

This report was generated with a future date. Therefore, the quarter numbers may be incomplete

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

## NIFA

For 3rd Quarter 2021 for period ending June 30, 2021

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2021Thru06-30 |
|  | 2016                      | 2017 | 2018 | 2019 | 2020 |               |
| Number of Complaints Filed   | 3                         | 2    | 3    | 3    | 0    | 0             |
| Number of Complainants   | 3                         | 2    | 3    | 3    | 0    | 0             |
| Repeat Filers  | 0                         | 0    | 0    | 0    | 0    | 0             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2021Thru06-30 |
|  | 2016                      | 2017 | 2018 | 2019 | 2020 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 1                         | 1    | 2    | 3    | 0    | 0             |
| Color  | 2                         | 0    | 2    | 2    | 0    | 0             |
| Religion   | 0                         | 0    | 0    | 1    | 0    | 0             |
| Reprisal   | 0                         | 1    | 3    | 0    | 0    | 0             |
| Sex  | 2                         | 1    | 3    | 2    | 0    | 0             |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0             |
| National Origin  | 0                         | 0    | 1    | 0    | 0    | 0             |
| Equal Pay Act  | 0                         | 0    | 0    | 0    | 0    | 0             |

|  |                                  |             |             |             |             |                        |
|--|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
| Age  | 1                                | 2           | 1           | 1           | 0           | 0                      |
| Disability   | 0                                | 0           | 2           | 2           | 0           | 0                      |
| Genetics   | 0                                | 0           | 0           | 1           | 0           | 0                      |
| Non-EEO  | 0                                | 0           | 2           | 1           | 0           | 0                      |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                        |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021 Thru 06-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                        |
| Appointment/Hire   | 1                                | 0           | 0           | 0           | 0           | 0                      |
| Assignment of Duties   | 0                                | 0           | 2           | 1           | 0           | 0                      |
| Awards   | 0                                | 0           | 0           | 2           | 0           | 0                      |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                        |
| Demotion   | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Reprimand  | 0                                | 1           | 0           | 2           | 0           | 0                      |
| Suspension   | 0                                | 0           | 1           | 1           | 0           | 0                      |
| Removal  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Other  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Duty Hours   | 0                                | 0           | 1           | 0           | 0           | 0                      |
| Perf. Eval./ Appraisal   | 0                                | 0           | 2           | 2           | 0           | 0                      |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                      |
| <b>Harassment</b>  |                                  |             |             |             |             |                        |
| Non-Sexual   | 1                                | 2           | 3           | 2           | 0           | 0                      |
| Sexual   | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Pay including overtime   | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Promotion/Non-Selection  | 3                                | 0           | 0           | 2           | 0           | 0                      |
| <b>Reassignment</b>  |                                  |             |             |             |             |                        |
| Denied   | 0                                | 0           | 2           | 1           | 0           | 0                      |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Directed   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Reasonable Accommodation Disability                                  | 0                                | 1           | 0           | 1           | 0           | 0                    |
| Reinstatement  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| 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           | 1           | 0           | 0           | 0                    |
| Termination  | 0                                | 0           | 1           | 0           | 0           | 0                    |
| Terms/Conditions of Employment                                       | 0                                | 2           | 3           | 0           | 0           | 0                    |
| Time and Attendance  | 0                                | 0           | 1           | 1           | 0           | 0                    |
| Training   | 0                                | 0           | 1           | 1           | 0           | 0                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| 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                    |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021Thru06-30</b> |
|  | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                      |
| Complaints pending during fiscal year                                |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 135.50                           | 147.00      | 0           | 246.00      | 133.00      | 0                    |
| Average number of days in final action                               | 47.00                            | 33.33       | 5.00        | 43.50       | 57.00       | 0                    |
| Complaint pending during fiscal year where hearing was requested     |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 102.00                           | 0           | 0           | 0           | 0           | 0                    |
| Average number of days in final action                               | 0                                | 0           | 5.00        | 0           | 0           | 0                    |
| Complaint pending during fiscal year where hearing was not requested |                                  |             |             |             |             |                      |
| Average number of days in investigation                              | 169.00                           | 149.50      | 0           | 246.00      | 133.00      | 0                    |





|   |                                  |          |             |          |             |          |             |          |             |          |                        |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|------------------------|----------|
| Age   | 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        |
| 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        |
| <b>Findings of Discrimination<br/>Rendered by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                        |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2021 Thru 06-30</b> |          |
|   | <b>2016</b>                      |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</b> |          |                        |          |
|   | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>               | <b>%</b> |
| <b>Total Number Findings</b>                            | 0                                |          | 0           |          | 0           |          | 0           |          | 0           |          | 0                      |          |
| 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        |
| <b>Disciplinary Action</b>                              |                                  |          |             |          |             |          |             |          |             |          |                        |          |
| 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        | 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        |
| <b>Harassment</b>                                       |                                  |          |             |          |             |          |             |          |             |          |                        |          |
| 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        |
| <b>Reassignment</b>                                     |                                  |          |             |          |             |          |             |          |             |          |                        |          |



|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
| <b>Findings Without Hearing</b>     | 0 |   | 0 |   | 0 |   | 0 |   | 0 |   | 0 |   |



