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**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)  
\*\*Mixed Cases are Included in this report.\*\*  
Total Elapsed Time: 00:02:52

**AGENCY OR DEPARTMENT: FAA (and below)**

**REPORTING PERIOD: 10/01/2014 – 09/30/2015**

**Part I – Pre-Complaint Activities**

**EEO Counselor**

	Counselings	Individuals
A. Intentionally Left Blank		

**ADR Intake Officer**

	Counselings	Individuals
B. Intentionally Left Blank		

**Total Completed/Ended Counselings**

	Counselings	Individuals
C. Total Completed/Ended Counselings	476	455
1. Counseled Within 30 Days	116	113
2. Counseled Within 31 to 90 Days	354	341
a. Counseled Within Written Extension Period No Longer Than 60 Days	147	142
b. Counseled Within 90 Days Where Individual Participated in ADR	205	201
c. Counseled Within 31-90 Days That Were Untimely	2	2
3. Counseled Beyond 90 Days	6	6
4. Counseled Due to Remands	0	0

**Pre-Complaint Activities**

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	83	81
2. Initiated during the Reporting Period	479	458
3. Completed/Ended Counseling	476	455
a. Settlements (Monetary and Non-Monetary)	48	48
b. Withdrawal/No Complaint Filed	162	161
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	256	247
d. Decision to File Complaint Pending at the End of the Reporting Period	10	10
4. Counselings Pending at the End of the Reporting Period	86	86

**Non-ADR Settlements with Monetary Benefits**

	Counselings	Individuals	Amount
E. Total	1	1	\$27,000.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	1	1	\$27,000.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other	0	0	0
6.			

**Non-ADR Settlements With Non-Monetary Benefits**

	Counselings	Individuals
F. Total	6	6
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	4	4
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	1	1
12. Neutral Reference	1	1
13. Other	2	2
14.		

**ADR Settlements with Monetary Benefits**

	Counselings	Individuals	Amount
G. Total	7	7	\$25,000.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	1	1	\$0.00
3. Lump Sum Payment	5	5	\$23,500.00
4. Attorney's Fees and Costs	1	1	\$1,500.00
5. Other	0	0	0
6.			

**ADR Settlements With Non-Monetary Benefits**

	Counselings	Individuals
H. Total	40	40
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	1	1
a. Retroactive	0	0
b. Non-Retroactive	1	1
3. Expungements	2	2
4. Reassignments	11	11
5. Removals Rescinded	1	1
a. Reinstatement	1	1
b. Voluntary Resignation	0	0
6. Accommodations	2	2
7. Training	10	10
8. Apology	1	1
9. Disciplinary Actions	5	5
a. Rescinded	1	1

10.	b. Modified	<u>4</u>	4
11.	Performance Evaluation Modified	<u>3</u>	3
12.	Leave Restored	<u>8</u>	8
13.	Neutral Reference	<u>1</u>	1
14.	Other	<u>18</u>	18

**NON-ADR SETTLEMENTS**

	<b>Counselings</b>	<b>Individuals</b>
1.		
Total	<u>7</u>	7

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

## Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	532
B. Complaints Filed	276
C. Remands (sum of lines C1 + C2 + C3)	13
C.1.Remands (Not Included in A or B)	8
C.2.Remands (Included in A or B)	5
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	0
D. Total Complaints (sum of lines A + B + C1)	816
E. Complaints in Line D that were NOT Consolidated	806
F. Complaints in Line E that were Closed During Report Period	249
G. Complaints in Line D that WERE Consolidated	11
H. Complaints in Line G that were Closed During Report Period	6
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + ((C2 + C3) - C4))	566
J. Individuals Filing Complaints (Complainants)	263
K. Number of Joint Processing Units from Consolidation of Complaints	6

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
<b>1. Work Force</b>				
a. Total Work Force	0			
b. Permanent Employees	0			
<b>2. Counselors</b>	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
<b>3. Investigators</b>	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
<b>4. Couns/Investig</b>	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
<b>1. New Staff (NS) – Total</b>	0	0	0	0	0	0
a. NS Receiving Required 32 Or More Hours	0	0	0	0	0	0
b. NS Receiving 8 Or More Hours, Usually Given To Experienced Staff	0	0	0	0	0	0
c. NS Receiving No Training At All	0	0	0	0	0	0
<b>2. Experienced Staff (ES) – Total</b>	0	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	0	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name:	
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	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: Title:
4. Who does that person report to?	Person: Title:

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

Issues of Alleged Discrimination	Bases of Alleged Discrimination											Total all bases by issue	Total all complaints by issue	Total all complainants by issue	
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue				Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
A. Appointment/Hire	0	2	0	6	12	0	10	1	10	73	29	29			
B. Assignment of Duties	0	0	0	6	1	0	2	0	7	31	11	11			
C. Awards	0	1	0	2	0	0	1	0	3	12	7	7			
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0			
E. Disciplinary Action	1	0	0	9	0	0	6	3	16	61	24	24			
1. Demotion	0	0	0	2	0	0	1	0	1	6	2	2			
2. Reprimand	1	0	0	2	0	0	2	1	4	18	7	7			
3. Suspension	0	0	0	3	0	0	2	2	8	23	9	9			
4. Removal	0	0	0	0	0	0	0	0	0	1	1	1			
5. Other	0	0	0	2	0	0	1	0	3	13	5	5			
6.															
F. Duty Hours	0	0	0	0	1	0	0	0	2	6	2	2			
G. Perf. Eval./ Appraisal	0	1	0	3	1	0	2	0	3	18	7	7			
H. Examination/Test	0	0	0	1	4	0	3	0	2	16	6	6			
I. Harassment	0	3	2	41	13	1	27	9	86	352	128	125			
1. Non-Sexual	0	3	2	41	13	1	27	9	85	346	122	119			
2. Sexual									1	6	6	6			
J. Medical Examination	0	0	0	0	0	0	0	0	0	5	3	3			
K. Pay Including Overtime	0	0	0	2	1	0	1	0	3	22	11	11			
L. Promotion/Non-Selection	2	0	0	19	6	0	11	2	36	156	71	66			
M. Reassignment	0	2	0	3	0	0	3	0	5	27	12	12			
1. Denied	0	1	0	0	0	0	1	0	2	7	5	5			
2. Directed	0	1	0	3	0	0	2	0	3	20	7	7			
N. Reasonable Accommodation Disability				1	1	1	3	2	7	33	20	20			
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0			
P. Religious Accommodation								0	0	0	0	0			
Q. Retirement	0	0	0	0	0	0	0	0	1	7	4	4			
R. Sex-Stereotyping										0	0	0			
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0			
T. Termination	1	0	0	8	1	0	5	0	17	63	24	24			
U. Terms/Conditions of Employment	0	0	0	2	1	0	2	1	3	18	6	6			
V. Time and Attendance	0	0	0	1	0	0	1	0	6	20	9	9			
W. Training	0	2	0	8	0	0	3	0	8	38	22	22			
X. Other (Please Specify Below)	0	0	0	0	0	0	1	0	1	6	3	3			
User Defined - Other 1	0	0	0	0	0	0	1	0	1	6	3	3			
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0			
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0			
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0			
<b>Total All Issues by Bases</b>	4	11	2	111	41	1	78	16	216						
<b>Total All Complaints Filed by Bases</b>	4	6	2	73	34	1	54	14	153						
<b>Total All Complainants by Bases</b>	4	6	2	71	32	1	53	12	143						

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination											Total all bases by issue	Total all complaints by issue	Total all complainants by issue				
	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							
A. Appointment/Hire	10	1	0	0	1	7	2		8	0	4	1	73	29	29			
B. Assignment of Duties	3	3	0	0	0	0	1		8	0	1	0	31	11	11			
C. Awards	1	1	0	0	1	0			2	0	0	0	12	7	7			
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	0	0	0	0	0			
E. Disciplinary Action	6	4	0	0	0	2			6	4	4	0	61	24	24			
1. Demotion	1	1	0	0	0	0			0	0	0	0	6	2	2			
2. Reprimand	3	2	0	0	0	0			2	0	1	0	18	7	7			
3. Suspension	1	0	0	0	0	2			2	2	1	0	23	9	9			
4. Removal	0	0	0	0	0	0			0	0	1	0	1	1	1			
5. Other	1	1	0	0	0	0			2	2	1	0	13	5	5			
6.																		

Issues of Alleged Discrimination	Bases of Alleged Discrimination													Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			GINA			
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical					
F. Duty Hours	0	1	0	0	0	0			0	0	2	0	6	2	2	
G. Perf. Eval./ Appraisal	1	1	0	0	0	1			3	0	2	0	18	7	7	
H. Examination/Test	2	1	0	0	0	2			1	0	0	0	16	6	6	
I. Harassment	23	30	1	3	4	9			45	17	36	2	352	128	125	
1. Non-Sexual	22	27	0	3	4	9	2	1	45	17	36	2	346	122	119	
2. Sexual	1	3	1	0									6	6	6	
J. Medical Examination	0	1	0	0	0	0			1	1	2	0	5	3	3	
K. Pay Including Overtime	2	4	0	0	0	0	1	2	6	0	0	0	22	11	11	
L. Promotion/Non-Selection	12	10	0	0	3	4	2	1	38	2	11	0	156	71	66	
M. Reassignment	2	1	0	0	4	0			5	1	1	0	27	12	12	
1. Denied	0	0	0	0	1	0			2	0	0	0	7	5	5	
2. Directed	2	1	0	0	3	0		1	3	1	1	0	20	7	7	
N. Reasonable Accommodation Disability	2	5		1	1	1			6	8	16	1	33	20	20	
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0	
P. Religious Accommodation													0	0	0	
Q. Retirement	0	0	0	0	0	0			3	1	2	0	7	4	4	
R. Sex-Stereotyping	0	0	0										0	0	0	
S. Telework	0	0	0	0	0	0			0	0	0	0	0	0	0	
T. Termination	4	7	0	0	0	2	1		6	4	7	1	63	24	24	
U. Terms/Conditions of Employment	3	1	0	0	1	1		1	2	0	1	0	18	6	6	
V. Time and Attendance	0	3	0	1	0	0			4	2	2	0	20	9	9	
W. Training	3	3	0	0	2	0			4	1	4	0	38	22	22	
X. Other (Please Specify Below)	1	0	0	0	0	0			0	0	2	0	6	3	3	
User Defined - Other 1	1	0	0	0	0	0			0	0	2	0	6	3	3	
User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	
<b>Total All Issues by Bases</b>	73	72	1	5	16	28	1	2	142	41	97	5				
<b>Total All Complaints Filed by Bases</b>	54	50	1	3	11	21	1	2	99	24	61	3				
<b>Total All Complainants by Bases</b>	53	50	1	3	11	21	1	2	93	22	57	3				

**PART IV C – Bases and Issues Alleged in Settlements (Part 1)**

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements													Number Counseling Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Race						Color	Religion	Reprisal										
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races													
A. Appointment/Hire	0	0	0	0	1	0	1	0	1	0	0	0	0	0	5	2	2		
B. Assignment of Duties	0	0	0	3	0	0	3	0	6	16	5	5	9	4	4	4			
C. Awards	0	0	0	1	2	0	3	0	3	8	3	3	11	4	4	4			
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	0	0	0	3	1	0	1	3	5	16	7	7	10	5	5	5			
1. Demotion	0	0	0	0	1	0	0	0	1	3	1	1	0	0	0	0			
2. Reprimand	0	0	0	0	0	0	0	0	1	1	1	1	2	1	1	1			
3. Suspension	0	0	0	2	0	0	0	2	2	5	3	3	7	3	3	3			
4. Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
5. Other	0	0	0	1	0	0	1	1	1	7	2	2	1	1	1	1			
6.																			
F. Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
G. Perf. Eval./ Appraisal	0	0	0	1	0	0	0	0	2	2	2	2	2	1	1	1			
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
I. Harassment	1	1	0	13	3	0	5	3	27	50	24	24	63	23	23	23			
1. Non-Sexual	1	1	0	13	3	0	5	3	24	42	21	21	60	21	21	21			
2. Sexual					1				3	8	3	3	3	2	2	2			
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
K. Pay Including Overtime	0	0	0	3	2	0	2	0	1	0	0	0	19	6	6	6			
	0	0	0	5	2	1	2	2	7	16	9	9	28	11	11	11			

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements															
	Race							Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races										
L. Promotion/Non-Selection																
M. Reassignment	0	0	0	2	1	0	2	0	2	4	3	3	14	5	5	
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	
2. Directed	0	0	0	2	1	0	2	0	2	4	3	3	13	4	4	
N. Reasonable Accommodation Disability				2			2		2	2	1	1	16	6	6	
O. Reinstatement	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	1	1	1	0	0	0	
R. Sex-Stereotyping										0	0	0	0	0	0	
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T. Termination	0	0	0	1	0	0	0	0	0	0	0	0	2	1	1	
U. Terms/Conditions of Employment	0	0	0	2	1	0	1	0	3	3	2	2	10	2	2	
V. Time and Attendance	0	0	0	1	1	0	1	1	2	5	4	4	8	3	3	
W. Training	0	0	0	4	0	0	0	0	3	2	1	1	11	6	5	
X. Other (Please Specify Below)	0	0	0	1	0	0	1	0	0	0	0	0	6	3	3	
User Defined - Other 1	0	0	0	1	0	0	1	0	0	0	0	0	6	3	3	
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1. Counseling Settlement Allegations	1	0	0	15	3	1	7	5	20							
1a. Number of Counselings Settled	1	0	0	14	3	1	6	4	12							
1b. Number of Counselors Settled With	1	0	0	14	3	1	6	4	12							
2. Complaint Settlement Allegations	0	1	0	27	12	0	17	4	45							
2a. Number of Complaints Settled	0	1	0	19	8	0	11	3	32							
2b. Number of Complainants Settled With	0	1	0	18	6	0	10	3	30							

**PART IV C – Bases and Issues Alleged in Settlements (Part 2)**

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																		
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical								
A. Appointment/Hire	0	1	0	0	0	0			1	0	0	0	0	0	0	5	2	2	
B. Assignment of Duties	2	4	0	0	0	1	1		3	0	0	0	16	5	5	9	4	4	
C. Awards	3	1	0	0	0	1	1		3	0	1	0	8	3	3	11	4	4	
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	1	6	0	0	3	0			1	0	0	0	16	7	7	10	5	5	
1. Demotion	0	0	0	0	1	0			0	0	0	0	3	1	1	0	0	0	
2. Reprimand	0	1	0	0	1	0			0	0	0	0	1	1	1	2	1	1	
3. Suspension	1	3	0	0	1	0			0	0	0	0	5	3	3	7	3	3	
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
5. Other	0	2	0	0	0	0		1	1	0	0	0	7	2	2	1	1	1	
6.																			
F. Duty Hours	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			1	0	0	0	2	2	2	2	1	1	
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
I. Harassment	5	15	0	0	2	4			13	6	2	0	50	24	24	63	23	23	
1. Non-Sexual	5	13	0	0	2	4	1	1	13	6	2	0	42	21	21	60	21	21	
2. Sexual	0	2	0	0	1				3				8	3	3	3	2	2	
J. Medical Examination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	
K. Pay Including Overtime	1	4	0	0	0	1	0	1	2	0	1	0	0	0	0	19	6	6	
L. Promotion/Non-Selection	2	3	0	0	2	0		2	10	1	2	0	16	9	9	28	11	11	
M. Reassignment	4	2	0	0	1	0			3	0	0	0	4	3	3	14	5	5	

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Disability			GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female	Age	Mental	Physical							
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	
2. Directed	4	2	0	0	1	0	0	0	2	0	0	0	4	3	3	13	4	
N. Reasonable Accommodation Disability		2		0				2	3	4	1	2	1	1	16	6	6	
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	0	
Q. Retirement	0	0	0	0	0	0	0	1	0	0	0	1	1	1	0	0	0	
R. Sex-Stereotyping	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	
T. Termination	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	
U. Terms/Conditions of Employment	0	3	0	0	0	1		2	1	1	0	3	2	2	10	2	2	
V. Time and Attendance	1	1	0	0	0	0		3	1	1	0	5	4	4	8	3	3	
W. Training	0	4	0	0	0	1		1	0	0	0	2	1	1	11	6	5	
X. Other (Please Specify Below)	1	1	0	0	0	0		0	0	1	0	0	0	0	6	3	3	
User Defined - Other 1	1	1	0	0	0	0	1	0	0	1	0	0	0	0	6	3	3	
User Defined - Other 2	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	
1. Counseling Settlement Allegations	8	15	0	0	6	4	2	3	20	7	4	0						
1a. Number of Counselings Settled	6	12	0	0	4	3	2	3	11	5	4	0						
1b. Number of Counselees Settled With	6	12	0	0	4	3	2	3	11	5	4	0						
2. Complaint Settlement Allegations	12	32	0	0	3	5	1	3	29	5	9	1						
2a. Number of Complaints Settled	10	22	0	0	2	3	1	3	19	3	6	1						
2b. Number of Complainants Settled With	8	21	0	0	2	3	1	3	17	3	6	1						

**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															
	Race					Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings Fully Implemented by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White											
A. Appointment/Hire	0	0	0	0	1	0	0	1	2	0	0	0	0	0	0	0
B. Assignment of Duties	0	0	1	3	1	0	1	0	5	0	0	0	0	0	0	0
C. Awards	0	0	0	1	0	0	1	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
E. Disciplinary Action	0	0	0	2	0	0	1	0	3	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0
3. Suspension	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0
4. Removal	0	0	0	0	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	0	0	0	0
6.																
F. Duty Hours	1	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
H. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	0	0	0	5	1	0	3	2	7	0	0	0	0	0	0	0
1. Non-Sexual	0	0	0	5	1	0	3	2	7	0	0	0	0	0	0	0
2. Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. Pay Including Overtime	1	1	0	2	0	0	2	1	2	0	0	0	0	0	0	0
L. Promotion/Non-Selection	1	1	0	7	2	0	4	1	11	0	0	3	1	3	1	1
M. Reassignment	0	0	1	2	0	0	1	0	3	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	1	2	0	0	1	0	3	0	0	0	0	0	0	0
									1	0	0	0	2	1	2	1

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																
	Race						Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races											
N. Reasonable Accommodation Disability																	
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	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-Stereotyping									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
T. Termination	0	0	0	1	1	0	2	1	1	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	1	0	0	0	0	1	0	0	0	0	0	0	0	0
W. Training	0	0	0	2	0	0	2	1	3	0	0	0	0	0	0	0	0
X. Other (Please Specify Below)	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 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								
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0								
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	1	0	0	1	0	2								
2a. Number of AJ Decisions With Findings	0	0	0	1	0	0	1	0	2								
3. Final Agency Order Findings Implemented	0	0	0	1	0	0	1	0	2								
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	1	0	0	1	0	2								
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	1	0	0	1	0	2								

**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	Bases of Discrimination Found in FAD's and Final Orders																			
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Disability				Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female	Age	Mental	Physical	GINA								
A. Appointment/Hire	0	1	0	0	1	0			2	0	0	0	0	0	0	0	0	0	0	0
B. Assignment of Duties	1	3	0	0	1	1			3	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
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
E. Disciplinary Action	0	1	0	0	0	0			0	1	0	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0			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	0	0	0	0	0	0
3. Suspension	0	1	0	0	0	0			0	1	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0			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	0	0	0	0	0	0
6.																				
F. Duty Hours	1	0	0	0	0	0			1	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	0
H. Examination/Test	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Harassment	2	5	0	0	1	0			3	2	2	0	0	0	0	0	0	0	0	0
1. Non-Sexual	2	5	0	0	1	0	1		3	2	2	0	0	0	0	0	0	0	0	0
2. Sexual	0	0	0	0	0	0						0	0	0	0	0	0	0	0	0
J. Medical Examination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																				
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability			GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number Complainants Issued Final Orders With Findings Fully Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical										
K. Pay Including Overtime	2	1	0	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
L. Promotion/Non-Selection	5	0	0	0	1	2		10	1	1	0	0	0	0	3	1	3	1	1		
M. Reassignment	0	1	0	0	0	1		3	1	1	1	0	0	0	0	0	0	0	0		
1. Denied	0	0	0	0	0	0		1	1	1	1	0	0	0	0	0	0	0	0		
2. Directed	0	1	0	0	0	1		2	0	0	0	0	0	0	0	0	0	0	0		
N. Reasonable Accommodation Disability				0					1	1	0	0	0	0	2	1	2	1	1		
O. Reinstatement	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		
R. Sex-Stereotyping	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		
T. Termination	3	0	0	0	0	0		2	2	1	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		
V. Time and Attendance	0	0	0	0	0	0		0	1	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	0	0	0	0		
X. Other (Please Specify Below)	1	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 1	1	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 2	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 3	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 4	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									
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0									
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0									
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	1	0									
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	1	0									
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	1	0									
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	1	0									
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0	0	1	0									

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

**Part V – Summary of Closures by Statute**

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
<u>217</u>	1. Title VII
<u>0</u>	1a. Pregnancy Discrimination Act (PDA)
<u>99</u>	2. Age Discrimination in Employment Act (ADEA)
<u>58</u>	3. Rehabilitation Act
<u>13</u>	4. Equal Pay Act (EPA)
<u>5</u>	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
392	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

## Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
<b>A. Total Number of Closures (1 + 2 + 3)</b>	249	171370	688.23
1. Withdrawals (a + b)	12	3430	285.83
a. Non-ADR Withdrawals	<u>12</u>	3430	285.83
b. ADR Withdrawals	<u>0</u>	0	0.00
2. Settlements (a + b)	56	37282	665.75
a. Non-ADR Settlements	<u>55</u>	37078	674.15
b. ADR Settlements	<u>1</u>	204	204.00
3. Final Agency Actions (B + C)	181	130658	721.87
<b>B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)</b>	142	95337	671.39
1. Finding Discrimination	<u>0</u>	0	0.00
2. Finding No Discrimination	<u>64</u>	24984	390.38
3. Dismissal of Complaints	<u>78</u>	70353	901.96
<b>C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)</b>	39	35321	905.67
1. AJ Decision Fully Implemented (a + b + c)	39	35321	905.67
(a) Finding Discrimination	<u>2</u>	3152	1,576.00
(b) Finding No Discrimination	<u>37</u>	32169	869.43
(c) Dismissal of Complaints	<u>0</u>	0	0.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	<u>0</u>	0	0.00
ii. Agency Appealed Remedy But Not Finding	<u>0</u>	0	0.00
iii. Agency Appealed Finding And Remedy	<u>0</u>	0	0.00
(b) Finding No Discrimination	<u>0</u>	0	0.00
(c) Dismissal of Complaints	<u>0</u>	0	0.00
<b>D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)</b>	65	4129	63.52
1. Complainant Requested Immediate FAD (1a + 1b)	21	1095	52.14
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	<u>16</u>	719	44.94
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	<u>5</u>	376	75.20
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	25	1958	78.32
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	<u>15</u>	466	31.07
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	<u>10</u>	1492	149.20
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	19	1076	56.63
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	<u>12</u>	498	41.50
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	<u>7</u>	578	82.57
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	<u>0</u>	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	<u>0</u>	0	0.00

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

**Part VII – Summary of Complaints Closed by Types of Benefits**

	Number	Amount
A. Total complaints closed with benefits	<u>59</u>	
B. Total closures with monetary benefits to complainant	<u>40</u>	\$1,056,882.88
1. Back Pay/Front Pay	<u>8</u>	\$26,705.00
2. Lump Sum Payment	<u>28</u>	\$681,215.96
3. Compensatory Damages	<u>0</u>	\$0.00
4. Attorney fees and costs	<u>13</u>	\$348,961.92
5. Other	<u>0</u>	\$0.00
6.		
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	<u>44</u>	
	<b>Number of closures that received monetary benefits as well</b>	<b>Number of closures that received only non-monetary benefits</b>
F. Types of benefits in non-monetary closures		
1. Hires	<u>0</u>	<u>0</u>
a. Retroactive	<u>0</u>	<u>0</u>
b. Non-Retroactive	<u>0</u>	<u>0</u>
2. Promotions	<u>2</u>	<u>0</u>
a. Retroactive	<u>2</u>	<u>0</u>
b. Non-Retroactive	<u>0</u>	<u>0</u>
3. Expungements	<u>6</u>	<u>1</u>
4. Reassignments	<u>2</u>	<u>2</u>
5. Removal Rescinded	<u>0</u>	<u>0</u>
a. Reinstatement	<u>0</u>	<u>0</u>
b. Voluntary Resignation	<u>0</u>	<u>0</u>
6. Accommodations	<u>0</u>	<u>1</u>
7. Training	<u>4</u>	<u>4</u>
8. Apology	<u>1</u>	<u>1</u>
9. Disciplinary Actions	<u>0</u>	<u>0</u>
a. Rescinded	<u>0</u>	<u>0</u>
b. Modified	<u>0</u>	<u>0</u>
10. Performance evaluation modified	<u>0</u>	<u>0</u>
11. Leave Restored	<u>10</u>	<u>4</u>
12. Neutral Reference	<u>0</u>	<u>0</u>
13. Other(NM)	<u>15</u>	<u>10</u>
14.		

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

## Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	568	379843			
1. Complaints Pending Written Notification (Acknowledgement Letter)	2	75	37.00	74	
1a. Complaints Pending Decision to Accept/Dismiss	113	20179	178.00	3577	
2. Complaints Pending Investigation	88	8122	94.00	845	
2a. Complaints Pending 180 Day Investigation Notice	0	0	0.00	0	
3. Complaints In Hearing	304	292214	961.00	5572	160-A2-8388X/160-2001-08345X
4. Complaints Pending A Final Agency Action	63	59253	940.00	6453	

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

## Part IX – Summary Of Investigations Completed

	Cases	Total Days	Average Days
A. Investigations Completed During Reporting Period (1 + 3)	212		
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	79	13512	171.04
a. Investigations Completed in 180 Days or Less	<u>61</u>	9335	153.00
b. Investigations Completed in 181 - 360 Days	17	3775	222.06
1. Timely Completed Investigations	<u>13</u>	2803	215.00
2. Untimely Completed Investigations	<u>4</u>	972	243.00
c. Investigations Completed in 361 or More Days	<u>1</u>	402	402.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	133	15438	116.08
a. Investigations Completed in 180 Days or Less	<u>125</u>	12939	103.00
b. Investigations Completed in 181 - 360 Days	7	1549	221.29
1. Timely Completed Investigations	<u>5</u>	1160	232.00
2. Untimely Completed Investigations	<u>2</u>	389	194.00
c. Investigations Completed in 361 or More Days	<u>1</u>	950	950.00
4. Contractor Investigation Costs	\$0.00		0.00

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

**Part X – Summary of ADR Program Activities  
Informal Phase (Pre-Complaint)**

	Counselings	Individuals	Days	Average Days
<b>A. Intentionally Left Blank</b>				
<b>B. ADR Actions in Completed/Ended Counselings</b>				
1. ADR Offered By Agency	<u>310</u>	300		
2. Rejected By Individual (Counselee)	<u>94</u>	91		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	<u>211</u>	207		
<b>C. ADR Resources Used in Completed/Ended Counselings (Total)</b>	175	172		
1. Inhouse	<u>128</u>	126		
2. Another Federal Agency	<u>37</u>	37		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	<u>6</u>	6		
4. Multiple Resources Used (Please specify in a comment box)	<u>4</u>	4		
5. Federal Executive Board	<u>0</u>	0		
6.				
7.				
<b>D. ADR Techniques Used in Completed/Ended Counselings (Totals)</b>	172	169	7626	44.34
1. Mediation	<u>172</u>	169	7626	44.00
2. Settlement Conferences	<u>0</u>	0	0	0.00
3. Early Neutral Evaluations	<u>0</u>	0	0	0.00
4. Fact Finding	<u>0</u>	0	0	0.00
5. Facilitation	<u>0</u>	0	0	0.00
6. Ombudsman	<u>0</u>	0	0	0.00
7. Peer Review	<u>0</u>	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	<u>0</u>	0	0	0.00
9.				
10.				
<b>E. Status of Cases</b>				
1. Total Closed	192	192	8102	42.20
a. Settlements with Benefits (Monetary & Non-monetary)	<u>41</u>	41	1645	40.00
b. No Formal Complaint Filed	<u>57</u>	57	2383	41.00
c. Complaint Filed				
i. No Resolution	<u>93</u>	92	4053	43.00
ii. No ADR Attempt (aka Part X.E.1.d)	<u>0</u>	0	0	0.00
e. Decision to File Complaint Pending at the End of the Reporting Period	<u>1</u>	1	21	21.00
2. Intentionally Left Blank				

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

**Part XI – Summary of ADR Program Activities  
Formal Phase (Complaint Filed)**

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	11	11		
2. Rejected By Complainant	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	9	9		
C. ADR Resources Used in Complaint Closures (Totals)	6	6		
1. Inhouse	4	4		
2. Another Federal Agency	1	1		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	1	1		
5. Federal Executive Board	0	0		
6.				
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	5	5	442	88.40
1. Mediation	5	5	442	88.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00
9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	7	7	525	75.00
a. Settlements with Benefits (Monetary & Non-monetary)	1	1	161	161.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	6	6	364	60.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	<b>Complaints</b>	<b>Complainants</b>	<b>Amount</b>	
F. Benefits Received				
1. Monetary (Insert Totals)	0	0	\$0.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	0	0	\$0.00	
d. Attorneys Fees and Costs	0	0	\$0.00	
e. Other	0	0	0	
f.				
2. Non-Monetary (Insert Totals)	2	2		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
c. Expungements	0	0		
d. Reassignments	0	0		
e. Removals Rescinded	0	0		
i. Reinstatement	0	0		
ii. Voluntary Resignation	0	0		
f. Accommodations	0	0		
g. Training	1	1		
h. Apology	0	0		
i. Disciplinary Actions	0	0		
i. Rescinded	0	0		
ii. Modified	0	0		
j. Performance Evaluation Modified	0	0		
k. Leave Restored	1	1		
l. Neutral Reference	0	0		
m. Other	1	1		
n.				

AGENCY OR DEPARTMENT: FAA (and below)

REPORTING PERIOD: 10/01/2014 – 09/30/2015

**Part XII – Summary of EEO ADR Program Activities**

EEO ADR Resources	Number	Trained
A. No Longer Collected		
B. Employees that can participate in EEO ADR	0	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)	0	
1. In-House Full Time (40 Hours EEO ADR Only)	0	
2. In-House Part Time (32 Hours EEO ADR Only)	0	
3. In-House Collateral Duty (Others/Non-Contract)	0	
4. Contract (Another Federal Agency/Private Organizations)	0	

	Amount	
D. EEO ADR Funding Spent	\$0.00	

1. Name of EEO ADR Program Director / Manager	
2. Title	
3. Telephone Number	
4. Email	

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?		
1a. If so, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		

**Certification and Contact Information**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015, is accurate and complete.

Name and Title of Certifying Official:

Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)

Date and Telephone Number:

Email:

Name and Title of Preparer:

Date and Telephone Number:

Email:

The FY 2015 report (with the PIN entered) is due on or before October 31.