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

DHS (and below)

				Со	npa	rative	Data	
Complaint Activity		Previo	ous Fi	scal Y	Yea	r Data		2020Thum 12 21
	201	5 20	16 2	017	20	18 2	019	2020Thru12-31
Number of Complaints Filed	128	9 13	49 1	275	15	04 1.	300	379
Number of Complainants	124	4 13	01 1	227	14	47 12	261	374
Repeat Filers	40) 4	2	38	5	2	35	5
				(Com	parati	ve Dat	ta
Complaints by Basis		Pr	eviou	s Fise	cal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.	m	2015	2010	5 20	017	2018	2019	2020Thru12- 31
Race		448	450	4	64	545	466	135
Color		178	167	1	94	201	162	63
Religion		65	66	6	51	68	55	20
Reprisal		607	685	6	45	768	669	199
Sex		467	481	4	65	526	471	146
PDA		23	23	1	3	19	17	7

For 1st Quarter 2020 for period ending December 31, 2019

National Origin	195	222	207	264	183	62
Equal Pay Act	8	4	11	6	3	0
Age	411	407	390	409	382	120
Disability	330	348	337	416	411	112
Genetics	5	8	4	6	4	2
Non-EEO	89	80	103	90	69	27

				1		
Complaints by Issue			Com	parativ	ve Data	1
Complaints by issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	85	86	87	98	94	33
Assignment of Duties	143	132	139	224	140	48
Awards	20	20	24	20	21	5
Conversion to Full Time/Perm Status	0	3	1	0	0	0
Disciplinary Action	-					·
Demotion	9	11	12	16	11	1
Reprimand	65	42	79	81	60	19
Suspension	74	79	88	87	63	19
Removal	56	56	36	40	38	7
Duty Hours	29	41	23	28	21	10
Perf. Eval./ Appraisal	145	115	150	150	137	30
Examination/Test	6	15	7	27	14	4
Harassment						
Non-Sexual	513	594	527	645	618	197
Sexual	35	38	46	70	47	10

Average number of days in final action	77.07	104.47	137.4	42	108	3.31	124.96	119.25
Average number of days in investigation	257.44	293.53	248.2	21	274	4.04	286.32	280.50
Complaints pending during	g fiscal ye	ear						
	2015	2016	201	7	20	18	2019	31
Processing Time		Previou	s Fisca	l Y	ear	Data		2020Thru12-
			Co	omp	ara	tive I	Data	
Other								
Training		28	44	5	5	40	42	10
Time and Attendance		72	80	9	8	105	103	27
Terms/Conditions of Empl	oyment	105	117	17	73	235	172	38
Termination		88	85	1	13	155	129	37
Telework		0	20	2	0	21	12	9
Sex-Stereotyping		0	2		1	1	0	1
Retirement		6	4	4	5	3	8	1
Religious Accommodation	l	0	11	1	0	12	7	3
Reinstatement		6	5	3	3	7	2	0
Reasonable Accommodati Disability	on	84	89	1(00	114	130	30
Directed		35	44	5	3	56	42	11
Denied		30	34	3	4	32	22	7
Reassignment		-	-			-		·
Promotion/Non-Selection		230	302	28	88	240	218	63
Pay including overtime		53	43	6	2	44	49	14
Medical Examination		22	27		6	33	36	11

2	58.71	28	4.51	237	7.05	24	17.87	27	2.03	23	7.95	
4	46.53	57	7.32	70	.40	6	8.06	7	3.65	6	1.61	
ıg fis	scal ye	ear w	here	e hear	ing v	vas	not r	eque	ested			
2	55.26	29	7.65	264	1.53	30)8.53	30)1.97	31	5.88	
1	12.82	15	9.83	188	3.34	16	57.36	27	1.78	34	0.37	
					C	Com	para	tive	Data			
ed b	y		Pre	vious	Fisc	al Y	Year	Dat	a	20201	hru12-	
20201117012- 2015 2016 2017 2018 2019 31 ismissed by							31					
sed	by	96	5	63	11	.1	188	3	98	, ,	24	
ior t	to	15	3	206	21	3	271	-	187	2	92	
mpl	aints '	Witł	ndra	wn b	y Co	omp	olain	ants				
awn	ı by	12	0	121	11	.1	120)	140	-	36	
				Сс	mp	ara	tive l	Data	<u> </u>			
	l	Prev	ious	Fisca	al Ye	ear	Data	l		2020	Fhru12-	
2()15	20	16	20	17	20)18	2	019	-	31	
#	%	#	%	#	%	#	%	#	%	#	%	
14		18		14		9		15		6		
	0	11	61	12	86	4	44	15	100	2	33	
0	0	11	01	12	80	–	11	15	100		55	
	ng fis 2 1 ed h ssed rior f rawr 2(#	46.53 ng fiscal ye 255.26 112.82	46.53 57 ng fiscal year w 255.26 29 112.82 15 red by 201 ssed by 90 cior to 15 mplaints With 12 rawn by 12 y 13 y 14 y 14	46.53 57.32 ag fiscal year where 255.26 297.65 112.82 159.83 ad by $Prev$ 2015 96 ssed by 96 cior to 153 amplaints $Vithdra$ rawn by 120 2015 2016 4015 2016 4015 2016 4015 2016 40015 2016 40015 2016 40015 40016	46.53 57.32 70 ng fiscal year where hear 255.26 297.65 264 112.82 159.83 188 Previous 2015 2016 ssed by 96 63 rior to 153 206 mplaints Withdrawn b rawn by 120 121 Co rawn by 120 121 Co Previous 2015 2016 46.9 4 96 4 96 4	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	46.53 57.32 70.40 68.06 is cal year where hearing way not reaction in the second state of the sec	46.53 57.32 70.40 68.06 7.50 ag fiscal year where hearing was not reque 255.26 297.65 264.53 308.53 306 112.82 159.83 188.34 167.36 27 revious Fiscal Year Data comparative Previous Fiscal Year Data 2015 2016 2017 2018 2 seed by 96 63 111 188 comparative comparative comparative comparative comparative seed by 96 63 111 188 27 seed by 96 63 111 188 271 mplaints Witherweiterwei	46.53 57.32 70.40 68.06 73.65 ag fiscal year where hearing was not requested 255.26 297.65 264.53 308.53 301.97 112.82 159.83 188.34 167.36 271.78 Previous Fiscal year bata comparative Data comparative Data Previous Fiscal Year Data Sole by 96 63 111 188 98 control 153 206 213 271 187 Sole 5 rawn by 120 121 111 120 140 Frevious Fiscal year bata rawn by 120 121 111 120 140 Sole 5 Sole 5 Sole 5 <td colspa<="" td=""><td>46.53 57.32 70.40 68.06 73.65 66.00 ag fiscal year where hearing was not requested 112.82 297.65 264.53 308.53 301.97 31 112.82 159.83 188.34 167.36 271.78 34 Previous Fiscal Vear Data Comparative Data Odd 63.111 188 98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 2010 Seed by 96 63.111 188.98 2010 Seed by 96.121 111.1 120.121 111.1 140.23 Seed b</td></td>	<td>46.53 57.32 70.40 68.06 73.65 66.00 ag fiscal year where hearing was not requested 112.82 297.65 264.53 308.53 301.97 31 112.82 159.83 188.34 167.36 271.78 34 Previous Fiscal Vear Data Comparative Data Odd 63.111 188 98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 2010 Seed by 96 63.111 188.98 2010 Seed by 96.121 111.1 120.121 111.1 140.23 Seed b</td>	46.53 57.32 70.40 68.06 73.65 66.00 ag fiscal year where hearing was not requested 112.82 297.65 264.53 308.53 301.97 31 112.82 159.83 188.34 167.36 271.78 34 Previous Fiscal Vear Data Comparative Data Odd 63.111 188 98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 20201 Seed by 96 63.111 188.98 2010 Seed by 96 63.111 188.98 2010 Seed by 96.121 111.1 120.121 111.1 140.23 Seed b

Findings of					С	omp	ara	tive D	ata			
Discrimination Rendered by Basis		-	Prev	ious	Fisc	al Yo	ear	Data			2020	Fhru12-
Note: Complaints can	20	015	20	16	20	17	2	018	20	19		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	14		16		12		6		15		6	
Race	5	36	3	19	2	17	1	17	6	40	1	17
Color	1	7	1	6	0	0	1	17	1	7	0	0
Religion	0	0	1	6	0	0	0	0	0	0	0	0
Reprisal	5	36	8	50	7	58	6	100	5	33	3	50
Sex	4	29	12	75	4	33	2	33	5	33	4	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	4	25	1	8	0	0	0	0	2	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	8	57	2	13	3	25	0	0	5	33	0	0
Disability	3	21	4	25	4	33	2	33	4	27	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	7	2	13	0	0	0	0	0	0	1	17
Findings After Hearing	11		7		2		5		4		4	
Race	4	36	2	29	1	50	1	20	1	25	1	25
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

				1		1						
Reprisal	5	45	6	86	1	50	5	100	2	50	2	50
Sex	4	36	6	86	0	0	2	40	1	25	3	75
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	3	43	0	0	0	0	0	0	2	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	5	45	2	29	0	0	0	0	0	0	0	0
Disability	2	18	2	29	0	0	2	40	1	25	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	9	1	14	0	0	0	0	0	0	0	0
	1		1		1	'		1				
Findings Without Hearing	3		9		10		1		11		2	
Race	1	33	1	11	1	10	0	0	5	45	0	0
Color	1	33	1	11	0	0	0	0	1	9	0	0
Religion	0	0	1	11	0	0	0	0	0	0	0	0
Reprisal	0	0	2	22	6	60	1	100	3	27	1	50
Sex	0	0	6	67	4	40	0	0	4	36	1	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	33	1	11	1	10	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	100	0	0	3	30	0	0	5	45	0	0
Disability	1	33	2	22	4	40	0	0	3	27	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	11	0	0	0	0	0	0	1	50

					(Comp	ara	tive D	ata			
Findings of			Pre	viou	s Fis	cal Y	ear	Data			2020	Thru12-
Discrimination Rendered by Issue	20	15	20	16	20)17	2	018	20	19		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	14		16		12		6		15		6	
Appointment/Hire	0	0	1	6	0	0	0	0	1	7	0	0
Assignment of Duties	2	14	2	13	3	25	0	0	1	7	2	33
Awards	0	0	1	6	0	0	0	0	1	7	0	0
Conversion to Full Time/Perm Status	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	1	7	1	6	0	0	0	0	0	0	0	0
Suspension	1	7	0	0	0	0	0	0	1	7	1	17
Removal	0	0	0	0	0	0	1	17	2	13	0	0
Duty Hours	0	0	1	6	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	7	0	0	0	0	1	17	2	13	0	0
Examination/Test	0	0	0	0	1	8	0	0	0	0	0	0
Harassment												
Non-Sexual	7	50	8	50	4	33	2	33	6	40	3	50
Sexual	1	7	4	25	0	0	1	17	0	0	1	17
Medical Examination	0	0	0	0	0	0	1	17	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	4	29	4	25	2	17	1	17	2	13	2	33
Reassignment	,									-		

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	7	1	6	0	0	0	0	1	7	1	17
Reasonable Accommodation Disability	1	7	2	13	1	8	0	0	2	13	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	2	14	0	0	1	8	0	0	1	7	0	0
Terms/Conditions of Employment	3	21	1	6	3	25	1	17	3	20	1	17
Time and Attendance	1	7	1	6	0	0	0	0	1	7	0	0
Training	2	14	0	0	0	0	0	0	1	7	0	0
Other - User Define												·
Findings After Hearing	11		7		2		5		4		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	18	1	14	0	0	0	0	1	25	2	50
Awards	0	0	1	14	0	0	0	0	1	25	0	0
Conversion to Full Time/Perm Status	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	1	9	1	14	0	0	0	0	0	0	0	0
Suspension	1	9	0	0	0	0	0	0	0	0	1	25

Removal	0	0	0	0	0	0	1	20	1	25	0	0
Duty Hours	0	0	1	14	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	9	0	0	0	0	1	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												·
Non-Sexual	6	55	4	57	0	0	2	40	2	50	1	25
Sexual	1	9	2	29	0	0	1	20	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	20	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	18	3	43	2	100	0	0	1	25	2	50
Reassignment		1	1		1	1	1	1	1	1		
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	9	0	0	0	0	0	0	0	0	1	25
Reasonable Accommodation Disability	1	9	1	14	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	2	18	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	3	27	1	14	0	0	1	20	0	0	1	25
Time and Attendance	0	0	1	14	0	0	0	0	1	25	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	3		9		10		1		11		2	
Appointment/Hire	0	0	1	11	0	0	0	0	1	9	0	0
Assignment of Duties	0	0	1	11	3	30	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	9	0	0
Removal	0	0	0	0	0	0	0	0	1	9	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	2	18	0	0
Examination/Test	0	0	0	0	1	10	0	0	0	0	0	0
Harassment			-		<u> </u>	-			-		·	
Non-Sexual	1	33	4	44	4	40	0	0	4	36	2	100
Sexual	0	0	2	22	0	0	0	0	0	0	1	50
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	2	67	1	11	0	0	1	100	1	9	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	11	0	0	0	0	1	9	0	0

Reasonable Accommodation	0	0	1	11	1	10	0	0	2	18	0	0
Disability												
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	1	10	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	3	30	0	0	3	27	0	0
Time and Attendance	1	33	0	0	0	0	0	0	0	0	0	0
Training	2	67	0	0	0	0	0	0	1	9	0	0
											1	1
Other - User Define												
Other - User Define						(Com	iparat	ive]	Data		
Pending Complaints				Pr	eviou			iparat Year l				Thru12
				Pr 2015	eviou 201	ıs Fis		-	Data			Thru12 31
Pending Complaints Previous Fiscal Years Total complaints from p	by S	tatus				is Fis 6 2(cal `	Year I	Data	L	2020	-
Pending Complaints Previous Fiscal Years Total complaints from p	by S	tatus		2015	201	6 20 0 20	cal `)17	Year I 2018	Data 2 () 19	2020	
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants	by S previc	tatus ous		2015 1419	201 176	6 20 0 20	cal `)17)83	Year I 2018 2092	Data 2 (1 019 169	2020	31 3007
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years	by S previc	tatus ous		2015 1419	201 176	Is Fise 6 20 0 20 5 19	cal `)17)83	Year I 2018 2092	Data 2 2 1 1	1 019 169	2020	31 3007
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants Number complaints pe	by S previc endin	tatus ous		2015 1419 1328	201 176 163	Is Fise 6 20 0 20 5 19 0 2	cal 7 017 083	Year I 2018 2092 1892	Data 20 2 19 1	0 19 169 984	2020	31 3007 2724
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants Number complaints per Investigation ROI issued, pending	by S previc endin	tatus ous		2015 1419 1328 199	201 176 163 210	Is Fise 6 20 0 20 5 19 0 2 2 2	cal 7 017 083 014	Year I 2018 2092 1892 90	Data 20 2 19 1	169 984	2020	31 3007 2724 517
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants Number complaints per Investigation ROI issued, pending Complainant's actio	by S previc endin	tatus ous		2015 1419 1328 199 9	201 176 163 210 11	Is Fise 6 20 0 20 5 19 0 2 7 15	cal 7 017 083 014 14	Year I 2018 2092 1892 90 24	Data 20 20 19 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	169 169 14 14	2020	31 3007 2724 517 62

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-
	2015	2016	2017	2018	2019	31
Pending Complaints Where Investigations Exceed Required Time Frames	287	236	228	169	136	109