

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

FS (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	150	153	158	143	141	100
Number of Complainants	141	148	143	126	130	88
Repeat Filers	7	5	11	14	9	10
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>	2014	2015	2016	2017	2018	2019Thru09-30
Race	60	40	34	52	33	29
Color	7	5	3	6	3	4
Religion	1	4	16	8	7	3
Reprisal	91	96	92	91	86	61
Sex	65	57	48	52	58	33
PDA	1	0	0	1	0	0

National Origin	25	24	13	16	16	8
Equal Pay Act	0	1	0	1	1	1
Age	49	45	49	59	42	30
Disability	34	58	55	53	58	40
Genetics	0	0	0	1	0	0
Non-EEO	15	11	10	12	12	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<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	8	10	5	11	10	5
Assignment of Duties	46	31	27	19	28	21
Awards	5	6	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	0	0	0	2	0
Reprimand	8	28	11	4	10	6
Suspension	12	25	8	18	13	10
Removal	3	4	3	3	9	9
Other	0	0	5	1	6	3
Duty Hours	4	3	2	6	0	5
Perf. Eval./ Appraisal	26	21	25	16	17	17
Examination/Test	2	0	0	1	1	1
Harassment						
Non-Sexual	91	98	103	92	96	53

Sexual	7	4	3	0	6	3
Medical Examination	1	3	1	2	0	1
Pay including overtime	17	10	7	8	2	3
Promotion/Non-Selection	33	51	32	24	18	22
Reassignment						
Denied	11	9	7	2	6	3
Directed	20	8	1	6	7	12
Reasonable Accommodation Disability	15	27	26	23	24	7
Reinstatement	0	1	0	0	0	1
Religious Accommodation	0	0	2	0	0	1
Retirement	0	0	0	3	1	6
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	7	3	2	5
Termination	19	12	5	8	11	9
Terms/Conditions of Employment	61	54	28	31	34	39
Time and Attendance	16	29	20	16	23	14
Training	13	19	21	12	12	11
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					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	209.69	198.55	202.23	148.77	171.14	197.39
Average number of days in final action	173.22	101.19	131.90	330.49	28.53	35.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	205.90	215.82	209.71	147.32	151.70	210.79
Average number of days in final action	189.56	160.00	39.10	159.03	18.95	26.59
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	215.34	180.09	188.21	152.19	192.08	183.75
Average number of days in final action	152.93	87.13	229.46	467.67	44.33	49.26
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	19	18	16	34	23	11
Average days pending prior to dismissal	88	95	85	61	15	54
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	8	5	6	9	6	9

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										2019Thru09-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		0		1		1		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	1	50	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	1	100
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	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	1	50	1	33	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	1	100	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

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	196	211	181	199	159	138
Total Complainants	158	184	170	170	135	111
Number complaints pending						
Investigation	13	11	4	2	5	4
ROI issued, pending Complainant's action	2	0	0	0	0	0
Hearing	154	180	152	177	146	129
Final Agency Action	27	19	19	21	11	7
Appeal with EEOC Office of Federal Operations	19	4	25	40	52	67
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	13	13	1	2	6	2