



NO FEAR ANNUAL REPORT TO CONGRESS

FISCAL YEAR 2020

COURT SERVICES AND OFFENDER SUPERVISION AGENCY

TABLE OF CONTENTS

	PAGE
I. INTRODUCTION	1
II. DATA	2
A. CIVIL CASES AND DISPOSITIONS	2
B. JUDGMENT FUND REIMBURSEMENTS	2
C. DISCIPLINARY ACTIONS	2
D. DISCIPLINARY POLICIES	2
III. FINAL YEAR-END DATA	3
IV. COMPLAINT DATA ANALYSIS	3
A. TRENDS, CAUSAL ANALYSIS, AND PRACTICAL KNOWLEDGE GAINED	3
1. PRE-COMPLAINTS	3
A. ALTERNATIVE DISPUTE RESOLUTION	4
2. COMPLAINTS	5
A. INVESTIGATIONS	5
B. NEW COMPLAINTS	5
3. POST-INVESTIGATION ACTIVITY	7
B. ACTIONS PLANNED OR TAKEN TO IMPROVE AGENCY'S EEO COMPLAINT PROGRAM/NO FEAR TRAINING PROGRAM	7

I. INTRODUCTION

Congress established the Court Services and Offender Supervision Agency for the District of Columbia (CSOSA) in the National Capital Revitalization and Self-Government Improvement Act of 1997. In that same Act, Congress established the Pretrial Services Agency of the District of Columbia (PSA) as an independent entity within CSOSA. For purposes of this report, CSOSA and PSA are collectively referred to as the “Agency.” The Agency was certified as an independent Executive branch agency in 2000 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 Agency is pleased to present its Annual Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) Report to Congress for Fiscal Year 2020. This report summarizes the Agency’s activities aimed at ensuring accountability for antidiscrimination and whistleblower employment related laws. This No FEAR Act Annual Report covers the timeframe from October 1, 2019 through September 30, 2020.

The No FEAR Act was signed into law by President George W. Bush on May 15, 2002, and became effective on October 1, 2003. The Act requires Federal agencies to be accountable for violations of antidiscrimination and whistleblower protection laws and to post on their websites certain statistical data relating to Federal sector Equal Employment Opportunity (EEO) complaints filed with the Agency. The No FEAR Act also requires that, no later than 180 days after the end of the fiscal year, Federal agencies submit an annual report 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 committee of Congress with jurisdiction relating to the Agency, the Attorney General, and the Equal Employment Opportunity Commission (EEOC). Federal agencies are also mandated to submit the report to the Office of Personnel Management (OPM) pursuant to 5 C.F.R § 724.302.

Under the No FEAR Act, Federal agencies must report:

- the number, status, and disposition of Federal District Court cases arising under the laws covered by the No FEAR Act;
- the amount of any reimbursements to the Judgment Fund;
- the number and types of disciplinary actions taken against employees related to discrimination, retaliation, or harassment or the commission of a prohibited personnel practice;
- the policies implemented relating to appropriate disciplinary actions;
- the final year end summary data related to the Agency’s EEO complaint activity for the fiscal year;
- an analysis of the data collected with respect to trends and causal analysis;
- actions planned or taken to improve the Agency’s complaint program; and
- the Agency’s No FEAR training plan.

Consistent with the mandates of this statute, the Agency has posted its quarterly complaint statistics on its internal and external websites.

II. DATA

A. Civil Cases and Disposition

Under Section 203(a)(1) of the No FEAR Act, Federal agencies are required to report the number of Federal District Court “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.” Further, Section 203(a)(2) requires agencies to report the status or dispositions of those cases. Pursuant to these reporting requirements, the Agency announces that there were no new cases filed nor were there any cases pending in Federal District Court in FY 2020.

B. Judgment Fund Reimbursements

Section 203(a)(3) of the No FEAR Act mandates that agencies include in their reports the amount of money the Federal agencies were required to reimburse the Judgment Fund for payments covered by the Act and identify the amount of the reimbursements attributable to the payment of attorneys’ fees. The Act also requires that agencies report any budgetary adjustments required to comply with agencies’ obligations to reimburse the Judgment Fund under Section 203(a)(7)(8). As required by these mandates, the Agency reports that it was not required to reimburse the Judgment Fund or make any budgetary adjustments in FY 2020.

C. Disciplinary Actions

Pursuant to Section 203(a)(4) of the No FEAR Act, Federal agencies must report “the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1)” of the Act. For FY 2020, the Agency did not discipline any employees for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in Section 203(a)(1) of the Act.

D. Disciplinary Policies

Section 203(a)(6) of the No FEAR Act requires Federal agencies to include in their annual report a detailed description of the policies implemented by the agencies related to disciplinary actions imposed against a Federal employee who discriminates against any individual in violation of the laws cited under Section 201(a)(1) or (a)(2).

The Agency promulgated and enforces its EEO and antidiscrimination policies and procedures in order to prevent discrimination and to notify employees of the consequences of engaging in discriminatory acts. These policies set forth employee rights and responsibilities under EEO laws. These policies are periodically reviewed to ensure that they are current and are applied consistently and fairly.

The Agency has in place an Equal Employment Opportunity and Diversity Policy and an Anti-Harassment Policy, both of which are accessible on the Agency's intranet. The Agency also provides the substance of the Equal Employment Opportunity and Diversity Policy as well as the Anti-Harassment Policy to employees at the time they join the Agency. Further, employees receive training on those policies and the Agency's EEO Program during the New Employee Orientation program.

The Equal Employment Opportunity and Diversity Policy sets forth the Agency's firm commitment to a workplace free of discrimination and harassment. It explains the EEO process, including how to initiate the process, the regulatory timeframes involved, and the various steps in the process.

The Anti-Harassment Policy reinforces the Agency's commitment to an environment free of harassment. It defines sexual harassment, sets forth the roles and responsibilities of the various offices, and includes an illustration of the EEO complaint process.

III. FINAL YEAR-END DATA

Section 203(a)(5) of the No FEAR Act mandates that the report includes the Agency's final year-end data posted under Section 301(c)(1)(B) for each fiscal year. In addition, Section 301(c)(2) requires that Federal agencies include the data for each of the five (5) immediately preceding fiscal years. The Agency includes the final year-end data required under Section 301(b) in Appendix A.

IV. COMPLAINT DATA ANALYSIS

Pursuant to the No FEAR Act's Section 203(a)(7), Federal agencies must analyze the "information described under paragraphs (1) and (6) in conjunction with data provided to the Equal Employment Opportunity Commission [,]...including (A) an examinations of trends; (B) causal analysis; (C) practical knowledge gained through experience; and (D) any actions planned or taken to improve complaint or civil rights programs of the agency." Below, the Agency sets forth its analysis in the respective areas.

A. Trends, Causal Analysis, and Practical Knowledge Gained

1. Pre-Complaints

The objective of the EEO pre-complaint process, whenever possible, is to seek resolution of the concerns raised by an applicant, employee, or former employee, *i.e.*, the Aggrieved, and avoid the filing of a formal EEO complaint. In most cases, the Aggrieved is given the option to proceed with traditional EEO Counseling or participate in the Alternative Dispute Resolution (ADR) process.

If the Aggrieved elects to participate in the traditional EEO counseling process, she or he is assigned an EEO Counselor who has thirty (30) days in which to conduct an inquiry into the allegations by interviewing the Aggrieved, Management Representatives, and any witnesses.

The Responsible Management Officials (RMOs) are presented with the Aggrieved's request for relief in an attempt to reach a resolution. The 30-day timeframe can be extended up to an additional sixty (60) days with the approval of the Aggrieved. If no resolution is reached, the EEO Counselor will conduct a final interview with the Aggrieved and provide a Notice of Right to File an EEO Complaint. The Aggrieved has fifteen (15) days after receipt of the Notice to file a formal complaint.

If the Aggrieved elects to participate in the ADR process in lieu of traditional EEO counseling, the pre-complaint is forwarded to the Agency's ADR Director for processing. The ADR Office has up to ninety (90) days to attempt to obtain a resolution. If no resolution is reached, the pre-complaint is returned to the EEO Counselor who will conduct a final interview and provide the Aggrieved with a Right to File Notice. Again, the Aggrieved has fifteen days (15) after receipt of the Notice to file a formal complaint.

From October 1, 2019 through September 30, 2020, the Agency processed twenty (20) pre-complaint contacts from Aggrieveds. A pre-complaint contact is when the Aggrieved initially contacts the EEO Office or an EEO Counselor about a particular concern. Seven (7) of the Aggrieveds who initiated a pre-complaint contact elected not to file a pre-complaint. Two (2) of those seven (7) Aggrieveds were referred to ADR.

During FY 2020, the Agency processed fourteen (14) pre-complaints, including one (1) pre-complaint of an Aggrieved who initiated contact with the EEO Office or an EEO Counselor in FY 2019. In five (5) of the pre-complaints, the Aggrieveds elected to participate in the ADR process in lieu of EEO counseling, although one (1) of the Aggrieveds subsequently changed his or her mind and elected EEO counseling instead. In two (2) of the five (5) pre-complaints, the Aggrieveds chose to withdraw from the EEO process after ADR. A total of six (6) of the pre-complaints, including the two (2) in which ADR was elected, were closed without the filing of a formal complaint because either the Aggrieved withdrew from the process or was non responsive to attempts to contact them. However, one (1) of the six (6) closed pre-complaints was later reopened after the Aggrieved appealed the closure of the matter.

a. Alternative Dispute Resolution (ADR)

In FY 2020, Aggrieveds elected to participate in the ADR process in lieu of EEO counseling approximately 36% of the time. However, since one (1) of the Aggrieveds later changed his or her mind about the ADR process, the ADR participation rate fell to 28%.

The Agency remains committed to promoting ADR to address concerns that may give rise to EEO complaints and encouraging even greater rate of ADR participation. To that end, the Agency will employ a number of strategies in its attempt to improve the participation rate, including offering ADR in every appropriate instance, providing additional training on the ADR program and its benefits in resolving workplace conflicts, and surveying those Aggrieveds who do not elect ADR to determine what, if any, concerns and reservations they may have about the ADR process.

2. Formal Complaints

a. Investigations

Once the Agency accepts a complaint, it must conduct an impartial and thorough investigation and prepare the factual Record of Investigation (ROI) upon which a factfinder can make a determination on the merits of the complaint and draw a conclusion as to whether discrimination occurred. The Agency has 180 days to conduct its investigation. The 180-day timeframe can be extended by up to 90 days with the approval of the Complainant, *i.e.*, the applicant, employee, or former employee who filed the complaint. Complainants also may seek to amend their complaints to add other like or related allegations. Doing so can extend the timeframe for the investigation. However, the investigation must be completed within 180 days of the last amendment of the complaint, but no more than 360 days after the original complaint was filed.

If the Agency dismisses a complaint, the Complainant can appeal the dismissal to the EEOC's Office of Operations (OFO). The EEOC's OFO has the authority to overturn the dismissal and remand the complaint back to the Agency for investigation, at which time the Agency has 150 days to complete the investigation.

During FY 2020, the Agency began and/or continued investigations into twenty-two (22) complaints. At the beginning of FY 2020, the Agency had eleven (11) ongoing investigations that began in prior fiscal years. During the year, three (3) complaints from prior fiscal years were remanded to the Agency for investigation or supplemental investigation. The Agency also began investigations into six (6) complaints that were filed in FY 2020. By the end of the FY 2020, the Agency had completed investigations and issued ROIs in fifteen (15) complaints. It should be noted that the amount of time required to complete investigations in FY 2020 was significantly impacted by the national emergency caused by the COVID 19 pandemic. As a result of the emergency, most employees of the Agency, including all employees in the EEO Office, had to transition to working remotely 100% of the time and could no longer send or receive documents via the U.S. mail or any delivery service.

b. New Complaints

In FY 2020, seven (7) new complaints were filed, including one (1) that the Agency dismissed. The number of new complaints was almost half that of the number of new complaints filed in FY 2019, which was fifteen (15). Although the Agency has been experiencing a decrease in the number of new complaints over the last few years, the dramatic decrease in FY 2020 is likely attributable in part to the fact that most employees were working remotely and focused on the challenges inherent in navigating the COVID 19 pandemic.

The Agency sets forth below the most commonly cited bases and issues raised in the complaints filed in FY 2020.¹ The basis is the protected characteristic the Complainant alleges motivated the

¹ Since a Complainant may allege more than one basis for discrimination and/or more than one issue in a complaint, the total number of bases and/or issues alleged will exceed the number of complaints filed.

discriminatory conduct. The issue is the specific types of action(s) or incident(s) for which the Complainant is seeking redress.

In FY 2020, race, sex, and reprisal continued to be the most frequently cited bases for the discrimination alleged by Complainants. Each of these bases was alleged in four (4) complaints. However, the number of complaints citing each of these bases decreased between FY 2019 and FY 2020.

Disability and color were the second most frequently cited bases of discrimination, as each was alleged in three (3) complaints. The number of complaints alleging disability as a basis of discrimination continued to decline in FY 2020. However, the number of complaints alleging disability as a basis is likely to significantly increase as employees return to working onsite.

In FY 2020, the most frequently identified issue was harassment (non-sexual), which was alleged in four (4) complaints. This issue was cited 60% less in FY 2020 than it had been in FY 2019.

The second most frequently cited issues in FY 2020 complaints were assignment of duties, disciplinary action, promotion/non-selection, and reassignment. Each was identified in three (3) complaints. While the number of complaints citing assignment of duties as an issue continued to decrease, the complaints identifying disciplinary action, promotion/non-selection, and promotion/non-selection increased.

In reviewing the complaints data, it is clear that the Agency must continue to focus training in the areas of race, sex, and reprisal, as these areas were identified in 57.1% of the complaints filed in FY 2020. Race, sex, and reprisal have accounted for the majority of the allegations since FY 2014. Moreover, harassment continues to remain among the most cited issues since 2014, which demonstrates the Agency’s continuing need to train in this area as well. To that end, the Agency intends to continue conducting training focusing on sex, reprisal, race, and harassment. .

The charts below compare the most frequent bases and issues for the Agency in FY 2020 with the entire Federal workforce.

Most Frequent Bases²

Agency (FY 2020)	Government-Wide (FY 2018) ³
Race – 57.1%	Reprisal/Retaliation – 51.6%
Sex – 57.1%	Sex – 32.3%
Reprisal – 57.1%	Disability (physical) – 32.2%
Disability – 42.9%	Race – 32.2%
Color – 42.9%	Age – 22.1%

² These percentages add up to more than 100% because some complaints allege multiple bases.

³ The most recent workforce data posted on the EEOC’s website is for FY 2018.

Most Frequent Issues⁴

Agency (FY 2020)	Government-Wide (FY 2018)
Harassment (Non-Sexual) – 57.1%	Harassment (non-sexual) – 98.8%
Disciplinary Action – 42.9%	Disciplinary Action – 50.5%
Promotion/Non-Selection – 42.9%	Terms and Conditions – 33.4%
Assignment of Duties – 42.9%	Promotion/Non-Selection – 26.9%
Reassignment – 42.9%	

The chart below indicates the number of complaints filed in FY 2020 separated by the Agency’s organizational units in which the complaints arose. The Agency will use this information to prioritize these units for training.

Volume of New Complaint Activity

CSOSA Organizational Unit	Number of Complaints
Office of Community Supervision & Intervention Services (OCSIS)	4
Office of Legislative, Intergovernmental & Public Affairs (OLIPA)	1
PSA Organizational Unit	Number of Complaints
Defendant Engagement & System Support	2

3. Post-Investigation Activity

At the end of FY 2020, twenty-four (24) complaints filed in previous fiscal years were awaiting a hearing before the EEOC. Two (2) complaints filed in previous fiscal years were pending final action and one (1) such complaint was pending appeal with the EEOC’s OFO. In FY 2020, there were no findings of discrimination.

B. Actions Planned or Taken to Improve Agency’s EEO Complaint Program/ No FEAR Act Training Plan

During FY 2020, the Agency took a number of actions aimed at improving the Agency’s EEO complaint program. Those actions included:

- using technology to provide web-based EEO and No FEAR Act training to ensure employees received such training on a biennial basis and to ensure new employees received such training within 90 days of their arrival at the Agency;
- completing the revised Anti-Harassment Policy and Procedures;

⁴ These percentages add up to more than 100% because some complaints identify multiple issues.

- utilizing collateral duty EEO Counselors to act as segregates to increase awareness regarding the Agency's EEO and ADR programs in their respective organizational units; and
- continuing to closely partner with Special Emphasis Program Committees, which provide a resource and a venue for employees in underrepresented groups to surface issues that may be unique to the groups.

In FY 2021 the Agency plans to take the following actions:

- supplement web-based EEO and No FEAR training with mini topic-specific training;
- provide additional training on the ADR process;
- improve the timeliness of complaints processing and investigations;
- continue to offer exit interview opportunities for departing employees;
- incorporate the EEOC's comments into the revised Reasonable Accommodation Policy and Procedures;
- conduct training presentations for employees and supervisors explaining the reasonable accommodation process and roles and responsibilities once further revised Reasonable Accommodation Policy and Procedures are approved by the EEOC;
- continue to recruit and appoint new members of the Special Emphasis Program Committees, and Collateral EEO Counselors; and
- recruit an additional full-time employee for the EEO Staff.

Appendix A EEO Data for FY 2020 and Preceding Five (5) Years

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					October 1, 2019 Thru September 30, 2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Number of Complaints Filed	14	21	21	19	15	7
Number of Complainants	14	21	18	18	15	6
Repeat Filers	10	0	3	1	0	1
Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					October 1, 2019 Thru September 30, 2020
<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 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Race	6	12	10	9	5	4
Color	5	5	4	5	3	3
Religion	1	0	1	0	2	1
Reprisal/Retaliation	8	11	8	10	6	4
Sex	7	8	8	9	9	4
PDA	0	0	1	0	0	0
National Origin	1	2	2	1	1	1
Equal Pay Act	0	0	0	0	1	0
Age	6	6	6	9	2	1
Disability	2	4	2	2	5	3
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					October 1, 2019 Thru September 30, 2020
<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 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Appointment/Hire	1	0	1	0	0	0
Assignment of Duties	0	0	2	7	5	3
Awards	0	0	0	1	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action	3	4	0	7	1	3
Demotion	0	0	0	0	0	0
Reprimand	2	4	0	3	2	2
Suspension	1	1	0	4	1	1
Removal	0	1	1	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	2	4	0
Evaluation/Appraisal	3	2	1	5	3	1
Examination/Test	0	0	0	0	0	0
Harassment	6	8	5	6	10	4
Non-Sexual	0	8	5	6	10	4
Sexual	0	0	0	0	0	0

Medical Examination	0	1	0	1	1	0					
Pay (Including Overtime)	3	0	1	1	2	2					
Promotion/Non-Selection	3	4	4	1	2	3					
Reassignment	3	1	1	4	2	3					
Denied	2	0	1	1	1	1					
Directed	1	1	0	3	1	2					
Reasonable Accommodation	0	2	1	2	2	1					
Reinstatement	0	1	0	0	0	0					
Retirement	0	0	1	0	0	0					
Religious Accommodation	0	0	0	0	0	0					
Sex-Stereotyping	0	0	0	0	0	0					
Telework	0	0	0	0	0	0					
Termination	2	1	1	1	0	0					
Terms/Conditions of Employment	1	2	2	5	4	2					
Time and Attendance	0	4	0	0	2	1					
Training	0	0	0	1	3	0					
Other	6	2	0	0	0	0					
Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					October 1, 2019 Thru September 30, 2020					
<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 2015	FY 2016	FY 2017	FY 2018	FY 2019						
Complaints pending (<i>for any length of time</i>) during the fiscal year (1614.704(f)(1))	177	149	178.1	228.5	287.50	248.7					
Average number of days in investigation stage	51	36	37	49	101.83	244.98					
Average number of days in final action stage	54	13	27.67	48.29	101.83	207.89					
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	179	179	257	279.6	309.25	216.64					
Average number of days in final action stage	38	30	0	76.5	60	250..71					
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was not requested 1(1614.704(f)(2))											
Average number of days in investigation stage	159	0	205	0	244.00	239.00					
Average number of days in final action stage	64	0	32	88	195.67	58					
Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					October 1, 2019 Thru September 30, 2020					
	Previous Fiscal Year Data										
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019						
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1	4	3	6	5	1					
Average days pending prior to dismissal	113	52	49.75	128.8	227	12					
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	0	8	1	0	1	0					
Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										October 1, 2019 Thru September 30, 2020
	Previous Fiscal Year Data										
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		
	#	%	#	%	#	%	#	%	#	%	

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, 2019 Thru September 30, 2020	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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, 2019 Thru September 30, 2020	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings.	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019			
	#	%	#	%	#	%	#	%	#	%	#	%
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, 2019 Thru September 30, 2020						
	Previous Fiscal Year Data											
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019							
Total complaints from previous Fiscal Years	20	21	21	28	22	25						
Total Complainants	18	21	18	26	22	22						
Number of Complaints Pending												
Investigation	5	14	4	4	1	1						

ROI issued, pending complainant's action	2	0	0	0	0	0
Hearing	14	18	21	22	18	24
Final Action	3	2	2	2	3	1
Appeal with EEOC Office of Federal Operations	3	2	3	3	14	1
Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					October 1, 2019 Thru September 30, 2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Pending Complaints Where Investigation Exceeds Required Time Frames	8	13	6	5	1	8