUMP SUM PAYMENT	9	9	\$57,537.22
G.4. ATTORNEY FEES AND COSTS	2	2	\$15,400.00
G.5.	0	0	\$0.00
G.5. SALARY INCREASE	2	2	\$2,027.00
G.6.	0	0	\$0.00
G.6. RELOCATION EXPENSES	1	1	\$6,100.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	56	55
H.1. HIRES	1	1
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	1	1
H.2. PROMOTIONS	5	5
H.2.a. RETROACTIVE	2	2
H.2.b. NON-RETROACTIVE	3	3
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	18	18
H.5. REMOVALS RESCINDED	3	3
H.5.a. REINSTATEMENT	1	1
H.5.b. VOLUNTARY RESIGNATION	2	2
H.6. ACCOMMODATIONS	3	3
H.7. TRAINING	15	15
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	5	5
H.9.a. RESCINDED	5	5
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	6	6
H.11. LEAVE RESTORED	9	9
H.12. NEUTRAL REFERENCE	3	3
H.13. No Further Action on Letter of Counseling	1	1
H.13. CONDUCT INVESTIGATION;RECOMMENDATION;NON- BARGAINING WITNESS AT MEETINGS;ALTERNATE WORK SCHEDULE; DESIGNATED LEAVE APPROVERS	8	8
H.13.	0	0
H.14	0	0
H.14 DETAIL; WEEKLY MTGS; ADMIN LEAVE; MD-715 ASSESSMENT;	8	8

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	3	3

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART II - FORMAL COMPLAINT ACTIVITIES

685	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
294	B. COMPLAINTS FILED
18	C. REMANDS (sum of lines C1+C2+C3)
8	C.1. REMANDS (NOT INCLUDED IN A OR B)
10	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
987	D. TOTAL COMPLAINTS
973	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
345	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
14	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
652	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
284	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
6	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	55,261			
A.1.b. PERMANENT EMPLOYEES	54,368			
A.2. COUNSELOR	64		9	
A.2.a. FULL-TIME	5	7.81	3	33.33
A.2.b. PART-TIME	4	6.25	4	44.44
A.2.c. COLLATERAL DUTY	55	85.94	2	22.22
A.3. INVESTIGATOR	6		38	
A.3.a. FULL-TIME	6	100.00	38	100.00
A.3.b. PART-TIME	0	0.00	0	0.00
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0.00	0	0.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	10	3	1	3	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	10	1	1	3	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	2	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	54	6	5	35	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	45	6	5	35	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	2	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	7	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	leslie proll	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES X	NO
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	PERSON	
	TITLE		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	PERSON Leslie Proll	
	TITLE	Director, Departmental Office of Civil Rights	
4.	WHO DOES THAT PERSON REPORT TO?	PERSON Anthony Foxx	
	TITLE	Secretary, U.S. Department of Transportation	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	1	0	2	3	1	2	1	3	35	13	13
B. ASSIGNMENT OF DUTIES	0	0	0	3	2	0	2	3	9	39	14	14
C. AWARDS	0	0	0	2	2	0	1	1	3	12	5	5
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	7	0	2	4	1	14	47	20	19
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	1	1	1
E.2. REPRIMAND	0	0	0	1	0	0	0	0	2	5	3	3
E.3. SUSPENSION	0	0	0	4	0	2	3	1	6	25	11	10
E.4. REMOVAL	0	0	0	2	0	0	1	0	3	12	3	3
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	1	3	1	1
E.6. Opportunity to Demonstrate Perform	0	0	0	0	0	0	0	0	1	1	1	1
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0		1	0	0	0	0	2	8	5	5
G. PERF. EVAL/APPRaisal	0	0	0	9	2	0	7	2	10	46	19	19
H. EXAMINATION/TEST	0	0	0	1	0	0	1	0	0	4	1	1
I. HARASSMENT	2	1	2	35	8	3	29	9	106	389	156	155
I.1. NON-SEXUAL	2	1	2	35	8	3	29	9	101	374	146	145
I.2. SEXUAL									5	15	10	10
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	7	2	2
K. PAY INCLUDING OVERTIME	0	0	0	2	2	0	0	0	3	32	13	13
L. PROMOTION/NON-SELECTION	1	2	0	11	7	1	5	2	38	162	71	68
M. REASSIGNMENT	0	0	0	2	2	0	2	2	4	25	12	12
M.1. DENIED	0	0	0	0	2	0	1	1	2	10	4	4
M.2. DIRECTED	0	0	0	2	0	0	1	1	2	15	8	8
N. REASONABLE ACCOMMODATION									13	53	31	31
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	1	0	0	0	0	5	20	11	11
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	1	0	1	0	0	2	0	0	6	2	2
T. TERMINATION	0	0	0	6	2	0	3	1	9	47	26	26
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	1	0	1	1	4	17	6	6
V. TIME AND ATTENDANCE	0	0	0	1	0	0	0	0	4	13	4	4
W. TRAINING	0	0	0	5	0	0	1	1	9	32	15	15
X. OTHER (Please specify below)	0	0	0	1	0	0	1	0	3	8	4	4
X.1. ROI Exposure	0	0	0	0	0	0	0	0	1	1	1	1
X.1.	0	0	0	0	0	0	0	0	0	0	0	0
X.1. FOIA	0	0	0	1	0	0	1	0	1	3	1	1
X.2.	0	0	0	0	0	0	0	0	0	0	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
X.2. OWCP Compensation	0	0	0	0	0	0	0	0	1	4	2	2
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	3	5	2	91	31	7	61	24	240			
TOTAL ALL COMPLAINTS FILED BY BASES	3	4	2	66	22	5	42	14	161			
TOTAL ALL COMPLAINANTS BY BASES	3	4	2	64	22	5	41	14	154			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION															
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE	3	3	1	0	2	2			6	1	4	0	35	13	13	
B. ASSIGNMENT OF DUTIES	3	5	0	0	0	1			7	0	4	0	39	14	14	
C. AWARDS	0	1	0	0	0	0			1	0	1	0	12	5	5	
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	3	3	0	0	1	0			3	4	4	1	47	20	19	
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	1	1	1	
E.2. REPRIMAND	0	1	0	0	0	0			0	1	0	0	5	3	3	
E.3. SUSPENSION	3	1	0	0	1	0			3	0	1	0	25	11	10	
E.4. REMOVAL	0	1	0	0	0	0			0	3	2	0	12	3	3	
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	1	1	3	1	1	
E.6. Opportunity to Demonstrate Per	0	0	0	0	0	0			0	0	0	0	1	1	1	
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0	
F. DUTY HOURS	3	0	0	0	0	0			1	0	1	0	8	5	5	
G. EVALUATION/APPRaisal	1	4	0	0	0	1			8	0	2	0	46	19	19	
H. EXAMINATION/TEST	0	1	0	0	0	0			0	0	1	0	4	1	1	
I. HARASSMENT	14	58	0	1	7	9			45	29	29	2	389	156	155	
I.1. NON-SEXUAL	12	50	0	1	7	9			45	29	29	2	374	146	145	
I.2. SEXUAL	2	8	0	0								15	10	10		
J. MEDICAL EXAMINATION	0	2	0	0	0	0			1	1	2	0	7	2	2	
K. PAY INCLUDING OVERTIME	5	6	0	0	1	0	4	2	5	0	2	0	32	13	13	
L. PROMOTION/NON-SELECTION	10	12	0	0	4	2			46	5	16	0	162	71	68	
M. REASSIGNMENT	0	5	0	0	0	0			7	0	1	0	25	12	12	
M.1. DENIED	0	2	0	0	0	0			1	0	1	0	10	4	4	
M.2. DIRECTED	0	3	0	0	0	0			6	0	0	0	15	8	8	
N. REASONABLE ACCOMMODATION DISABILI				1							15	23	1	53	31	31
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P. RELIGIOUS ACCOMMODATION													0	0	0	
Q. RETIREMENT	0	2	0	0	1	0	9	1	1	0	20	11	11			
R. SEX-STEROTYPING	0	0	0										0	0	0	
S. TELEWORK	0	0	0	0	0	1	0	0	1	0	6	2	2			
T. TERMINATION	1	10	0	0	2	0	3	3	7	0	47	26	26			
U. TERMS/CONDITIONS OF EMPLOYMENT	1	3	0	0	0	0	3	0	2	0	17	6	6			
V. TIME AND ATTENDANCE	0	3	0	0	0	0	1	2	2	0	13	4	4			
W. TRAINING	3	6	0	0	1	0	5	0	1	0	32	15	15			
X. OTHER (Please specify below)	0	1	0	0	0	0	0	1	1	0	8	4	4			
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0			
X.1. ROI Exposure	0	0	0	0	0	0	0	0	0	0	1	1	1			
X.1. FOIA	0	0	0	0	0	0	0	0	0	0	3	1	1			
X.2. OWCP Compensation	0	1	0	0	0	0	0	1	1	0	4	2	2			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	
TOTAL ALL ISSUES BY BASES	47	125	1	2	19	16	4	2	151	62	105	4			
TOTAL ALL COMPLAINTS FILED BY BASES	31	82	1	1	15	14	4	2	109	41	68	3			
TOTAL ALL COMPLAINANTS BY BASES	30	80	1	1	15	14	4	2	105	40	67	3			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS															
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE	
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES										
A. APPOINTMENT/HIRE	0	0	0	0	0	0	2	1	0	3	2	2	6	2	2	
B. ASSIGNMENT OF DUTIES	0	0	0	5	1	1	1	0	8	18	7	7	15	6	5	
C. AWARDS	0	0	0	3	0	1	2	0	4	8	3	3	9	3	3	
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	1	0	0	6	1	3	5	0	15	21	8	8	23	7	7	
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.2. REPRIMAND	1	0	0	3	1	1	2	0	7	9	5	5	13	5	5	
E.3. SUSPENSION	0	0	0	2	0	0	1	0	5	0	0	0	10	5	5	
E.4. REMOVAL	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0	
E.5. DISCIPLINARY WARNING	0	0	0	0	0	2	2	0	2	8	2	2	0	0	0	
E.6. EEO Investigation	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0	
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	2	1	1	2	2	2	
G. PERF. EVAL./APPRAISAL	0	2	0	6	2	1	4	0	7	21	8	8	28	8	8	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	2	4	1	30	7	2	19	6	47	85	36	36	156	53	50	
I.1. NON-SEXUAL	2	4	1	30	7	2	19	6	46	83	34	34	153	51	48	
I.2. SEXUAL									1	2	2	2	3	2	2	
J. MEDICAL EXAMINATION	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0	
K. PAY INCLUDING OVERTIME	0	0	0	4	0	1	2	0	7	10	3	3	16	5	5	
L. PROMOTION/NON-SELECTION	0	4	0	11	3	0	7	4	21	34	13	13	118	26	23	
M. REASSIGNMENT	0	0	0	1	0	0	1	0	2	6	3	3	7	4	4	
M.1. DENIED	0	0	0	0	0	0	0	0	0	3	2	2	4	3	3	
M.2. DIRECTED	0	0	0	1	0	0	1	0	2	3	1	1	3	1	1	
N. REASONABLE ACCOMMODATION									5	0	0	0	9	5	5	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	4	1	1	
R. SEX-STEROTYPING												0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T. TERMINATION	1	1	0	6	1	0	4	1	5	8	3	3	26	7	7	
U. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	5	0	1	3	0	4	13	7	7	14	5	5	
V. TIME AND ATTENDANCE	0	0	0	2	0	1	1	0	6	8	3	3	11	5	5	
W. TRAINING	0	2	0	5	0	1	3	1	5	25	7	7	14	4	4	
X. OTHER (Please specify below)	0	0	0	1	0	0	0	0	1	0	0	0	5	1	1	
X.1. Workers' Compensation Medical Entitlement	0	0	0	1	0	0	0	0	1	0	0	0	5	1	1	
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						BASES OF ALLEGED DISCRIMINATION IN SETELEMETS								
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	0	2	0	37	7	12	23	4	40						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	19	3	2	10	4	21						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	19	3	2	10	4	21						
2. COMPLAINT SETTLEMENT ALLEGATIONS	4	13	1	49	8	0	31	9	97						
2.2A. NUMBER OF COMPLAINTS SETTLED	4	6	1	29	7	0	17	5	60						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	3	5	1	28	7	0	16	4	52						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																			
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL								
A. APPOINTMENT/HIRE	0	1	0	0	2	0			2	0	0	0	3	2	2	6	2	2	
B. ASSIGNMENT OF DUTIES	4	1	0	1	1	2			4	2	2	0	18	7	7	15	6	5	
C. AWARDS	1	3	0	0	0	1			2	0	0	0	8	3	3	9	3	3	
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	2	1	0	0	0	1			2	2	1	0	21	8	8	23	7	7	
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
E.2. REPRIMAND	2	1	0	0	0	0			1	2	1	0	9	5	5	13	5	5	
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	10	5	5	
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0	
E.5. DISCIPLINARY WARNING	0	0	0	0	0	1			1	0	0	0	8	2	2	0	0	0	
E.6. EEO Investigation	0	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0	
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	1	1	0	0	0	0			0	1	1	0	2	1	1	2	2	2	
G. EVALUATION/APPRaisal	7	2	0	0	0	4			8	0	1	0	21	8	8	28	8	8	
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	17	27	0	2	2	11			28	9	18	1	85	36	36	156	53	50	
I.1. NON-SEXUAL	15	25	0	2	2	11			28	9	18	1	83	34	34	153	51	48	
I.2. SEXUAL	2	2	0	0								2	2	2	3	2	2		
J. MEDICAL EXAMINATION	1	0	0	0	0	0			0	0	0	0	2	1	1	0	0	0	
K. PAY INCLUDING OVERTIME	2	2	0	0	0	1	1	0	5	0	1	0	10	3	3	16	5	5	
L. PROMOTION/NON-SELECTION	9	13	0	0	4	5			22	1	4	0	34	13	13	118	26	23	
M. REASSIGNMENT	2	0	0	0	1	0			2	0	2	0	6	3	3	7	4	4	
M.1. DENIED	2	0	0	0	0	0			1	0	2	0	3	2	2	4	3	3	
M.2. DIRECTED	0	0	0	0	1	0			1	0	0	0	3	1	1	3	1	1	
N. REASONABLE ACCOMMODATION DISABILITY				0								1	0	0	0	9	5	5	
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION															0	0	0	0	0
Q. RETIREMENT	0	1	0	0	0	0			1	0	1	0	1	0	0	0	4	1	1
R. SEX-STEROTYPING	0	0	0												0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	2	4	0	0	0	4			3	2	4	0	8	3	3	26	7	7	
U. TERMS/CONDITIONS OF EMPLOYMENT	2	1	0	0	0	2			2	0	1	0	13	7	7	14	5	5	
V. TIME AND ATTENDANCE	2	0	0	0	0	1			1	3	0	0	8	3	3	11	5	5	
W. TRAINING	5	3	0	0	0	5			5	0	1	0	25	7	7	14	4	4	
X. OTHER (Please specify below)	0	1	0	0	0	0			1	0	1	0	0	0	0	5	1	1	
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
X.1. Workers' Compensation Medical Entitlement	0	1	0	0	0	0			1	0	1	0	0	0	0	5	1	1	
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																		
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	31	26	0	2	3	18	1	0	32	10	16	2						
1.1A. NUMBER OF COUNSELINGS SETTLED	11	17	0	1	2	7	1	0	16	6	7	1						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	11	17	0	1	2	7	1	0	16	6	7	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	39	37	0	2	7	27	0	0	63	17	31	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	14	27	0	2	4	11	0	0	33	7	20	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	12	15	0	2	3	10	0	0	31	6	16	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	1	0	0	0	0	1	0	0	0	3	1	3	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS						NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0				
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0				
2. AJ Decision Findings	0	0	0	1	0	0	0	0	0	3				
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	0	0	0	3				
3. Final Agency Order Findings Implemented	0	0	0	1	0	0	0	0	0	2				
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	1	0	0	0	0	0	2				
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	0	0	0	0	0	2				

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																					
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	1	1	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	1	1	1	1	1
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
I.2. SEXUAL	0	0	0	0									0	0	0	0	0	0	0		
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	1	0	0	0	0	1	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0		
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
P. RELIGIOUS ACCOMMODATION												0	0	0	0	0	0	0	0		
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R. SEX-STEROTYPING	0	0	0									0	0	0	0	0	0	0	0		
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
W. TRAINING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	3	1	1		
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0									

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	1	0	0	0	0	0	0	0	0	0	0	1	0							
2.2a. Number AJ Decisions With Findings	1	0	0	0	0	0	0	0	0	0	0	1	0							
3. Final Agency Order Findings Implemented	1	0	0	0	0	0	0	0	0	0	0	1	0							
3.3a. # of Final Orders (Fos) With Findings Implemented	1	0	0	0	0	0	0	0	0	0	0	1	0							
3.3b. # of Complainants issued FOs with Findings Implemented	1	0	0	0	0	0	0	0	0	0	0	1	0							

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART V - SUMMARY OF CLOSURES BY STATUTE

296	A.1. TITLE VII
3	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
124	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
87	A.3. REHABILITATION ACT
10	A.4. EQUAL PAY ACT (EPA)
6	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
526	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	345	145,079	420.52
A.1. WITHDRAWALS	16	7,633	477.06
A.1.a. NON-ADR WITHDRAWALS	16	7,633	477.06
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	94	57,063	607.05
A.2.a. NON-ADR SETTLEMENTS	92	56,245	611.36
A.2.b. ADR SETTLEMENTS	2	818	409.00
A.3. FINAL AGENCY ACTIONS	235	80,383	342.06
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	190	40,808	214.78
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	84	32,178	383.07
B.3. DISMISSAL OF COMPLAINTS	106	8,630	81.42
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	45	39,575	879.44
C.1. AJ DECISION FULLY IMPLEMENTED	44	38,248	869.27
C.1.a. FINDING DISCRIMINATION	3	3,193	1,064.33
C.1.b. FINDING NO DISCRIMINATION	40	35,039	875.98
C.1.c. DISMISSAL OF COMPLAINTS	1	16	16.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	1,327	1,327.00
C.2.a. FINDING DISCRIMINATION	1	1,327	1,327.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	1,327	1,327.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	84	7,427	88.42
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	24	1,711	71.29
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	8	375	46.88
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	16	1,336	83.50
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	22	2,105	95.68
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	5	270	54.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	17	1,835	107.94
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	28	2,430	86.79
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	9	475	52.78
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	19	1,955	102.89
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	10	1,181	118.10
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	28	28.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	9	1,153	128.11

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	97	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	66	\$2,331,163.46
B.1. BACK PAY/FRONT PAY	6	\$67,734.03
B.2. LUMP SUM PAYMENT	46	\$1,156,263.75
B.3. COMPENSATORY DAMAGES	5	\$171,985.00
B.4. ATTORNEY FEES AND COSTS	32	\$935,180.68
D. INTENTIONALLY LEFT BLANK		
B.5. CREDIT CARD SPENDING LIMIT INCREASE	1	\$50,000.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	84	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	3
F.1.a. RETROACTIVE	0	3
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	5	3
F.2.a. RETROACTIVE	3	2
F.2.b. NON-RETROACTIVE	2	1
F.3. EXPUNGEMENTS	8	7
F.4. REASSIGNMENTS	10	14
F.5. REMOVALS RESCINDED	5	0
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	4	0
F.6. ACCOMMODATIONS	0	1
F.7. TRAINING	5	6
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	7	8
F.9.a. RESCINDED	6	5
F.9.b. MODIFIED	1	3
F.10. PERFORMANCE EVALUATION MODIFIED	3	3
F.11. LEAVE RESTORED	26	8
F.12. NEUTRAL REFERENCE	3	2
F.13. LETTER OF RECOMMENDATION	2	0
F.13. SUPPORT PARTICIPATION IN COMMITTEES	1	0
F.13.	0	0
F.13. POST NOTICE OF FINDING	1	0
F.13. TELEWORK	0	1
F.13. Priority Consideration for New Vacancies;Telework;Government Vehicle Use;Paid Leave;Immediate Release;Relocation;Pay Increase	0	7
F.14.	0	0
F.14. PAID DETAIL ASSIGNMENT	1	0
F.14. FMLA LEAVE	0	1
F.14. PERFORMANCE RATING BY ASSOCIATE ADMINISTRATOR	2	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	652	488681	749.5107		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	83	20202	243.3975	3943	
A.2. COMPLAINTS PENDING IN INVESTIGATION	101	9295	92.02970	845	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	392	376053	959.3188	3473	570-2015-00233X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	76	83131	1093.828	6819	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	245	34347	140.19
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	108	19740	182.78
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	63	10039	159.35
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	45	9701	215.58
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	42	9007	214.45
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	3	694	231.33
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$907,329.60		\$8,401.20
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	137	14607	106.62
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	137	14607	106.62
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$506,121.84		\$3,694.32

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	342	329		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	83	82		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	259	252		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	211	208		
C.1. INHOUSE	156	154		
C.2. ANOTHER FEDERAL AGENCY	49	49		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	4	4		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	2	2		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	211	208	10,981	52.04
D.1. MEDIATION	204	201	10,741	52.65
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	3	3	72	24.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	4	4	168	42.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	259	252	12,686	48.98
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	61	60	2,987	48.97
E.1.b. NO FORMAL COMPLAINT FILED	66	65	3,167	47.98
E.1.c COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	121	119	5,983	49.45
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	2	2	39	19.50
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	9	9	510	56.67

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	6	6		
B.2. REJECTED BY COMPLAINANT	1	1		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	5	5		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	4	4		
C.1. INHOUSE	3	3		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	1	1		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	4	4	198	49.50
D.1. MEDIATION	4	4	198	49.50
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	5	5	324	64.80
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	125	62.50
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	3	3	199	66.33
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	2	2	\$15,671.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	2	2	\$15,671.00	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	2	2		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	1	1		
F.2.d. REASSIGNMENTS	0	0		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	0	0		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	0	0		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	0	0		
F.2.k. LEAVE RESTORED	2	2		
F.2.l. NEUTRAL REFERENCE	1	1		
F.2.m.	0	0		
F.2.n.	0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED

B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR

55261

C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)

27

C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)

4

C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)

0

C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)

23

C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)

0

AMOUNT

D. EEO ADR FUNDING SPENT

\$118,740.54

E. EEO ADR VVVCONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER

Patricia L. Sterling

E.3. TELEPHONE NUMBER

(202) 366-4754

E.2. TITLE

Equal Employment Opportunity Specialist

E.4. EMAIL

patricia.sterling@dot.gov

F. EEO ADR PROGRAM INFORMATION

YES

NO

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?

X

F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?

X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2015 through September 30, 2016 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:

leslie proll

TITLE OF CERTIFYING OFFICIAL:

Director

TELEPHONE NUMBER:

(202) 366-4648

E-MAIL:

leslie.proll@dot.gov

SIGNATURE OF CERTIFYING OFFICIAL:
(Enter PIN to serve as your electronic signature)

DATE:

04-11-2016

NAME OF PREPARER:

TITLE OF PREPARER:

TELEPHONE NUMBER:

E-MAIL:

DATE:

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

Form 462 Comments

Part Name COMMENT (expression left | evaluation symbol | expression_right | value1 | value2 | comment)

Part I

TD03 - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 85 | 92 | The difference in the number of pre-complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD03 - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 85 | 92 | The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 pre-complaints in which the initial contact and closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD03 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 217 | 232 | Part I. Line D.3.c. (Individuals) (217 entered) is not equal to Part II. Line J. (232 entered) due to the existence of (15) pre-complaints in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD03 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 226 | 241 | Part I. Line D.3.c. (Counselings) (226 entered) is not equal to Part II. Line B. (241 entered) due to the existence of (15) pre-complaints in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD05 - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 3 | 6 | The difference in the number of pre-complaints on hand at the end of FY 2015 (6) versus those on hand at the start of FY 2016 (3) can be attributed to (3) FY 2015 pre-complaints in which the closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD05 - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 3 | 6 | The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2015 (6) versus those on hand at the start of FY 2016 (3) can be attributed to (3) FY 2015 pre-complaints in which the closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD05 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 11 | 13 | Part I. Line D.3.c. (Individuals) (11 entered) is not equal to Part II. Line J. (13 entered) due to the existence of (2) pre-complaint in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD05 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 12 | 14 | Part I. Line D.3.c. (Counselings) (12 entered) is not equal to Part II. Line B. (14 entered) due to the existence of (2) pre-complaint in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD12 - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 2 | 3 | The difference in the number of pre-complaints on hand at the end of FY 2015 (3) versus those on hand at the start of FY 2016 (2) can be attributed to (1) FY 2015 pre-complaints in which the closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD12 - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 2 | 3 | The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2015 (3) versus those on hand at the start of FY 2016 (2) can be attributed to (1) FY 2015 pre-complaints in which the closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD12 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 4 | 5 | Part I. Line D.3.c. (Individuals) (4 entered) is not equal to Part II. Line J. (5 entered) due to the existence of (1) pre-complaint in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD12 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 4 | 5 | Part I. Line D.3.c. (Counselings) (4 entered) is not equal to Part II. Line B. (5 entered) due to the existence of (1) pre-complaint in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD13 - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 0 | 1 | The difference in the number of pending counselings at the end of FY 2015 (1) versus those pending at the start of FY 2016 (0) can be attributed to (1) FY 2015 pre-complaint in which the closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD13 - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 0 | 1 | The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2015 (1) versus those on hand at the start of FY 2016 (0) can be attributed to (1) FY 2015 pre-complaint in which the closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD13 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 4 | 6 | Part I. Line D.3.c. (Individuals) (4 entered) is not equal to Part II. Line J. (6 entered) due to the existence of (2) pre-complaints in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016

TD13 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 4 | 6 | Part I. Line D.3.c. (Counselings) (4 entered) is not equal to Part II. Line B. (6 entered) due to the existence of (2) pre-complaints in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD17 - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 4 | 1 | The difference in the number of pre-complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 pre-complaints in which the initial contact or closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD17 - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 4 | 1 | The difference in the number of individuals involved in pre-complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 pre-complaints in which the initial contact or closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD17 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 12 | 13 | Part I. Line D.3.c. (Individuals) (12 entered) is not equal to Part II. Line J. (13 entered) due to the existence of (1) pre-complaint in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

TD17 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 12 | 13 | Part I. Line D.3.c. (Counselings) (12 entered) is not equal to Part II. Line B. (13 entered) due to the existence of (1) pre-complaint in which counseling was completed of FY 2015 and a corresponding formal complaint was filed in FY 2016.

Part II

TD01 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 8 | 7 | The difference in the number of formal complaints on hand at the end of FY 2015 (7) versus those on hand at the start of FY 2016 (8) can be attributed to (1) FY 2015 complaints in which the formal file was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD03 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 572 | 571 | The difference in the number of formal complaints on hand at the end of FY 2015 versus those on hand at the start of FY 2016 can be attributed to FY 2015 complaints in which the formal file or closure was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD04 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 27 | 26 | The difference in the number of formal complaints on hand at the end of FY 2015 (26) versus those on hand at the start of FY 2016 (27) can be attributed to (1) FY 2015 complaints in which the formal file was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

TD05 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 21 | 20 | The difference in the number of formal complaints on hand at the end of FY 2015 (20) versus those on hand at the start of FY 2016 (21) can be attributed to (1) FY 2015 complaints in which the formal file was not processed until after the statistics for the FY 2015 Form 462 Report were generated.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Transportation

REPORTING PERIOD: FY 2016

Form 462 Comments

Part Name COMMENT (expression left | evaluation symbol | expression_right | value1 | value2 | comment)

Part II	TD13 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) = I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) 15 14 The difference in the number of formal complaints on hand at the end of FY 2015 (14) versus those on hand at the start of FY 2016 (15) can be attributed to (1) FY 2015 complaint in which the formal file was not processed until after the statistics for the FY 2015 Form 462 Report were generated.
PART III	<p>TD01 - A.3.a. FULL-TIME, AGENCY NUMBER Not empty N/A 6 The OST's agency investigator resources provide investigation services department-wide.</p> <p>TD01 - A.3.a. FULL-TIME, CONTRACT NUMBER Not empty N/A 38 The OST's contract investigator resources provide investigation services department-wide.</p> <p>TD03 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All FAA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation (OST).</p> <p>TD03 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 0 0 All FAA contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation (OST).</p> <p>TD04 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All FHWA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation.</p> <p>TD04 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 0 0 All FHWA contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation.</p> <p>TD05 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All FRA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation (OST).</p> <p>TD05 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 0 0 All FRA contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation (OST).</p> <p>TD09 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All FTA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation.</p> <p>TD10 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All NHTSA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation (OST).</p> <p>TD12 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All OIG agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation (OST).</p> <p>TD12 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 0 0 All OIG contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation (OST).</p> <p>TD13 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All MARAD agency investigations are conducted by investigators employed by Office of the Secretary of Transportation (OST).</p> <p>TD13 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 0 0 All MARAD contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation (OST).</p> <p>TD16 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All PHMSA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation (OST).</p> <p>TD17 - If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 All FMCSA agency investigations are conducted by investigators employed by the Office of the Secretary of Transportation (OST).</p> <p>TD17 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 0 0 All FMCSA contract investigations are conducted by investigators under contract by the Office of the Secretary of Transportation (OST).</p>
Part III	<p>TD04 - B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 1 0 The counselor that did not received the training was unable to attend on the day the training was scheduled for all counselors.</p> <p>TD09 - B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 1 0 One collateral duty counselor was unable to get her refresher training completed. She will have it complete in November 2016.</p> <p>TD13 - B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 2 0 In FY 2016, MARAD had two different counselors who did not complete the refresher. One counselor confirmed he did not want to continue as a counselor. The other counselor will not be able to serve until refresher is taken.</p> <p>TD16 - B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 3 0 The PHMSA had (3) counselors that signed up to take the training but their job duties prevented them from actually attending. These individuals are suspended from counseling until the refresher training is completed.</p>
Part X	<p>TD03 - If C.4>0, then comment required N/A N/A 2 0 Both In-house and Federal Shared Neutrals mediators were used in (1) counseling;Both In-house and Federal Executive Board mediators were used in (1) counseling.</p> <p>TD03 - If D.8>0, then comment required N/A N/A 4 0 Both Mediation and Facilitation was used in (4) counselings.</p>
PART XI	TD16 - E1c -- No Resolution - Average Days between 0 and 100 126 100 The PHMSA had (1) ADR in which mediation was agreed to on 2/7/13 and it continued until the complainant requested a hearing on 6/10/13. During this time, the complainant's representative was removed from the case which delayed mediation. PHMSA has since established protocols to ensure this situation does not reoccur.
Part XI	TD03 - If C.4>0, then comment required N/A N/A 1 0 Both In-house and Federal Shared Neutrals mediators were used in (1) complaint.
PART XII	TD01 - C -- In House Staff Resources Available for ADR (Total) = C1 + C2 + C3 + C4 2 2 As you know, the Office of the Secretary of Transportation (OST) heads DOT, a decentralized Agency comprising Departmental offices, the Office of the Inspector General, and ten operating administrations (OAs). The 2014 omnibus spending bill signed into law in January 2014, transferred previous functions of one of the decentralized operating administrations (the Research and Innovative Technology Administration [RITA]) to the newly formed Office of the Assistant Secretary for Research and Technology (OST-R) within OST. Before the transfer OST and OST-R had its own individual resources allocated. We are in the process of exploring avenues to maximize resources. Therefore, Part XII Line C & C.3. indicates "2" resources that managed the EEO ADR programs, respectively.