

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

OCFO (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	22	28	17	29	48	35
Number of Complainants	22	27	17	27	42	34
Repeat Filers	0	1	0	2	6	1
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	13	16	10	17	32	20
Color	4	8	3	7	13	12
Religion	0	0	2	1	1	4
Reprisal	16	19	10	15	27	18
Sex	13	14	6	16	20	15
PDA	0	0	0	0	0	0
National Origin	1	2	1	5	6	3
Equal Pay Act	0	0	0	0	0	0

Age	10	19	5	9	17	13
Disability	7	3	5	11	13	14
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	5	3	4
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	1	2	0	1	4	3
Assignment of Duties	2	8	5	8	10	12
Awards	1	0	0	0	3	4
Conversion to Full Time/Perm Status	0	0	0	0	0	2
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	5	3	0	0	1	4
Suspension	4	2	1	0	0	1
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	1	5	2	1
Perf. Eval./ Appraisal	1	5	5	5	9	7
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	6	10	19	28	24
Sexual	0	1	0	1	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	3	6	3	3
Promotion/Non-Selection	9	15	5	11	16	13
Reassignment						
Denied	0	1	0	2	0	1

Directed	1	1	2	2	1	3
Reasonable Accommodation Disability	3	1	1	5	5	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	2	2
Termination	1	1	1	3	1	1
Terms/Conditions of Employment	2	7	4	10	3	6
Time and Attendance	3	1	1	7	5	8
Training	1	2	2	6	8	2
Other						
User Defined - Other 1	0	0	0	0	1	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	404.22	215.58	188.15	166.17	205.70	160.53
Average number of days in final action	139.50	174.19	145.42	78.21	152.30	99.18
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	482.73	193.11	198.50	175.50	217.20	161.89
Average number of days in final action	97.50	69.71	59.17	70.71	333.25	103.95
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	348.14	224.77	172.62	156.83	178.44	159.30

Average number of days in final action	181.50	210.75	185.23	85.71	31.67	93.89		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2017Thru09-30		
	2012	2013	2014	2015	2016			
Total Complaints Dismissed by Agency	0	0	4	3	5	3		
Average days pending prior to dismissal	0	0	1529	71	79	33		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	3	3	2	2	1	5		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2017Thru09-30		
	2012	2013	2014	2015	2016			
	#	%	#	%	#	%	#	%
Total Number Findings	0	0	1	0	2	0		
Without Hearing	0	0	0	0	2	0	0	
With Hearing	0	0	1	0	0	0	0	
Findings of Discrimination Rendered 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 and findings.</i>	#	%	#	%	#	%	#	%
Total Number Findings	0	0	1	0	2	0		
Race	0	0	1	0	1	0	0	
Color	0	0	1	0	1	0	0	
Religion	0	0	0	0	0	0	0	
Reprisal	0	0	1	0	1	0	0	
Sex	0	0	1	0	1	0	0	
PDA	0	0	0	0	0	0	0	

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	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	0		0		1		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0
Reprimand	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
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	1	50	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	0	0	1	50	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												

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	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	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	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	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
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	0		0		0		0		2		0	

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	2	100	0	0
Time and Attendance	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
Other - User Define													
User Defined - Other 1	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
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2017Thru09-30							
	2012	2013	2014	2015	2016								
Total complaints from previous Fiscal Years	32	16	11	7	15	6							
Total Complainants	31	15	11	7	15	6							
Number complaints pending													
Investigation	4	2	0	0	1	1							
ROI issued, pending Complainant's action	1	0	0	0	0	0							
Hearing	11	9	6	6	7	4							
Final Agency Action	13	4	5	1	5	0							
Appeal with EEOC Office of Federal Operations	1	1	1	1	2	7							
Complaint Investigations	Comparative Data												
	Previous Fiscal Year Data					2017Thru09-30							
	2012	2013	2014	2015	2016								
Pending Complaints Where Investigations Exceed Required Time Frames	4	0	0	0	3	1							