






The U.S. Department of Transportation (All Operating Administrations)

# 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 	350	315	374	322	348	220
Number of Complainants 	320	297	346	293	323	217
Repeat Filers 	28	16	24	14	8	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	145	132	164	142	158	91
Color	63	55	79	65	74	36
Religion	16	13	23	21	20	7
Reprisal	199	189	195	184	199	118
Sex (including complaints filed under Equal Pay Act)	134	128	144	153	133	76
National Origin	38	46	54	42	40	18
Age	125	95	136	134	128	77
Disability	96	100	104	93	111	61
NonEEO basis	10	17	19	18	15	6
Genetics	2	1	3	4	4	3
PDA	0	0	2	4	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	6	4	9	18	34	11
Assignment of Duties	24	16	27	22	23	8
Awards	12	10	11	7	7	4


Conversion to Full Time	0	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	2	1	3	2	2	1
Reprimand	11	11	7	6	9	2
Removal	2	8	2	1	4	3
Suspension	17	15	19	12	12	8
Other	2	2	2	2	8	3
Duty Hours	7	4	5	3	3	2
Evaluation/Appraisal	19	16	21	20	19	16
Examination/Test	0	3	3	1	6	1
<b>Harassment</b>						
Non-Sexual	126	139	119	130	160	109
Sexual	7	11	9	12	8	6
Medical Examination	0	1	1	0	3	2
Pay Including Overtime	6	18	14	21	10	5
Promotion/Non Selection	100	79	88	87	87	55
<b>Reassignment</b>						
Denied	13	9	1	5	5	3
Directed	21	10	14	13	8	8
Reasonable Accommodation	19	23	19	28	25	22
Reinstatement	2	2	0	0	0	0
Retirement	7	2	4	5	4	8
Termination	33	22	47	10	27	17
Terms/Conditions of Employment	7	3	3	13	10	4
Time and Attendance	18	16	11	19	14	2
Training	32	26	41	24	26	10
User Defined Other	25	30	49	17	9	6

Processing Time 	Comparative Data					2016 thru 6/30
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	145.66	136.22	155.18	138.87	137.87	141.34
Average number of days in final action stage	51.21	42.58	213.69	42.37	41.91	66.2
<b>Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year</b>						
Average number of days in investigation stage	154.21	139.13	159.71	150.78	141.31	143.77
Average number of days in final action stage	32.75	32.43	303.84	26.8	35.39	52.8
<b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	142.98	130.58	147.46	142.72	129.16	136.31

Average number of days in final action stage	68.66	58.95	67.73	58.15	51.04	78.48
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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	112		87		105		61		92		38
Average days pending prior to dismissal	41		135.52		33		46.1		812		26
Complaints Withdrawn by Complainants 	Comparative Data										2016 thru 6/30
Total complaints Withdrawn by Complainants	Previous Fiscal Year Data										
	2011		2012		2013		2014		2015		
Total complaints Withdrawn by Complainants	15		13		25		16		20		10

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		3		6		2		3		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	3	100.0	6	100.0	2	100.0	3	100.0	2	100.0

Findings of Discrimination Rendered by Basis 	Comparative Data(Sec. 1614.705)										2016 thru 6/30	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	2		3		6		2		3		2	
Race	2	100.0	2	66.7	3	50.0	1	50.0	1	33.3	1	50.0
Color	1	50.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0
Religion	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	2	100.0	3	100.0	4	66.7	1	50.0	2	66.7	1	50.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	4	133.3	5	83.3	0	0.0	0	0.0	1	50.0
National Origin	0	0.0	1	33.3	0	0.0	1	50.0	0	0.0	0	0.0
Age	1	50.0	2	66.7	2	33.3	2	100.0	2	66.7	0	0.0
Disability	0	0.0	1	33.3	0	0.0	1	50.0	1	33.3	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
<b>Findings After Hearing</b>	2		3		6		2		3		2	
Race	2	100.0	2	66.7	3	50.0	1	50.0	1	33.3	1	50.0
Color	1	50.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0
Religion	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0

Reprisal	2	100.0	3	100.0	4	66.7	1	50.0	2	66.7	1	50.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	4	133.3	5	83.3	0	0.0	0	0.0	1	50.0
National Origin	0	0.0	1	33.3	0	0.0	1	50.0	0	0.0	0	0.0
Age	1	50.0	2	66.7	2	33.3	2	100.0	2	66.7	0	0.0
Disability	0	0.0	1	33.3	0	0.0	1	50.0	1	33.3	2	100.0
NONEEO	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

<b>Findings Without Hearing</b>	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				
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>	2		3		6		2		3		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	
<b>Disciplinary Action</b>													
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	1	33.3	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	
<b>Harassment</b>													
Non-Sexual	0	0.0	2	66.7	3	50.0	1	50.0	2	66.7	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	50.0	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	3	100.0	0	0.0	



<b>Reassignment</b>												
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	66.7	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	33.3	0	0.0	0	0.0	1	33.3	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	1	50.0	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


<b>Findings After Hearing</b>	2		3		6		2		3		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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	0	0.0	2	66.7	3	50.0	1	50.0	1	33.3	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	1	50.0	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	3	100.0	0	0.0

<b>Reassignment</b>												
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	66.7	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	33.3	0	0.0	0	0.0	1	33.3	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	1	50.0	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

<b>Findings Without Hearing</b>	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
<b>Disciplinary Action</b>												

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
<b>Harassment</b>												
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	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	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Reassignment</b>												
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	597	582	459	506	530	680
Total Complainants	351	315	358	410	426	553
Number complaints pending 						
Investigation	75	96	97	84	97	121
Hearing	325	329	252	297	292	392
Final Agency Action	109	69	30	20	26	51
Appeal with EEOC Office of Federal Operations	88	88	80	105	115	116

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	23	1	15	7	7	2