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

## For 1st Quarter 2015 for period ending

| De | cember | 31, 20 | )14 |  |
|----|--------|--------|-----|--|
|    |        |        |     |  |

|   |     |        |         | Cor   | npa  | rative | e Data | a         |                   |
|---|-----|--------|---------|-------|------|--------|--------|-----------|-------------------|
| Complaint Activity  |     | Previo | ous Fis | cal Y | lea  | r Data | ı      |           | 015Th12 21        |
|   | 201 | .0 20  | 11 2    | 012   | 20   | 13 2   | 2014   |           | 015Thru12-31      |
| Number of Complaints Filed  | 120 | 12     | 97 12   | 211   | 12   | 11 1   | 220    |           | 304               |
| Number of Complainants  | 293 | 3 29   | 4 2     | 45    | 22   | 29     | 207    |           | 303               |
| Repeat Filers   | 18  | 3 2    | 8       | 14    | 1    | 6      | 10     |           | 1                 |
| Complaints by Pasis   |     |        |         | C     | om   | parat  | ive Da | ata       |                   |
| Complaints by Basis   |     | Pr     | evious  | Fisc  | al Y | Year I | Data   |           |                   |
| Note: Complaints can be filed<br>alleging multiple bases.The su<br>of the bases may not equal tota<br>complaints filed. |     | 2010   | 2011    | 20    | 12   | 2013   | 201    | <b>[4</b> | 2015Thru12-<br>31 |
| Race  |     | 409    | 460     | 41    | 13   | 453    | 37     | 5         | 83                |
| Color   |     | 131    | 137     | 14    | 17   | 156    | 13     | 3         | 30                |
| Religion  |     | 56     | 63      | 5     | 3    | 58     | 65     | 5         | 12                |
| Reprisal  |     | 541    | 603     | 56    | 52   | 581    | 56     | 8         | 113               |
| Sex   |     | 397    | 474     | 45    | 51   | 456    | 43     | 2         | 87                |
| PDA   |     | 0      | 2       |       | 7    | 8      | 7      |           | 6                 |
| National Origin   |     | 208    | 222     | 22    | 23   | 193    | 18     | 9         | 50                |

| Equal Pay Act   | 0    | 4      | 2        | 3       | 12      | 5                 |
|---|------|--------|----------|---------|---------|-------------------|
| Age   | 356  | 430    | 401      | 424     | 369     | 101               |
| Disability  | 279  | 327    | 288      | 275     | 303     | 80                |
| Genetics  | 3    | 4      | 2        | 6       | 6       | 3                 |
| Non-EEO   | 42   | 85     | 72       | 80      | 83      | 21                |
|   |      |        | Com      | parativ | ve Data | l                 |
| Complaints by Issue   | Pro  | evious | Fiscal Y | Year D  | ata     |                   |
| Note: Complaints can be filed<br>alleging multiple bases.The sum<br>of the bases may not equal total<br>complaints filed. | 2010 | 2011   | 2012     | 2013    | 2014    | 2015Thru12-<br>31 |
| Appointment/Hire  | 56   | 80     | 67       | 68      | 58      | 25                |
| Assignment of Duties  | 107  | 103    | 104      | 99      | 112     | 28                |
| Awards  | 21   | 25     | 20       | 21      | 15      | 2                 |
| Conversion to Full-time   | 0    | 2      | 1        | 1       | 2       | 0                 |
| Disciplinary Action   |      |        |          |         |         |                   |
| Demotion  | 9    | 12     | 18       | 8       | 9       | 0                 |
| Reprimand   | 58   | 88     | 73       | 76      | 54      | 15                |
| Suspension  | 63   | 74     | 65       | 63      | 60      | 9                 |
| Removal   | 17   | 31     | 34       | 24      | 40      | 13                |
| Other   | 30   | 49     | 22       | 28      | 57      | 10                |
| Duty Hours  | 23   | 34     | 17       | 21      | 20      | 6                 |
| Evaluation Appraisal  | 91   | 98     | 94       | 81      | 78      | 20                |
| Examination/Test  | 7    | 6      | 4        | 10      | 9       | 0                 |
| Harassment  |      |        |          |         |         |                   |
| Non-Sexual  | 406  | 476    | 474      | 498     | 501     | 109               |
| Sexual  | 50   | 41     | 36       | 46      | 39      | 10                |

| Medical Examination                     |            | 10       | 8        | 1    | 2     | 8      | 12      | 2           |
|---|------------|----------|----------|------|-------|--------|---------|-------------|
| Pay (Including Overtime)                |            | 16       | 39       | 2    | 26    | 34     | 47      | 11          |
| Promotion/Non-Selection                 |            | 232      | 246      | 2    | 62    | 272    | 168     | 55          |
| Reassignment                            |            |          | 1        |      |       | 1      |         | 1           |
| Denied                                  |            | 24       | 30       | 2    | 25    | 30     | 23      | 8           |
| Directed                                |            | 36       | 55       | 4    | 0     | 34     | 47      | 8           |
| Reasonable Accommodati                  | on         | 52       | 64       | 6    | 65    | 59     | 67      | 17          |
| Reinstatement                           |            | 6        | 7        | 1    | 1     | 3      | 3       | 0           |
| Retirement                              |            | 8        | 8        |      | 9     | 3      | 3       | 1           |
| Termination                             |            | 188      | 163      | 8    | 86    | 103    | 90      | 21          |
| Terms/Conditions of Empl                | loyment    | 163      | 220      | 1    | 20    | 105    | 107     | 22          |
| Time and Attendance                     |            | 47       | 52       | 5    | 56    | 46     | 48      | 11          |
| Training                                |            | 35       | 33       | 3    | 86    | 31     | 24      | 10          |
| Other                                   |            | 88       | 64       | 3    | 31    | 34     | 71      | 9           |
|   |            |          | Co       | omp  | oara  | tive l | Data    | ·           |
| <b>Processing Time</b>                  |            | Previou  | s Fisca  | l Y  | ear   | Data   |         | 2015Thru12- |
|   | 2010       | 2011     | 201      | 2    | 20    | 13     | 2014    | 31          |
| Complaints pending during               | g fiscal y | ear      |          |      | 1     |        |         | 1           |
| Average number of days in investigation | 215.02     | 237.91   | 233.     | 03   | 238   | 8.60   | 260.39  | 248.83      |
| Average number of days in final action  | 392.42     | 152.84   | 87.9     | 98   | 105   | 5.32   | 71.86   | 77.39       |
| Complaint pending during                | fiscal ye  | ar where | e hearir | ng w | vas r | eque   | sted    |             |
| Average number of days in investigation | 204.35     | 231.61   | 230.     | 83   | 231   | 1.74   | 251.89  | 257.99      |
| Average number of days in final action  | 61.80      | 71.68    | 54.3     | 85   | 54    | .47    | 39.91   | 42.66       |
| Complaint pending during                | fiscal ye  | ar where | e hearir | ng w | vas r | not re | quested |             |

| Average number<br>days in investigat   |       | 231    | 1.26  | 253   | 8.09  | 237   | .04   | 25   | 50.33  | 27       | 6.86 | 23   | 39.92   |
|--|-------|--------|-------|-------|-------|-------|-------|------|--------|----------|------|------|---------|
| Average number<br>days in final actic  | of    | 752    | 2.81  | 234   | .00   | 138   | 5.21  | 16   | 57.77  | 11       | 7.94 | 1    | 19.60   |
|  |       |        |       |       |       |       | C     | lom  | nnara  | <br>tive | Data |      |         |
| Complaints Disn  | nisse | ed by  |       | F     | Previ | ious  |       |      | Year   |          |      |      | Chru12- |
| Agency   |       |        |       | 201   | 0 2   | 011   | 201   | 12   | 2013   | 3 2      | 014  |      | 31      |
| Total Complaints Dis<br>Agency   | mis   | sed by | y     | 195   | 5     | 138   | 15    | 5    | 125    | 1        | 23   |      | 22      |
| Average days pending dismissal   | g pri | or to  |       | 379   | )     | 169   | 13    | 0    | 105    | 1        | 42   | ]    | 131     |
|  | Coi   | nplai  | nts ` | With  | drav  | vn b  | y Co  | mp   | olaina | nts      |      |      |         |
| Total Complaints Wit<br>Complainants   | hdra  | awn b  | y     | 112   | 2     | 108   | 13    | 8    | 100    | 1        | 01   |      | 28      |
|  |       |        |       |       |       | Cor   | npai  | rati | ive Da | ata      |      |      |         |
| Total Final Agency   |       |        | P     | revio | us F  | iscal | Yea   | ır I | Data   |          |      | 2015 | Thru12- |
| Actions Finding<br>Discrimination  | 2     | 010    | 20    | 011   | 2     | 012   |       | 20   | 13     | 20       | )14  |      | 31      |
|  | #     | %      | #     | %     | #     | %     | #     | ŧ    | %      | #        | %    | #    | %       |
| Total Number<br>Findings   | 4     |        | 8     |       | 16    |       | 1     | 9    |        | 13       |      | 8    |         |
| Without<br>Hearing   | 0     | 0      | 0     | 0     | 0     | 0     | C     | )    | 0      | 0        | 0    | 0    | 0       |
| With Hearing   | 4     | 100    | 8     | 100   | 16    | 10    | ) 1   | 9    | 100    | 13       | 100  | 8    | 100     |
| Findings of  |       |        |       |       |       | C     | lom   | par  | ative  | Dat      | a    |      |         |
| Discrimination<br>Rendered by Bas  | is    |        |       | Prev  | vious | s Fis | cal Y | Zea  | r Dat  | a        |      | 2015 | Thru12  |
| Note: Complaints can   |       | 20     | )10   | 20    | 11    | 20    | 12    | 2    | 2013   | 2        | 014  |      | 31      |
| filed alleging multipl<br>bases.The sum of the<br>bases may not equal<br>total complaints and<br>findings. |       | #      | %     | #     | %     | #     | %     | #    | %      | #        | %    | #    | %       |

| Total Number Findings  | 5 |    | 9 |          | 9        |    | 19       |          | 24 |    | 6 |    |
|------------------------|---|----|---|----------|----------|----|----------|----------|----|----|---|----|
| Race                   | 1 | 20 | 2 | 22       | 0        | 0  | 4        | 21       | 5  | 21 | 2 | 33 |
| Color                  | 0 | 0  | 2 | 22       | 1        | 11 | 1        | 5        | 1  | 4  | 0 | 0  |
| Religion               | 0 | 0  | 1 | 11       | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| Reprisal               | 2 | 40 | 4 | 44       | 5        | 56 | 10       | 53       | 11 | 46 | 2 | 33 |
| Sex                    | 1 | 20 | 1 | 11       | 4        | 44 | 7        | 37       | 11 | 46 | 3 | 50 |
| PDA                    | 0 | 0  | 0 | 0        | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| National Origin        | 0 | 0  | 1 | 11       | 1        | 11 | 2        | 11       | 4  | 17 | 0 | 0  |
| Equal Pay Act          | 0 | 0  | 0 | 0        | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| Age                    | 2 | 40 | 1 | 11       | 2        | 22 | 1        | 5        | 5  | 21 | 2 | 33 |
| Disability             | 1 | 20 | 3 | 33       | 1        | 11 | 6        | 32       | 8  | 33 | 0 | 0  |
| Genetics               | 0 | 0  | 0 | 0        | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| Non-EEO                | 0 | 0  | 0 | 0        | 1        | 11 | 0        | 0        | 1  | 4  | 0 | 0  |
|                        |   |    |   | <u>.</u> | <u>.</u> |    | <u>.</u> | <u>.</u> |    | ·  |   |    |
| Findings After Hearing | 4 |    | 6 |          | 8        |    | 5        |          | 7  |    | 6 |    |
| Race                   | 1 | 25 | 2 | 33       | 0        | 0  | 1        | 20       | 1  | 14 | 2 | 33 |
| Color                  | 0 | 0  | 2 | 33       | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| Religion               | 0 | 0  | 1 | 17       | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| Reprisal               | 2 | 50 | 2 | 33       | 5        | 63 | 4        | 80       | 3  | 43 | 2 | 33 |
| Sex                    | 0 | 0  | 1 | 17       | 4        | 50 | 2        | 40       | 1  | 14 | 3 | 50 |
| PDA                    | 0 | 0  | 0 | 0        | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| National Origin        | 0 | 0  | 1 | 17       | 0        | 0  | 1        | 20       | 1  | 14 | 0 | 0  |
| Equal Pay Act          | 0 | 0  | 0 | 0        | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |
| Age                    | 2 | 50 | 1 | 17       | 2        | 25 | 1        | 20       | 1  | 14 | 2 | 33 |
| Disability             | 1 | 25 | 2 | 33       | 1        | 13 | 1        | 20       | 4  | 57 | 0 | 0  |
| Genetics               | 0 | 0  | 0 | 0        | 0        | 0  | 0        | 0        | 0  | 0  | 0 | 0  |

| Non-EEO                             | 0 | 0   | 0   | 0    | 1    | 13     | 0     | 0      | 0    | 0  | 0    | 0      |
|-------------------------------------|---|-----|-----|------|------|--------|-------|--------|------|----|------|--------|
|                                     |   |     |     |      |      |        |       |        |      |    |      |        |
| Findings Without<br>Hearing         | 1 |     | 3   |      | 1    |        | 14    |        | 17   |    | 0    |        |
| Race                                | 0 | 0   | 0   | 0    | 0    | 0      | 3     | 21     | 4    | 24 | 0    | 0      |
| Color                               | 0 | 0   | 0   | 0    | 1    | 100    | 1     | 7      | 1    | 6  | 0    | 0      |
| Religion                            | 0 | 0   | 0   | 0    | 0    | 0      | 0     | 0      | 0    | 0  | 0    | 0      |
| Reprisal                            | 0 | 0   | 2   | 67   | 0    | 0      | 6     | 43     | 8    | 47 | 0    | 0      |
| Sex                                 | 1 | 100 | 0   | 0    | 0    | 0      | 5     | 36     | 10   | 59 | 0    | 0      |
| PDA                                 | 0 | 0   | 0   | 0    | 0    | 0      | 0     | 0      | 0    | 0  | 0    | 0      |
| National Origin                     | 0 | 0   | 0   | 0    | 1    | 100    | 1     | 7      | 3    | 18 | 0    | 0      |
| Equal Pay Act                       | 0 | 0   | 0   | 0    | 0    | 0      | 0     | 0      | 0    | 0  | 0    | 0      |
| Age                                 | 0 | 0   | 0   | 0    | 0    | 0      | 0     | 0      | 4    | 24 | 0    | 0      |
| Disability                          | 0 | 0   | 1   | 33   | 0    | 0      | 5     | 36     | 4    | 24 | 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      | 1    | 6  | 0    | 0      |
|                                     |   |     |     |      |      | Comp   | parat | tive l | Data |    |      |        |
| Findings of                         |   | J   | Pre | viou | s Fi | scal Y | 'ear  | Data   | 1    |    | 2015 | Chru12 |
| Discrimination<br>Rendered by Issue | 2 | 010 | 20  | )11  | 2    | 012    | 20    | 13     | 20   | 14 |      | 31     |
|                                     | # | %   | #   | %    | #    | %      | #     | %      | #    | %  | #    | %      |
| Total Number Findings               | 5 |     | 9   |      | 9    |        | 19    |        | 24   |    | 6    |        |
| Appointment/Hire                    | 0 | 0   | 1   | 11   | 0    | 0      | 1     | 5      | 2    | 8  | 0    | 0      |
| Assignment of Duties                | 0 | 0   | 0   | 0    | 2    | 22     | 1     | 5      | 2    | 8  | 0    | 0      |
| Awards                              | 0 | 0   | 0   | 0    | 0    | 0      | 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  |
|-----------------------------------|---|----|---|----|---|----|---|----|----|----|---|----|
| Reprimand                         | 0 | 0  | 1 | 11 | 0 | 0  | 2 | 11 | 0  | 0  | 0 | 0  |
| Suspension                        | 0 | 0  | 0 | 0  | 0 | 0  | 1 | 5  | 2  | 8  | 0 | 0  |
| Removal                           | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Other                             | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 1  | 4  | 0 | 0  |
| Duty Hours                        | 0 | 0  | 1 | 11 | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Evaluation Appraisal              | 0 | 0  | 0 | 0  | 1 | 11 | 1 | 5  | 1  | 4  | 1 | 17 |
| Examination/Test                  | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Harassment                        |   |    |   |    |   |    |   |    |    |    |   |    |
| Non-Sexual                        | 1 | 20 | 1 | 11 | 2 | 22 | 9 | 47 | 11 | 46 | 4 | 67 |
| Sexual                            | 1 | 20 | 0 | 0  | 0 | 0  | 1 | 5  | 3  | 13 | 0 | 0  |
| Medical Examination               | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Pay (Including<br>Overtime)       | 0 | 0  | 0 | 0  | 1 | 11 | 0 | 0  | 0  | 0  | 0 | 0  |
| Promotion/Non-<br>Selection       | 2 | 40 | 0 | 0  | 3 | 33 | 1 | 5  | 5  | 21 | 1 | 17 |
| Reassignment                      |   |    |   |    |   |    |   |    | 1  |    | 1 | 1  |
| Denied                            | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Directed                          | 1 | 20 | 0 | 0  | 0 | 0  | 2 | 11 | 3  | 13 | 1 | 17 |
| Reasonable<br>Accommodation       | 0 | 0  | 2 | 22 | 1 | 11 | 2 | 11 | 1  | 4  | 0 | 0  |
| Reinstatement                     | 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  |
| Termination                       | 1 | 20 | 2 | 22 | 1 | 11 | 1 | 5  | 3  | 13 | 2 | 33 |
| Terms/Conditions of<br>Employment | 1 | 20 | 2 | 22 | 0 | 0  | 3 | 16 | 2  | 8  | 2 | 33 |
| Time and Attendance               | 0 | 0  | 0 | 0  | 0 | 0  | 1 | 5  | 1  | 4  | 0 | 0  |
| Training                          | 2 | 40 | 0 | 0  | 1 | 11 | 0 | 0  | 0  | 0  | 0 | 0  |

| Other - User Defined        | 0 | 0        | 0 | 0        | 1 | 11       | 1 | 5  | 1 | 4  | 0 | 0        |
|-----------------------------|---|----------|---|----------|---|----------|---|----|---|----|---|----------|
|                             |   |          |   |          |   |          |   |    |   |    |   |          |
| Findings After Hearing      | 4 |          | 6 |          | 8 |          | 5 |    | 7 |    | 6 |          |
| Appointment/Hire            | 0 | 0        | 0 | 0        | 0 | 0        | 0 | 0  | 1 | 14 | 0 | 0        |
| Assignment of Duties        | 0 | 0        | 0 | 0        | 2 | 25       | 0 | 0  | 1 | 14 | 0 | 0        |
| Awards                      | 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        |
| Disciplinary Action         |   |          |   | <u>.</u> |   |          |   |    |   |    |   | <u>.</u> |
| Demotion                    | 0 | 0        | 0 | 0        | 0 | 0        | 0 | 0  | 0 | 0  | 0 | 0        |
| Reprimand                   | 0 | 0        | 0 | 0        | 0 | 0        | 1 | 20 | 0 | 0  | 0 | 0        |
| Suspension                  | 0 | 0        | 0 | 0        | 0 | 0        | 1 | 20 | 1 | 14 | 0 | 0        |
| Removal                     | 0 | 0        | 0 | 0        | 0 | 0        | 0 | 0  | 0 | 0  | 0 | 0        |
| Other                       | 0 | 0        | 0 | 0        | 0 | 0        | 0 | 0  | 1 | 14 | 0 | 0        |
| Duty Hours                  | 0 | 0        | 1 | 17       | 0 | 0        | 0 | 0  | 0 | 0  | 0 | 0        |
| Evaluation Appraisal        | 0 | 0        | 0 | 0        | 1 | 13       | 0 | 0  | 0 | 0  | 1 | 17       |
| Examination/Test            | 0 | 0        | 0 | 0        | 0 | 0        | 0 | 0  | 0 | 0  | 0 | 0        |
| Harassment                  |   | <u> </u> |   |          |   | <u> </u> |   |    |   |    | · |          |
| Non-Sexual                  | 1 | 25       | 1 | 17       | 1 | 13       | 1 | 20 | 3 | 43 | 4 | 67       |
| Sexual                      | 0 | 0        | 0 | 0        | 0 | 0        | 1 | 20 | 1 | 14 | 0 | 0        |
| Medical Examination         | 0 | 0        | 0 | 0        | 0 | 0        | 0 | 0  | 0 | 0  | 0 | 0        |
| Pay (Including<br>Overtime) | 0 | 0        | 0 | 0        | 1 | 13       | 0 | 0  | 0 | 0  | 0 | 0        |
| Promotion/Non-<br>Selection | 2 | 50       | 0 | 0        | 3 | 38       | 0 | 0  | 1 | 14 | 1 | 17       |
| Reassignment                |   |          |   |          |   |          |   |    |   |    |   |          |
| Denied                      | 0 | 0        | 0 | 0        | 0 | 0        | 0 | 0  | 0 | 0  | 0 | 0        |
| Directed                    | 1 | 25       | 0 | 0        | 0 | 0        | 2 | 40 | 0 | 0  | 1 | 17       |

| Reasonable                        | 0 | 0  | 2 | 33 | 1 | 13 | 1  | 20 | 0  | 0  | 0 | 0  |
|-----------------------------------|---|----|---|----|---|----|----|----|----|----|---|----|
| Accommodation                     |   |    |   | 55 |   | 15 | 1  | 20 |    |    | 0 |    |
| Reinstatement                     | 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  |
| Termination                       | 1 | 25 | 1 | 17 | 1 | 13 | 0  | 0  | 1  | 14 | 2 | 33 |
| Terms/Conditions of<br>Employment | 1 | 25 | 2 | 33 | 0 | 0  | 1  | 20 | 0  | 0  | 2 | 33 |
| Time and Attendance               | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 1  | 14 | 0 | 0  |
| Training                          | 2 | 50 | 0 | 0  | 1 | 13 | 0  | 0  | 0  | 0  | 0 | 0  |
| Other - User Defined              | 0 | 0  | 0 | 0  | 1 | 13 | 0  | 0  | 0  | 0  | 0 | 0  |
|                                   | 1 | 1  |   |    | 1 |    | 1  | 1  | 1  |    | 1 | 1  |
| Findings Without<br>Hearing       | 1 |    | 3 |    | 1 |    | 14 |    | 17 |    | 0 |    |
| Appointment/Hire                  | 0 | 0  | 1 | 33 | 0 | 0  | 1  | 7  | 1  | 6  | 0 | 0  |
| Assignment of Duties              | 0 | 0  | 0 | 0  | 0 | 0  | 1  | 7  | 1  | 6  | 0 | 0  |
| Awards                            | 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  |
| Disciplinary Action               |   |    |   |    |   | -  |    |    |    |    |   |    |
| Demotion                          | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Reprimand                         | 0 | 0  | 1 | 33 | 0 | 0  | 1  | 7  | 0  | 0  | 0 | 0  |
| Suspension                        | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 1  | 6  | 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  |
| Evaluation Appraisal              | 0 | 0  | 0 | 0  | 0 | 0  | 1  | 7  | 1  | 6  | 0 | 0  |
| Examination/Test                  | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Harassment                        | 1 | 1  | 1 | 1  | 1 | 1  | 1  |    | 1  | 1  | 1 | 1  |

| Investigation                               | uumg   | 5   |    | 5   | 48   |        | 89    | 116    |     | 104  |      | 579    |
|---|--------|-----|----|-----|------|--------|-------|--------|-----|------|------|--------|
| Total Complainants Number complaints per    | ndina  |     | 72 | 27  | 67   | /   8  | 56    | 887    | 1   | 063  | 1    | 802    |
| Total complaints from pr<br>Fiscal Years    | reviou | 15  |    | 87  | 72   |        | 937   | 943    |     | 131  |      | 934    |
|   |        |     | 20 | 10  | 201  | 1 2    | 012   | 2013   | 8 2 | 2014 |      | 31     |
| Pending Complaints<br>Previous Fiscal Years |        |     |    | Pre | vioı | ıs Fis | cal Y | Year l | Dat | a    | 2015 | Fhru12 |
|   |        |     |    |     |      |        | Com   | parat  | ive | Data | l    |        |
| Other - User Defined                        | 0      | 0   | 0  | 0   | 0    | 0      | 1     | 7      | 1   | 6    | 0    | 0      |
| Training                                    | 0      | 0   | 0  | 0   | 0    | 0      | 0     | 0      | 0   | 0    | 0    | 0      |
| Time and Attendance                         | 0      | 0   | 0  | 0   | 0    | 0      | 1     | 7      | 0   | 0    | 0    | 0      |
| Terms/Conditions of<br>Employment           | 0      | 0   | 0  | 0   | 0    | 0      | 2     | 14     | 2   | 12   | 0    | 0      |
| Termination                                 | 0      | 0   | 1  | 33  | 0    | 0      | 1     | 7      | 2   | 12   | 0    | 0      |
| Retirement                                  | 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      |
| Reasonable<br>Accommodation                 | 0      | 0   | 0  | 0   | 0    | 0      | 1     | 7      | 1   | 6    | 0    | 0      |
| Directed                                    | 0      | 0   | 0  | 0   | 0    | 0      | 0     | 0      | 3   | 18   | 0    | 0      |
| Denied                                      | 0      | 0   | 0  | 0   | 0    | 0      | 0     | 0      | 0   | 0    | 0    | 0      |
| Reassignment                                |        | 1   | 1  |     |      |        |       |        |     |      |      |        |
| Promotion/Non-<br>Selection                 | 0      | 0   | 0  | 0   | 0    | 0      | 1     | 7      | 4   | 24   | 0    | 0      |
| Pay (Including<br>Overtime)                 | 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      |
| Sexual                                      | 1      | 100 | 0  | 0   | 0    | 0      | 0     | 0      | 2   | 12   | 0    | 0      |
| Non-Sexual                                  | 0      | 0   | 0  | 0   | 1    | 100    | 8     | 57     | 8   | 47   | 0    | 0      |

| ROI issued, pending<br>Complainant's action   | 12          | 6                | 6               | 12      | 9       | 47          |
|---|-------------|------------------|-----------------|---------|---------|-------------|
| Hearing                                       | 427         | 550              | 670             | 710     | 913     | 1159        |
| Final Agency Action                           | 235         | 109              | 154             | 104     | 104     | 130         |
| Appeal with EEOC Office of Federal Operations | 241         | 396              | 546             | 739     | 924     | 978         |
| 1   | <u> </u>    | 1                | 1               | 1       |         | 1           |
|   |             |                  | Com             | parativ | ve Data | L           |
| Complaint Investigations                      | Pro         | evious ]         | Com<br>Fiscal Y | -       |         | 2015Thru12- |
| Complaint Investigations                      | Pro<br>2010 | evious 1<br>2011 |                 | -       |         |             |