



NO FEAR ANNUAL REPORT TO CONGRESS

FY18 (1 OCT. 2017 – 30 SEPT. 2018)

COURT SERVICES AND OFFENDER SUPERVISION AGENCY

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I. INTRODUCTION

This document represents the Fiscal Year (FY) 2018 Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) Annual Report to Congress from the Court Services and Offender Supervision Agency (CSOSA) for the District of Columbia and the Pretrial Services Agency (PSA) for the District of Columbia. The PSA is an independent entity within CSOSA and for purposes of this report; CSOSA and PSA collectively will be referred to as the “Agency.” The Agency was certified as an independent Executive branch agency in 2002 and remains committed to its mission of increasing public safety, preventing crime, reducing recidivism and supporting the fair administration of justice in the District of Columbia.

The No FEAR Act was signed into law by President George W. Bush on May 15, 2002, becoming effective on October 1, 2003. The Act requires federal agencies to be accountable for violations of antidiscrimination and whistleblower protection laws and post on its website certain statistical data relating to federal sector EEO complaints filed with the agency. Section 203 of the No FEAR Act requires that each federal agency submit an annual report to Congress no later than 180 days after the end of each fiscal year. Agencies are required to provide: 1. the number, status and disposition of cases filed in federal court arising under each of the specified areas of alleged discrimination covered by the Act; 2. the amount of money required to be reimbursed to the judgment fund; 3. the number of employees disciplined; 4. any policies implemented related to appropriate disciplinary actions against a federal employee who discriminated against any individual or committed a prohibited personnel practice; and 5. an analysis of the data collected with respect to trends and causal analysis. Consistent with the mandates of this statute, the Agency posted its quarterly complaint statistics on its internal and external websites.

In addition, the No FEAR Act requires federal agencies to submit annual reports to: the Speaker of the House of Representatives, the President *pro tempore* of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each Congressional committee with jurisdiction relating to the Agency, the Attorney General, the Equal Employment Opportunity Commission (EEOC), and the Office of Personnel Management (OPM).

II. EXECUTIVE SUMMARY

This report satisfies the Agency's mandatory reporting requirement and summarizes the Agency's EEO complaint activity and significant accomplishments as it relates to our programs and workforce for FY 2018. It also outlines our FY 2019 planned activities to reduce the number of complaints, improve complaint processing, and promote equal employment opportunity and diversity in the Agency going forward.

Consistent with the federal workforce as a whole, the Agency's five major complaint bases are race, sex, reprisal, age, and color. While the number of disability complaints increased in the federal workforce, the number of those complaints in the Agency remained low. Non-sexual harassment, terms and conditions of employment, and promotion/non-selection continue to be the top three major issues reported. The average length of the investigative stage expanded by 54 days from 178.1 days to 228.5 days, a 22.% increase. The number of complaints dismissed by the Agency doubled from three to six (100%) increase. While there was an increase in the number of cases dismissed in FY 2018, the average processing time for processing dismissals increased by 61%, from 49.75 days to 128.8 days. We attribute this increase in processing time to the lack of human resources to undertake such action. No complainants withdrew their complaints; however, the number of investigations and repeat filers decreased. The number of complainants who elected hearings increased and the number of final actions remained constant at two (2), which may be the result of the number of matters pending adjudication by administrative law judges at the EEOC.

The number of investigations of pending complaints that exceeded the 180-day timeframe also decreased, from six (6) in FY 2017 to five (5) in the first quarter of FY2019, which represents the last three months of calendar year 2018.

During FY 2018, there were no discrimination or Whistleblower Protection Act (WPA) cases filed against the Agency in federal court, and there were no reimbursements to the judgment fund. Since the enactment of the No FEAR Act, the Agency continues to emphasize and mandate training on the Act. In FY 2018, 595 (52%) of the 1136 Agency employees completed new employee or refresher mandatory Equal Employment Office (EEO)/Diversity and No FEAR Act training.¹ Of the 595 employees trained, 111 (19%) were supervisors, and 484 (81%) were non-supervisory employees. Additionally, 410 (36%) of the 1136 Agency employees completed new employee or refresher Alternative Dispute Resolution (ADR) training. Of that number, twelve (3%) were supervisors, and 398 (97%) were non-supervisory employees. Moreover, the Agency continued its efforts to raise awareness of and promote its ADR program as an opportunity to resolve complaints at the earliest possible stage.

¹ Largely due to routine attrition, there was a net decrease of 50 in the Agency's workforce from FY2017 (1186) to FY 2018 (1136).

III. TREND ANALYSIS

Informal Complaints

The objective of the pre-complaint process is to seek resolution and avoid the filing of a formal EEO complaint. In traditional EEO counseling, counselors have thirty days to conduct an inquiry, which includes: interviewing the Aggrieved and Responsible Management Official (RMO); presenting the Aggrieved's requested relief; and attempting to reach a mutually agreeable resolution. The 30-day timeframe can be extended up to an additional sixty days with the approval of the Aggrieved. If there is no mutually agreeable resolution, the counselor conducts a final interview with the Aggrieved and provides a Notice of Right to File a Formal EEO Complaint, and the Aggrieved has fifteen (15) days from receipt within which to file a Formal Complaint.

Instead of traditional counseling, the Aggrieved can elect to participate in the (ADR) process. The ADR Office has ninety days to assist the parties in reaching a mutually agreeable resolution. If a resolution is not reached, the complaint is returned to the EEO counselor who conducts a final interview and provides the Aggrieved with a Right to File Notice. The Aggrieved has fifteen days after receipt of the notice to file a formal EEO complaint.

From October 1, 2017, through September 30, 2018, the Agency processed 34 EEO contacts, 23 informal complaints, and 19 formal complaints. ADR is offered to most, if not all, aggrieved employees or applicants for employment. Of those aggrieved employees who were offered a choice between traditional counseling and ADR, six (6) elected ADR and 17 elected traditional counseling. Over the past three years, more complainants chose traditional EEO counseling rather than participating in ADR.

- FY 2018 – 23 informal complaints filed; 6 (26%) elected ADR and 21 (74%) elected traditional counseling.
- FY 2017 - 33 informal complaints filed; 15 (45%) elected ADR and 18 (54%) elected traditional counseling.
- FY 2016 – 23 informal complaints filed; 2 (09%) elected ADR and 21 (91%) elected traditional counseling.

Formal Complaints

The objective of the formal complaint investigation is to develop an impartial and factual record of investigation upon which a reasonable fact finder can rely when determining whether discrimination occurred. The investigator has 180 days to gather testimony and documentary evidence for the record of investigation. The 180-day timeframe can be extended with the approval of the Complainant, or if other similar, allegations are subsequently filed and included in the investigation.

CSOSA (FY 2018)	Government-Wide FY 2015
Reprisal/Retaliation (52%)	Reprisal/Retaliation (48%)
Race (All) (48%)	Age (32%)
Sex (48%)	Disability (physical) (26%)
Age (All) (48%)	Sex (25%)
Color (Black/Brown) (19%)	Race (Black/African American) (24%)

During FY 2018, nineteen (19) new formal complaints were filed, and forty-three (43) complaints were carried over from previous fiscal years. The dispositions of the formal complaint investigations are as follows:

- Eight (8) being actively investigated
- One (1) awaiting accept/dismissal of allegations
- Three (3) complaints dismissed without investigation.
- Two (2) ADR mediations initiated in the pre-complaint process received ADR settlements after formal complaint filed
- Seventeen (17) active EEOC hearings
- Ten (10) complainants requested an EEOC hearing after an investigation
- Four (4) complainants requested a Final Agency Decision (FAD) instead of an EEOC hearing after an investigation
- One (1) negotiated settlement during EEO hearing
- One (1) Office of Federal Operations (OFO) appeal filed
- Fifteen (15) closed during the reporting period

The most frequently cited bases within the Agency were retaliation/reprisal: ten (10), race, sex and age all have nine (9) and color: five (5). The number of reprisal/retaliation bases remained the same as in FY 2017. The chart below compares the most frequent bases and issues for the Agency in FY18 with the entire federal workforce.¹

Most Frequent Bases

For the past three fiscal years, harassment (non-sexual) has remained the most frequently cited issue within the Agency and is the basis for six (6) claims. Other frequently cited issues are promotion/non-selection: four (4) and terms and conditions of employment: five (5).

MOST FREQUENT ISSUES

CSOSA (FY 2018)	Government-Wide (FY 2015)
Harassment (Non-Sexual) (32%)	Harassment (Non-Sexual) (40%)
Terms and Conditions (26%)	Disciplinary Action (22%)
Promotion/Non-selection (21%)	Terms/Conditions (16%)

¹ FY2015 is the most recent workforce data posted on the EEOC website

² Complaints can contain more than one basis or issue

Below is a breakdown of formal complaints filed by unit:

Court Services and Offender Supervision Agency (CSOSA)

Office of Community Supervision & Intervention Services (OCSIS) -formerly Community Supervision Services: 12
 Community Justice Programs: 2
 Office of Financial Management: 4
 Office of Legislative and Public Affairs: 1

Pretrial Services Agency (PSA)

Office of Financial Operations: 2
 Office of Information Technology: 2

IV. Annual Report Required by Section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act of 2002 and 5 CFR Part 724

Fiscal Year 2018

1. The number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of such agency was alleged.	There were 19 new formal EEO complaints filed in Fiscal Year 2018. 43 cases at various stages of the complaint process carried over from prior fiscal years.
2. The status or disposition (including settlement) of cases described in paragraph (1).	Withdrawal – 0 Dismissal - 3 Settlement – 3 1-Settlement reached during EEOC Hearing Active Investigation - 8 Pending Accept/Dismissal of Allegations – 1 Pending Hearing – 27 17-carry over hearings 10-new request for a hearing Final Agency Decision pending – 4 Final Order pending - 1 Appeal with EEOC OFO pending – 1 Closed – 15
3. The amount of money required to be reimbursed by such agency under section 201 in connection with each of such cases, separately identifying the aggregate amount	None

<p>of such reimbursements attributable to the payment of attorneys' fees, if any.</p>	
<p>4. The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).</p>	<p>None</p>
<p>5. The final year-end data about discrimination complaints for each fiscal year that was posted in accordance with Equal Employment Opportunity Regulations at subpart G of Title 29 of the Code of Federal Regulations (implementing section 301(c) (1) (B) of the No FEAR Act).</p>	<p>Attached to this report is the Agency's Internal Complaint Activity Data for FY 2018.</p>
<p>6. A detailed description of: (1) the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who (i) discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2); or (ii) committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2); and (2) with respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken.</p>	<p>Attached to this report are the Agency's updated policy statements on Equal Employment Opportunity, Sexual Harassment and the Anti-Harassment Policy. The policies are posted on the Agency's website at www.csosa.gov.</p>
<p>7. An analysis of the information described under paragraphs (1) through (6) in conjunction with data provided to the EEOC in compliance with part 1614 of Title 29 of the Code of Federal Regulations including: (A) an examination of trends; (B) causal analysis; (C) practical knowledge gained through experience; and (D) any action planned or taken to improve complaint or civil rights programs of the Agency.</p>	<p>See: FY 2018 Analysis-Section 203(a) (7) below.</p>
<p>8. For each fiscal year, any adjustment needed or made to the budget of the Agency to comply with its Judgment Fund reimbursement obligation.</p>	<p>None</p>

9. The Agency’s written plan developed under 724.203(a) to train its employees.	In FY 2018, No FEAR Act training was included as part of the mandatory bi-annual EEO training and New Employee Orientation.
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V. 2018 Analysis – Section 203(a)(7)

A. Trends, Analysis, and Practical Knowledge

From FY 2017 to FY 2018, there was a decrease in the Agency’s EEO complaint activity. Additionally, In FY 2018, there was a further decrease in the number of complaints filed and overall complaint activity.

In FY 2018, the Agency continued to review EEO complaint data to identify potential barriers that influence timely processing of EEO complaints and investigations and to reduce the average number of days to issue Final Agency Decisions. In FY 2018, six (6) investigations were not conducted promptly due to a shortage of EEO staff and a lapse in contract funding. As of the end of FY 2018, there were twenty-seven (27) complaints in the EEOC hearing process, one appeal (1) with the EEOC’s Office of Federal Operations, and one (1) matter awaiting Final Order by an administrative judge. As of the date of this report, there were no findings of discrimination in any of the administrative cases filed in FY 2018.

The Agency continues to focus on improving the timeliness of complaint processing and investigations. Staff EEO Specialists have primary responsibility for processing and investigating EEO complaints. When needed due to workload demands or other factors, the Agency has sufficient resources to supplement its EEO staff with contract investigators.

Over the past year, the Agency continued to promote the use of the Agency’s ADR program to address actions that may give rise to EEO complaints. The EEO Office offered ADR to the majority of complainants at the pre-complaint (informal) stage of the complaint process. Of those who were offered ADR services, only two were closed either by settlement by the parties or withdrawing from the EEO process.

B. Any Action Planned/Taken to Improve Agency Complaint or Civil Rights Programs

The Agency took the following actions in FY 2018 to improve EEO, Diversity and Special Programs:

- The EEO Office and the Human Resource (HR) Training Office developed a new training module to deliver EEO training to employees and managers.
- The updated, mandatory EEO training was presented and facilitated by an outside contractor; however, EEO Office staff addressed Agency-specific questions.

- The EEO Complaints and Compliance Manager provided technical advice and guidance to assist the HR/Employee and Labor Relations (ELR) Specialist in the review and decision-making in the requests for Reasonable Accommodations.

The Agency's planned activities to improve EEO, Diversity and Special Programs in FY2019 include:

- EEO training sessions for new employees and managers, as well as makeup-training sessions for those unable to attend training in FY 2018. The EEO staff will monitor the training and continue to address Agency-specific questions.
- It is proposed that EEO roles and responsibilities are identified as critical elements in the performance plans of managers and supervisors, including the effective and efficient management of human resources that fosters equal employment opportunity and diversity across the Agency. The Agency will continue to monitor the performance of its management and leadership in these areas.
- The Agency will continue to offer exit interviews to employees who separate from the Agency in FY2019 to determine if they perceived the work environment in the Agency to be hostile or discriminatory. The Agency is concerned with the overall level of departures from the agency, particularly those members of our underrepresented groups.
- Review and make any necessary updates to CSOSA's Anti-Harassment Policy, dated 07/07/10, which is posted on the Agency's intranet and internet.
- Finalize revisions to the Agency's Reasonable Accommodation Policy and Standard Operating Procedures for processing RA requests.
- Appoint a new Disability Employment Program Manager Committee chair and recruit a new Deputy Employment Program Manager/vice committee chair as well as new committee members. The Complaints and Compliance Manager will serve as the committee advisor.

VI.

**Court Services and Offender Supervision Agency (CSOSA)
 Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and
 Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law
 107-174**

For FY 2018 for period ending September 30, 2018

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					October 1, 2017 Thru September 30, 2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	10	12	14	21	21	19
Number of Complainants	9	11	14	21	18	18
Repeat Filers	1	1	10	0	3	1
Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					October 1, 2017 Thru September 30, 2018
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Race	3	7	6	12	10	9
Color	1	4	5	5	4	5
Religion	0	3	1	0	1	0
Reprisal/Retaliation	9	3	8	11	8	10
Sex	6	5	7	8	8	9
National Origin	1	1	1	2	2	1
Equal Pay Act	0	0	0	0	0	0
Age	2	5	6	6	6	9
Disability	2	3	2	4	2	2
Non-EEO	0	0	0	0	0	0
Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					October 1, 2017 Thru September 30, 2018
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Appointment/Hire	1	0	1	0	1	0
Assignment of Duties	1	1	0	0	2	7
Awards	0	0	0	0	0	1
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action	2	3	3	4	0	7
Demotion	0	0	0	0	0	0
Reprimand	1	3	2	4	0	3
Suspension	1	0	1	1	0	4
Removal	0	0	0	1	1	0
Other	0	0	0	0	0	0
Duty Hours	3	0	0	0	0	2
Evaluation/Appraisal	2	1	3	2	1	5
Examination/Test	0	0	0	0	0	0
Harassment	6	6	6	8	5	6
Non-Sexual	6	6	0	8	5	6
Sexual	0	0	0	0	0	0

Medical Examination	0	0	0	1	0	1						
Pay (Including Overtime)	0	0	3	0	1	1						
Promotion/Non-Selection	1	2	3	4	4	1						
Reassignment	1	0	3	1	1	4						
Denied	0	0	2	0	1	1						
Directed	1	0	1	1	0	3						
Reasonable Accommodation	0	0	0	2	1	2						
Reinstatement	0	1	0	1	0	0						
Retirement	0	0	0	0	1	0						
Termination	0	0	2	1	1	1						
Terms/Conditions of Employment	1	2	1	2	2	5						
Time and Attendance	0	2	0	4	0	0						
Training	0	0	0	0	0	1						
Other	0	0	6	2	0	0						
Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					October 1, 2017 Thru September 30, 2018						
<i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	Previous Fiscal Year Data											
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017							
Complaints pending (<i>for any length of time</i>) during the fiscal year (1614.704(f)(1))												
Average number of days in investigation stage	209	166	177	149	178.1	228.5						
Average number of days in final action stage	36	45	51	36	37	49						
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was requested (1614.704(f)(3))												
Average number of days in investigation stage	192	171	179	179	257	279.6						
Average number of days in final action stage	33	38	38	30	0	76.5						
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was not requested (1614.704(f)(2))												
Average number of days in investigation stage	236	154	159	0	205	0						
Average number of days in final action stage	53	54	64	0	32	88.0						
Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					October 1, 2017 Thru September 30, 2018						
	Previous Fiscal Year Data											
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017							
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	4	3	1	4	3	6						
Average days pending prior to dismissal	108	99	113	52	49.75	128.8						
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	0	1	0	8	1	0						
Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										October 1, 2017 Thru September 30, 2018	
	Previous Fiscal Year Data											
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017							
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total without a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total with a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										October 1, 2017 Thru September 30, 2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	0	0.0	0	0.0	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	0	0.0	0	0.0
Non EEO	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings after a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	0	0.0	0	0.0	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	0	0.0	0	0.0
Non EEO	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings without a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	0	0.0	0	0.0	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	0	0.0	0	0.0
Non EEO	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	Comparative Data (29 CFR 1614.705)										October 1, 2017 Thru September 30, 2018	
	Previous Fiscal Year Data											
	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Demotion	0	0.0	0	0.0	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	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	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	0	0.0	0	0.0
Harassment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	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	0	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Denied	0	0.0	0	0.0	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	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	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	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	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	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Findings after a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Demotion	0	0.0	0	0.0	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	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	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	0	0.0	0	0.0
Harassment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	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	0	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Denied	0	0.0	0	0.0	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	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	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	0	0.0	0	0.0

Retirement	0	0.0	0	0.0	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	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Findings without a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Demotion	0	0.0	0	0.0	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	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	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	0	0.0	0	0.0
Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	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	0	0.0	0	0.0
Harassment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	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	0	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Denied	0	0.0	0	0.0	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	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	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	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	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	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0.0	0	0.0
Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))	Comparative Data (29 CFR 1614.705)					October 1, 2017 Thru September 30, 2018						
	Previous Fiscal Year Data											
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017							
Total complaints from previous Fiscal Years	21	18	20	21	21	28						
Total complainants from previous Fiscal Years	17	16	18	21	18	26						
Number of Complaints Pending												
Investigation	4	5	5	14	4	4						
ROI issued, pending complainant's action	2	0	2	0	0	0						
Hearing	7	10	14	18	21	22						
Final Action	1	0	3	2	2	2						
Appeal with EEOC Office of Federal Operations	3	3	3	2	3	3						

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					October 1, 2017 Thru September 30, 2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	3	6	8	13	6	5