

U.S. Department of Transportation (Federal Highway 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					2018 thru 6/30
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Number of Complaints Filed ?	12	20	14	6	5	10
Number of Complainants ?	10	18	11	6	5	10
Repeat Filers ?	1	0	1	0	0	0

<div>Complaints by Basis</div> <div>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</div>	Comparative Data					2018 thru 6/30
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Race	9	12	6	2	3	4
Color	2	4	4	1	1	2
Religion	0	1	1	1	0	0
Reprisal	6	10	5	3	4	3
Sex (including complaints filed under Equal Pay Act)	2	8	5	3	2	7
National Origin	4	6	2	0	0	1
Age	5	9	4	4	2	4
Disability	5	8	2	2	4	5
NonEEO basis	0	0	0	0	0	0
Genetics	1	0	0	0	0	1
PDA	0	1	0	0	0	0

<div>Complaints by Issues</div> <div>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</div>	Comparative Data					2018 thru 6/30
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Appointment/Hire	0	1	1	1	0	0
Assignment of Duties	2	3	3	1	1	3
Awards	0	1	0	1	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						


Demotion	0	0	0	1	0	0
Reprimand	0	1	1	0	0	0
Removal	0	0	1	0	0	0
Suspension	1	3	1	0	1	0
Other	0	0	1	0	1	3
Duty Hours	0	0	0	0	0	1
Evaluation/Appraisal	3	4	4	2	2	2


Harassment

Examination/Test	0	0	0	0	0	0
Non-Sexual	7	10	10	5	5	8
Sexual	0	0	2	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1	2


Reassignment

Promotion/Non Selection	2	6	4	3	1	1
Denied	0	1	0	1	0	0
Directed	1	0	0	0	0	0
Reasonable Accommodation	0	2	0	0	4	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	1	1	0	0	0
Terms/Conditions of Employment	0	0	0	1	0	1
Time and Attendance	0	4	1	0	1	1
Training	0	1	2	1	0	1


Processing Time 	Comparative Data					2018 thru 6/30
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	154.11	148.07	133.15	146.56	140.5	158.33
Average number of days in final action stage	14	46.8	38.17	37	76.75	11.00
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	152.75	146.92	140.38	149.5	140.5	148.75
Average number of days in final action stage	1.75	33.5	16.33	10.5	86	11
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	144	152.67	121.6	140.67		177.5
Average number of days in final action stage	63	55.67	60	90	49	

Complaints Dismissed by Agency 	Comparative Data		2018 thru 6/30
	Previous Fiscal Year Data		

	2013		2014		2015		2016		2017		2018	
Total Complaints Dismissed by Agency	2		3		3		0		0		0	
Average days pending prior to dismissal	22		24.33		20		0		0		0	
Complaints Withdrawn by Complainants												
	2013		2014		2015		2016		2017			
Total Complaints Withdrawn by Agency	2		3		5		9		0		0	
Average days pending prior to dismissal	22		24.33		20		0		0		0	
Complaints Withdrawn by Complainants												
Total Final Actions Finding Discrimination	0		0		2		2		0		1	
												2018 thru 6/30
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	0		0		0		0		0		0	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0



<div>Findings of Discrimination Rendered by Basis</div> <div></div>	Comparative Data(Sec. 1614.705)										2018 thru 6/30	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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 After 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	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 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										2018 thru 6/30	
		Previous Fiscal Year Data											
		2013		2014		2015		2016		2017			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		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	0	0.0	0	0.0	0	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	0	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	0	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	0	0.0
User Defined Other		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings After Hearing	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	0	0.0	0	0.0	0	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	0	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	0	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	0	0.0
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	0	0.0	0	0.0	0	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	0	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	0	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	0	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					2018 thru 6/30
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	11	10	19	17	20	21
Total Complainants	8	9	15	11	13	13
Number complaints pending 						
Investigation	0	0	0	0	0	1
Hearing	7	7	15	15	17	17
Final Agency Action	2	2	2	2	2	2
Appeal with EEOC Office of Federal Operations	2	1	2	0	1	1

Complaint Investigations 	Comparative Data					2018 thru 6/30
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Pending Completion Where Investigation Exceeds Required Time Frames	1	0	0	0	0	1