






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					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Number of Complaints Filed 	288	256	308	244	279	182
Number of Complainants 	260	238	282	222	266	179
Repeat Filers 	26	16	23	12	4	3



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					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Race	114	102	133	101	172	76
Color	52	44	66	49	57	30
Religion	13	9	20	16	14	7
Reprisal	166	150	155	138	155	100
Sex (including complaints filed under Equal Pay Act)	112	104	117	121	109	65
National Origin	31	36	40	27	32	18
Age	111	81	110	101	99	64
Disability	79	79	87	74	83	49
NonEEO basis	10	15	19	18	12	5
Genetics	2	1	1	5	3	3
PDA	0	0	2	3	3	1


Complaints by Issues  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Appointment/Hire	4	4	6	15	28	7
Assignment of Duties	19	14	21	16	14	7
Awards	12	10	8	6	7	4
Conversion to Full Time	0	0	0	0	0	0


Disciplinary Action						
Demotion	1	1	3	2	2	0
Reprimand	9	6	5	2	7	2
Removal	2	4	1	0	3	3
Suspension	15	12	14	7	9	8
Other	2	2	2	2	5	3
Duty Hours	6	4	5	3	2	2
Evaluation/Appraisal	10	7	9	8	7	9
Examination/Test	0	3	3	1	6	1
Harassment						
Non-Sexual	106	117	97	85	121	87
Sexual	6	8	8	12	7	5
Medical Examination	0	1	1	0	3	2
Pay Including Overtime	6	18	12	20	10	4
Promotion/Non Selection	83	64	77	68	73	49
Reassignment						
Denied	12	6	0	4	5	3
Directed	19	8	11	13	6	8
Reasonable Accommodation	15	19	16	22	19	16
Reinstatement	2	2	0	0	0	0
Retirement	7	1	4	5	4	8
Termination	30	21	38	7	24	16
Terms/Conditions of Employment	7	3	2	9	7	3
Time and Attendance	18	13	11	12	11	2
Training	31	25	40	23	21	9
User Defined Other	23	24	43	8	2	5

Processing Time 	Comparative Data					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	147.19	136.89	153.18	140.28	135.76	139.45
Average number of days in final action stage	53.8	46.14	242.66	42.53	42.19	63.77
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	159.71	140.78	157.43	154.1	137.09	142.74
Average number of days in final action stage	37.66	36.81	351.66	27.32	37.97	51.11
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	141.86	129.51	147.16	143.66	132.28	133.38
Average number of days in final action stage	67.82	59.73	68.27	59.36	48.15	76.08

stage						
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Complaints Dismissed by Agency 	Comparative Data					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	100	65	87	50	48	31
Average days pending prior to dismissal	35	152	31	51.38	467	26
Complaints Withdrawn by Complainants 						
Total complaints Withdrawn by Complainants	13	11	24	13	12	7

Total Final Actions Finding Discrimination 	Comparative Data										2016 thru 6/30	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	2		2		6		1		2		2	
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	2	100.0	6	100.0	1	100.0	2	100.0	2	100.0

Findings of Discrimination Rendered by Basis  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data(Sec. 1614.705)										2016 thru 6/30	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		6		1		2		2	
Race	2	100.0	1	50.0	3	50.0	0	0.0	1	50.0	1	50.0
Color	1	50.0	2	100.0	0	0.0	0	0.0	1	50.0	0	0.0
Religion	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	2	100.0	2	100.0	4	66.7	0	0.0	2	100.0	1	50.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	3	150.0	5	83.3	0	0.0	0	0.0	1	50.0
National Origin	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	1	50.0	2	100.0	2	33.3	1	100.0	0	0.0	0	0.0
Disability	0	0.0	1	50.0	0	0.0	1	100.0	1	50.0	2	100.0
NonEEO basis	0	0.0	0	0.0	1	16.7	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		2		6		1		2		2	
Race	2	100.0	1	50.0	3	50.0	0	0.0	1	50.0	1	50.0
Color	1	50.0	2	100.0	0	0.0	0	0.0	1	50.0	0	0.0
Religion	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	2	100.0	2	100.0	4	66.7	0	0.0	2	100.0	1	50.0

Sex (including complaints filed under Equal Pay Act)	1	50.0	3	150.0	5	83.3	0	0.0	0	0.0	1	50.0
National Origin	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	1	50.0	2	100.0	2	33.3	1	100.0	0	0.0	0	0.0
Disability	0	0.0	1	50.0	0	0.0	1	100.0	1	50.0	2	100.0
NONNEEO	0	0.0	0	0.0	1	16.7	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											2016 thru 6/30	
	Previous Fiscal Year Data												
	2011		2012		2013		2014		2015				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		2		6		1		2		2		
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	1	16.7	0	0.0	0	0.0	0	0.0	
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Disciplinary Action													
Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Suspension	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Harassment													
Non-Sexual	0	0.0	1	50.0	3	50.0	0	0.0	2	100.0	0	0.0	
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Medical Examination	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	1	50.0	
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Promotion/Non Selection	2	100.0	0	0.0	4	66.7	0	0.0	2	100.0	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	2	100.0	1	50.0
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	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	1	100.0	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	1	16.7	0	0.0	0	0.0	1	50.0
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		2		6		1		2		2	
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	1	16.7	0	0.0	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action												
Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	1	50.0	3	50.0	0	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	0	0.0	0	0.0	1	100.0	0	0.0	1	50.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	2	100.0	0	0.0	4	66.7	0	0.0	2	100.0	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	2	100.0	1	50.0
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	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	1	100.0	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	1	16.7	0	0.0	0	0.0	1	50.0
User Defined Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action												
Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	0	0.0	0	0.0	0	0.0	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	0	0.0	0	0.0	1	0.0	0	0.0	1	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Reinstatement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Time and Attendance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Training	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	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					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	520	511	393	441	439	563
Total Complainants	293	256	282	325	328	436
Number complaints pending 						
Investigation	67	79	97	84	97	120
Hearing	278	288	217	254	226	304
Final Agency Action	93	59	23	16	22	40
Appeal with EEOC Office of Federal Operations	82	85	56	87	94	99

Complaint Investigations 	Comparative Data					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Pending Completion Where Investigation Exceeds Required Time Frames	20	1	9	7	5	1