

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

## CISA (and below),HQ (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	53	35	61	66	98	86
Number of Complainants	49	35	58	64	95	82
Repeat Filers	2	0	3	1	3	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	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	25	22	32	34	55	47
Color	6	4	7	14	30	29
Religion	1	1	1	3	5	5
Reprisal	24	10	29	45	52	56
Sex	24	14	20	28	37	31
PDA	2	1	0	0	1	2
National Origin	5	5	4	6	11	15
Equal Pay Act	0	0	0	0	0	1

Age	13	11	16	24	30	29
Disability	13	10	20	31	32	27
Genetics	0	0	0	3	0	0
Non-EEO	1	1	0	1	5	5
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 09-30</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	15	4	5	7	5	4
Assignment of Duties	7	8	5	17	28	24
Awards	0	1	1	2	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	2	1
Reprimand	3	3	3	7	14	4
Suspension	1	0	5	4	14	6
Removal	1	0	1	2	4	4
Duty Hours	1	2	0	1	3	1
Perf. Eval./ Appraisal	6	6	8	10	23	23
Examination/Test	0	0	0	0	0	1
<b>Harassment</b>						
Non-Sexual	17	11	22	23	53	56
Sexual	1	0	1	2	5	3
Medical Examination	0	0	0	2	3	0
Pay including overtime	2	1	2	6	7	3
Promotion/Non-Selection	5	2	7	11	17	16
<b>Reassignment</b>						
Denied	1	0	1	0	2	5
Directed	2	1	2	3	5	6

Reasonable Accommodation Disability	1	1	7	9	8	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	3	4	9	1
Termination	3	2	4	7	9	5
Terms/Conditions of Employment	0	2	4	8	4	9
Time and Attendance	1	4	3	8	19	14
Training	1	4	2	6	6	0
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru09-30</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	202.68	250.61	242.78	256.56	238.17	286.48
Average number of days in final action	45.05	188.96	127.50	160.85	154.41	256.92
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.53	242.20	222.31	246.04	249.67	303.89
Average number of days in final action	40.82	162.17	75.14	107.82	81.36	41.45
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	194.39	240.43	275.94	264.15	231.74	265.44
Average number of days in final action	69.00	215.75	249.67	294.38	340.36	353.04













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	1	100	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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2021Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	57	64	63	70	67	94						
Total Complainants	57	63	61	63	64	89						

<b>Number complaints pending</b>						
Investigation	0	5	5	2	1	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	41	53	47	47	41	64
Final Agency Action	12	10	14	21	19	23
Appeal with EEOC Office of Federal Operations	7	13	18	24	34	43
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 09-30</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	7	5	4	2	6	14