

Equal Employment Opportunity Data

Posted Pursuant to the No Fear Act:

NTSB Internal Complaint Activity

Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No Fear Act) (needs to link to above)

Information for:

NTSB employees

Former NTSB Employees

Applicants for NTSB Employment

The primary purpose of the Act is to improve federal agency accountability for violations of the anti-discrimination and whistleblower protection laws related to employment and to ensure that employees, applicants for employment, and former employees are notified of their rights under anti-discrimination laws and the Whistleblower Protection Act.

[Complete Text of No Fear Act \(in PDF format\)](#)

[Equal Employment Opportunity Data Posted Pursuant to the No Fear Act of 2002](#)

Welcome to the National Transportation Safety Board (NTSB) reporting page for the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (the No Fear Act). The No Fear Act requires Federal Agencies to post summary statistical Equal Employment Opportunity complaint data on a quarterly basis during each fiscal year. Below are the tables showing the most recent data.

Data as of: June 30, 2008

| | | | | | | |
|---------------------------|------|---------------------------|------|------|------|------|
| 29 CFR §1614.704(a)(b)(c) | | 29 CFR §1614.705 | | | | |
| | | Comparative Data | | | | |
| | | Previous Fiscal Year Data | | | | |
| Complaint Activity | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 |
| | | | | | | |

| | | | | | | |
|---|---|---|----|----|----|----|
| Number of Complaints Filed in FY 1614.704(a) | 1 | 3 | 7 | 9 | 9 | 5 |
| Number of Complainants 1614.704(b) | 1 | 1 | 3 | 6 | 3 | 5 |
| Complaints pending during the fiscal year | 2 | 2 | 10 | 15 | 12 | 10 |
| Repeat Filers 1614.704(c) | 1 | 1 | 2 | 4 | 4 | 4 |

| 29 CFR §1614.704(d) | | 29 CFR §1614.705 | | | | |
|-----------------------------------|------|---------------------------|------|------|------|------|
| | | Comparative Data | | | | |
| | | Previous Fiscal Year Data | | | | |
| Complaints by Basis* | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 |
| Race | 0 | 0 | 1 | 1 | 1 | 3 |
| 1. American Indian/Alaskan Native | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Asian/Pacific Islander | 0 | 0 | 0 | 0 | 0 | 0 |
| 3. Black | 0 | 0 | 1 | 1 | 0 | 2 |
| 4. White | 0 | 0 | 0 | 0 | 1 | 1 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 1 | 0 |
| 1. Hispanic | 0 | 0 | 0 | 0 | - | 0 |
| 2. Other | 0 | 0 | 0 | 0 | - | 0 |
| Sex | 1 | 1 | 1 | 3 | 1 | 3 |
| 1. Male | 0 | 0 | 0 | 0 | - | - |
| 2. Female | 0 | 1 | 0 | 1 | 3 | 3 |
| Disability | 0 | 0 | 2 | 1 | 0 | 1 |
| 1. Mental | 0 | 0 | 1 | 0 | - | - |
| 2. Physical | 0 | | 4 | 3 | - | - |
| Age | 0 | 0 | 4 | 1 | 4 | 5 |
| Reprisal | 1 | 2 | 2 | 1 | 0 | 4 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

**Note: Complaints can be filed alleging multiple bases.*

| 29 CFR §1614.704(e) | | 29 CFR §1614.705 | | | | |
|--------------------------------|------|---------------------------|------|------|------|------|
| | | Comparative Data | | | | |
| | | Previous Fiscal Year Data | | | | |
| Complaints by Issue* | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 5 |
| Assignment of Duties | 0 | 0 | 1 | 2 | 0 | 2 |
| Awards | 0 | 0 | 0 | 1 | 0 | 0 |
| Conversion of Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 0 | 0 | 0 | 1 | 0 | 0 |
| 1. Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Reprimand | 0 | 0 | 0 | 1 | 0 | 0 |
| 3. Suspension | 0 | 0 | 1 | 0 | 0 | 1 |
| 4. Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| 5. Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation/Appraisal | 0 | 0 | 0 | 1 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | 0 | 0 | 0 | 1 | 2 | 1 |
| 1. Non-Sexual | 0 | 0 | 0 | 2 | 2 | 1 |
| 2. Sexual | 0 | 0 | 2 | 1 | 2 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 1 | 1 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 2 | 1 | 2 | 4 | 0 | 4 |
| Reassignment | 0 | 2 | 2 | 1 | 1 | 0 |
| 1. Denied | 0 | 0 | 1 | 0 | 1 | 0 |
| 2. Directed | 0 | 0 | 1 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 1 | 1 | 1 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 4 | 0 | 1 | 2 | 5 |
| Terms/Conditions of Employment | 0 | 1 | 1 | 1 | 5 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 1 | 2 | 0 | 1 | 1 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

*Note: Complaints can be filed alleging multiple issues.

| 29 CFR §1614.704(f) | | | |
|--|----------------|--------------|-----|
| Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the fiscal year..." | FY 2008 | | |
| | Number | Average Days | |
| All complaints pending in Investigative Stage | 1614.704(f)(1) | 1 | 168 |
| All complaints pending in Final Agency Action Stage | | 1 | 444 |
| All complaints pending in which Hearing was not requested | 1614.704(f)(2) | 0 | 0 |
| Time in Investigative Stage | | 0 | 0 |
| Time in Final Agency Action Stage | | 0 | 0 |
| All complaints pending in which Hearing was requested | 1614.704(f)(3) | 0 | 0 |
| Time in Investigative Stage | | 1 | 222 |
| Time in Final Agency Action Stage | | - | - |

| 29 CFR §1614.704(g) | | 29 CFR §1614.705 | | | | |
|---|------|---------------------------|------|------|------|------|
| | | Comparative Data | | | | |
| | | Previous Fiscal Year Data | | | | |
| Complaints Dismissed Agency Pursuant to 1614.107(a) | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 |
| Total Complaints Dismissed by Agency | 0 | 3 | 2 | 2 | 2 | 2 |
| Average days pending prior to dismissal | 0 | *1094 | 317 | 208 | 45 | 40 |
| * <i>Awaited AJ Decision</i> | | | | | | |

| 29 CFR §1614.704(h) | | 29 CFR §1614.705 | | | | |
|----------------------------|------|---------------------------|------|------|------|------|
| | | Comparative Data | | | | |
| | | Previous Fiscal Year Data | | | | |
| Total Final Agency Actions | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 |
| Finding Discrimination | | | | | | |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Without Hearing | | | | | | | | | | | | |
| Number of Findings Rendered After Hearing | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Appointment/Hire | 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 |
| Awards | 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 |
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1. Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3. Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4. Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5. Other | 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 |
| Evaluation/Appraisal | 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 |
| Harassment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1. Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Sexual | 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 |
| Pay (including overtime) | 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 |
| Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1. Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Directed | 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 |
| Reinstatement | 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 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 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 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <i>*Note: Complaints can be filed alleging multiple issues.</i> | | | | | | | | | | | | |

| | | | | | |
|----------------------------------|---------------------------|------|------|------|------|
| 29 CFR §1614.704(k) | 29 CFR §1614.705 | | | | |
| | Comparative Data | | | | |
| | Previous Fiscal Year Data | | | | |
| Complaints Pending from Previous | 2007 | 2006 | 2005 | 2004 | 2003 |
| Fiscal Years by Status | | | | | |

| | | | | | |
|--|---|----|---|----|---|
| Total Complaints from Previous Fiscal Years | 3 | 7 | 7 | 9 | 8 |
| Total Complainants | 3 | 3 | 7 | 12 | 8 |
| Investigation | 2 | 10 | 7 | 3 | 6 |
| Hearing | 1 | 1 | 1 | 2 | 0 |
| Final Agency Action | 0 | 2 | 0 | 1 | 0 |
| Appeals with EEOC Office of Federal Operations | 0 | 2 | 3 | 4 | 4 |

| | | | | | | |
|--|------|---------------------------|------|------|------|------|
| 29 CFR §1614.704(l) | | 29 CFR §1614.705 | | | | |
| | | Comparative Data | | | | |
| | | Previous Fiscal Year Data | | | | |
| Complaint Investigations | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 |
| Number Pending Completion of Investigation | 1 | 0 | 0 | 0 | 0 | 0 |
| Pending Investigation Over Required Timeframes (without an amendment or extension) | 0 | 0 | 0 | 1 | 3 | 2 |