

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

FSA (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	15	22	27	33	35	27
Number of Complainants	15	22	27	33	35	27
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	9	7	12	16	18	14
Color	4	2	4	6	8	6
Religion	2	1	1	2	3	3
Reprisal	6	10	11	19	19	12
Sex	8	12	11	15	23	11
PDA	0	0	0	0	0	0

National Origin	1	2	0	3	4	2
Equal Pay Act	0	0	0	0	1	0
Age	6	12	14	14	12	12
Disability	4	4	8	3	9	6
Genetics	0	1	0	0	0	0
Non-EEO	6	2	4	3	5	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	1	5	4	5	1	3
Assignment of Duties	3	5	5	2	3	7
Awards	0	1	0	0	1	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	2	0	4	5	4
Suspension	2	0	1	2	2	2
Removal	0	0	0	1	1	4
Other	0	0	1	0	0	0
Duty Hours	0	1	1	1	0	0
Perf. Eval./ Appraisal	2	3	3	4	6	5
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	10	9	11	16	19	10

Sexual	1	2	0	3	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	1	1	1	0
Promotion/Non-Selection	4	7	10	10	8	6
Reassignment						
Denied	2	1	0	0	0	2
Directed	1	0	0	2	1	3
Reasonable Accommodation Disability	2	1	2	1	4	3
Reinstatement	0	0	0	0	0	1
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	4	1
Termination	0	0	1	4	1	2
Terms/Conditions of Employment	5	7	3	3	10	6
Time and Attendance	0	4	1	1	4	6
Training	1	2	1	1	4	1
Other						
User Defined - Other 1	0	0	1	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					2019Thru09-30
	2014	2015	2016	2017	2018	

Complaints pending during fiscal year												
Average number of days in investigation		206.12	180.12	244.75	169.48	161.57	206.65					
Average number of days in final action		190.50	119.70	54.82	103.36	38.47	45.77					
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation		217.44	196.67	259.62	202.87	177.23	231.91					
Average number of days in final action		205.67	74.00	46.00	0	9.00	24.09					
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		191.57	161.50	227.18	141.67	141.20	183.50					
Average number of days in final action		145.00	139.29	55.25	50.38	58.11	67.45					
Complaints Dismissed by Agency			Comparative Data									
			Previous Fiscal Year Data								2019Thru09-30	
			2014	2015	2016	2017	2018					
Total Complaints Dismissed by Agency			2	2	5	2	3	4				
Average days pending prior to dismissal			78	88	101	40	16	22				
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants			0	1	2	5	2	1				
Total Final Agency Actions Finding Discrimination			Comparative Data									
			Previous Fiscal Year Data								2019Thru09-30	
			2014	2015	2016	2017	2018					
			#	%	#	%	#	%	#	%	#	%
Total Number Findings			1	0	0	2	1	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	1	100	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2019Thru09-30						
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	36	32	30	32	38	38						
Total Complainants	36	32	30	32	38	38						
Number complaints pending												
Investigation	2	2	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						

Hearing	33	29	29	32	37	34
Final Agency Action	2	2	2	0	1	5
Appeal with EEOC Office of Federal Operations	4	0	7	9	11	13
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	0	0	1	1