

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

FS (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	171	180	150	153	158	143
Number of Complainants	156	158	141	148	143	126
Repeat Filers	10	17	7	5	11	14
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	44	47	60	40	34	52
Color	3	1	7	5	3	6
Religion	6	5	1	4	16	8
Reprisal	91	108	91	96	92	91
Sex	71	67	65	57	48	52
PDA	0	1	1	0	0	1
National Origin	18	21	25	24	13	16
Equal Pay Act	0	1	0	1	0	1

Age	48	50	49	45	49	59
Disability	48	58	34	58	55	53
Genetics	0	0	0	0	0	1
Non-EEO	20	12	15	11	10	12
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	13	12	8	10	5	11
Assignment of Duties	30	46	46	31	27	19
Awards	5	7	5	6	1	0
Conversion to Full Time/Perm Status	1	1	0	0	0	0
Disciplinary Action						
Demotion	1	0	4	0	0	0
Reprimand	6	9	8	28	11	4
Suspension	15	13	12	25	8	18
Removal	4	5	3	4	3	3
Other	0	0	0	0	5	1
Duty Hours	6	1	4	3	2	6
Perf. Eval./ Appraisal	14	26	26	21	25	16
Examination/Test	3	1	2	0	0	1
Harassment						
Non-Sexual	110	111	91	98	103	92
Sexual	9	3	7	4	3	0
Medical Examination	2	1	1	3	1	2
Pay including overtime	6	10	17	10	7	8
Promotion/Non-Selection	29	37	33	51	32	24
Reassignment						
Denied	2	8	11	9	7	2

Directed	4	10	20	8	1	6
Reasonable Accommodation Disability	19	27	15	27	26	23
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	2	0
Retirement	0	1	0	0	0	3
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	7	3
Termination	7	17	19	12	5	8
Terms/Conditions of Employment	24	72	61	54	28	31
Time and Attendance	18	23	16	29	20	16
Training	9	14	13	19	21	12
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	214.69	227.53	209.69	198.55	202.23	148.77
Average number of days in final action	236.84	131.64	173.22	101.19	131.90	330.49
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	202.75	223.60	205.90	215.82	209.71	147.32
Average number of days in final action	166.35	62.96	189.56	160.00	39.10	159.03
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.69	233.20	215.34	180.09	188.21	152.19

Age	1	17	1	25	0	0	0	0	0	0	0	0
Disability	1	17	1	25	2	100	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		5		2		3		0		1	
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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	1	50	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	20	0	0	0	0	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	17	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												
Non-Sexual	4	67	1	20	1	50	1	33	0	0	0	0
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	1	20	0	0	0	0	0	0	1	100
Reassignment												

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ 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												
Non-Sexual	0	0	0	0	0	0	1	33	0	0	0	0
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												
Denied	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
Reasonable Accommodation Disability	0	0	0	0	0	0	2	67	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	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
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
Findings Without Hearing	6		4		2		0		0		1	

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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	1	50	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	25	0	0	0	0	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	17	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												
Non-Sexual	4	67	1	25	1	50	0	0	0	0	0	0
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	1	25	0	0	0	0	0	0	1	100
Reassignment												
Denied	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
Reasonable Accommodation Disability	3	50	0	0	1	50	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	17	1	25	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	1	25	0	0	0	0	0	0	0	0
Time and Attendance	1	17	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	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
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru09-30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	143	162	196	211	181	199						
Total Complainants	116	133	158	184	170	170						
Number complaints pending												
Investigation	16	13	13	11	4	2						
ROI issued, pending Complainant's action	0	0	2	0	0	0						
Hearing	89	109	154	180	152	177						
Final Agency Action	37	40	27	19	19	21						
Appeal with EEOC Office of Federal Operations	10	14	19	4	25	40						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	25	15	13	13	1	2						