

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

## DHS (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2021Thru03-31 |
|  | 2016                      | 2017 | 2018 | 2019 | 2020 |               |
| Number of Complaints Filed   | 1349                      | 1275 | 1504 | 1300 | 1314 | 599           |
| Number of Complainants   | 1301                      | 1227 | 1447 | 1261 | 1250 | 580           |
| Repeat Filers  | 42                        | 38   | 52   | 35   | 57   | 19            |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2021Thru03-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2016                      | 2017 | 2018 | 2019 | 2020 |               |
| Race   | 450                       | 464  | 545  | 466  | 497  | 218           |
| Color  | 167                       | 194  | 201  | 162  | 202  | 71            |
| Religion   | 66                        | 61   | 68   | 55   | 58   | 30            |
| Reprisal   | 685                       | 645  | 768  | 669  | 710  | 328           |
| Sex  | 481                       | 465  | 526  | 471  | 496  | 197           |
| PDA  | 23                        | 13   | 19   | 17   | 15   | 4             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin  | 222                              | 207         | 264         | 183         | 228         | 109                  |
| Equal Pay Act  | 4                                | 11          | 6           | 3           | 4           | 2                    |
| Age  | 407                              | 390         | 409         | 382         | 424         | 177                  |
| Disability   | 348                              | 337         | 416         | 411         | 413         | 172                  |
| Genetics   | 8                                | 4           | 6           | 4           | 6           | 4                    |
| Non-EEO  | 80                               | 103         | 90          | 69          | 91          | 39                   |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021Thru03-31</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   | 86                               | 87          | 98          | 94          | 110         | 41                   |
| Assignment of Duties   | 132                              | 139         | 224         | 140         | 187         | 101                  |
| Awards   | 20                               | 24          | 20          | 21          | 24          | 11                   |
| Conversion to Full Time/Perm Status  | 3                                | 1           | 0           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 11                               | 12          | 16          | 11          | 12          | 6                    |
| Reprimand  | 42                               | 79          | 81          | 60          | 65          | 26                   |
| Suspension   | 79                               | 88          | 87          | 63          | 67          | 32                   |
| Removal  | 56                               | 36          | 40          | 38          | 26          | 17                   |
| Duty Hours   | 41                               | 23          | 28          | 21          | 23          | 11                   |
| Perf. Eval./ Appraisal   | 115                              | 150         | 150         | 137         | 130         | 76                   |
| Examination/Test   | 15                               | 7           | 27          | 14          | 11          | 2                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 594                              | 527         | 645         | 618         | 690         | 281                  |
| Sexual   | 38                               | 46          | 70          | 47          | 52          | 12                   |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination  | 27                               | 16          | 33          | 36          | 27          | 9                    |
| Pay including overtime   | 43                               | 62          | 44          | 49          | 55          | 26                   |
| Promotion/Non-Selection  | 302                              | 288         | 240         | 218         | 199         | 74                   |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 34                               | 34          | 32          | 22          | 23          | 10                   |
| Directed   | 44                               | 53          | 56          | 42          | 38          | 17                   |
| Reasonable Accommodation Disability                              | 89                               | 100         | 114         | 130         | 122         | 48                   |
| Reinstatement  | 5                                | 3           | 7           | 2           | 2           | 0                    |
| Religious Accommodation  | 11                               | 10          | 12          | 7           | 10          | 7                    |
| Retirement   | 4                                | 5           | 3           | 8           | 9           | 7                    |
| Sex-Stereotyping   | 2                                | 1           | 1           | 0           | 1           | 0                    |
| Telework   | 20                               | 20          | 21          | 12          | 29          | 11                   |
| Termination  | 85                               | 113         | 155         | 129         | 135         | 64                   |
| Terms/Conditions of Employment                                   | 117                              | 173         | 235         | 172         | 127         | 54                   |
| Time and Attendance  | 80                               | 98          | 105         | 103         | 96          | 61                   |
| Training   | 44                               | 55          | 40          | 42          | 40          | 14                   |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021Thru03-31</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                          | 293.53                           | 248.21      | 274.04      | 286.32      | 239.84      | 277.06               |
| Average number of days in final action                           | 104.47                           | 137.42      | 108.31      | 124.96      | 160.91      | 186.79               |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |

|  |                                  |             |             |             |             |          |          |          |          |          |                      |          |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|----------------------|----------|
| Average number of days in investigation                              | 284.51                           | 237.05      | 247.87      | 272.03      | 224.82      | 262.74   |          |          |          |          |                      |          |
| Average number of days in final action                               | 57.32                            | 70.40       | 68.06       | 73.65       | 89.13       | 75.16    |          |          |          |          |                      |          |
| Complaint pending during fiscal year where hearing was not requested |                                  |             |             |             |             |          |          |          |          |          |                      |          |
| Average number of days in investigation                              | 297.65                           | 264.53      | 308.53      | 301.97      | 264.85      | 291.06   |          |          |          |          |                      |          |
| Average number of days in final action                               | 159.83                           | 188.34      | 167.36      | 271.78      | 328.82      | 394.78   |          |          |          |          |                      |          |
| <b>Complaints Dismissed by Agency</b>                                | <b>Comparative Data</b>          |             |             |             |             |          |          |          |          |          |                      |          |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             |          |          |          |          |          | <b>2021Thru03-31</b> |          |
|  | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |          |          |          |          |          |                      |          |
| Total Complaints Dismissed by Agency                                 | 63                               | 111         | 188         | 98          | 113         | 54       |          |          |          |          |                      |          |
| Average days pending prior to dismissal                              | 206                              | 213         | 271         | 187         | 309         | 229      |          |          |          |          |                      |          |
| <b>Complaints Withdrawn by Complainants</b>                          |                                  |             |             |             |             |          |          |          |          |          |                      |          |
| Total Complaints Withdrawn by Complainants                           | 121                              | 111         | 120         | 140         | 134         | 66       |          |          |          |          |                      |          |
| <b>Total Final Agency Actions Finding Discrimination</b>             | <b>Comparative Data</b>          |             |             |             |             |          |          |          |          |          |                      |          |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             |          |          |          |          |          | <b>2021Thru03-31</b> |          |
|  | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |          |          |          |          |          |                      |          |
|  | <b>#</b>                         | <b>%</b>    | <b>#</b>    | <b>%</b>    | <b>#</b>    | <b>%</b> | <b>#</b> | <b>%</b> | <b>#</b> | <b>%</b> | <b>#</b>             | <b>%</b> |
| Total Number Findings  | 18                               |             | 14          |             | 9           |          | 15       |          | 46       |          | 8                    |          |
| Without Hearing  | 11                               | 61          | 12          | 86          | 4           | 44       | 15       | 100      | 21       | 46       | 6                    | 75       |
| With Hearing   | 7                                | 39          | 2           | 14          | 5           | 56       | 0        | 0        | 25       | 54       | 2                    | 25       |

| Findings of Discrimination Rendered by Basis  | Comparative Data          |    |      |    |      |     |      |    |      |    |                 |    |
|---|---------------------------|----|------|----|------|-----|------|----|------|----|-----------------|----|
|   | Previous Fiscal Year Data |    |      |    |      |     |      |    |      |    | 2021 Thru 03-31 |    |
|   | 2016                      |    | 2017 |    | 2018 |     | 2019 |    | 2020 |    |                 |    |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | #                         | %  | #    | %  | #    | %   | #    | %  | #    | %  | #               | %  |
| <b>Total Number Findings</b>  | 16                        |    | 12   |    | 6    |     | 15   |    | 44   |    | 7               |    |
| Race  | 3                         | 19 | 2    | 17 | 1    | 17  | 6    | 40 | 11   | 25 | 3               | 43 |
| Color   | 1                         | 6  | 0    | 0  | 1    | 17  | 1    | 7  | 4    | 9  | 1               | 14 |
| Religion  | 1                         | 6  | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0               | 0  |
| Reprisal  | 8                         | 50 | 7    | 58 | 6    | 100 | 5    | 33 | 22   | 50 | 2               | 29 |
| Sex   | 12                        | 75 | 4    | 33 | 2    | 33  | 5    | 33 | 14   | 32 | 1               | 14 |
| PDA   | 0                         | 0  | 0    | 0  | 0    | 0   | 0    | 0  | 1    | 2  | 1               | 14 |
| National Origin   | 4                         | 25 | 1    | 8  | 0    | 0   | 0    | 0  | 9    | 20 | 1               | 14 |
| Equal Pay Act   | 0                         | 0  | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0               | 0  |
| Age   | 2                         | 13 | 3    | 25 | 0    | 0   | 5    | 33 | 13   | 30 | 1               | 14 |
| Disability  | 4                         | 25 | 4    | 33 | 2    | 33  | 4    | 27 | 16   | 36 | 4               | 57 |
| Genetics  | 0                         | 0  | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0               | 0  |
| Non-EEO   | 2                         | 13 | 0    | 0  | 0    | 0   | 0    | 0  | 4    | 9  | 0               | 0  |
|   |                           |    |      |    |      |     |      |    |      |    |                 |    |
| <b>Findings After Hearing</b>   | 7                         |    | 2    |    | 5    |     | 4    |    | 25   |    | 2               |    |
| Race  | 2                         | 29 | 1    | 50 | 1    | 20  | 1    | 25 | 5    | 20 | 1               | 50 |
| Color   | 0                         | 0  | 0    | 0  | 1    | 20  | 0    | 0  | 1    | 4  | 0               | 0  |
| Religion  | 0                         | 0  | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0  | 0               | 0  |
| Reprisal  | 6                         | 86 | 1    | 50 | 5    | 100 | 2    | 50 | 14   | 56 | 0               | 0  |

|                                 |   |    |    |    |   |     |    |    |    |    |   |    |
|---------------------------------|---|----|----|----|---|-----|----|----|----|----|---|----|
| Sex                             | 6 | 86 | 0  | 0  | 2 | 40  | 1  | 25 | 7  | 28 | 0 | 0  |
| PDA                             | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 1  | 4  | 1 | 50 |
| National Origin                 | 3 | 43 | 0  | 0  | 0 | 0   | 0  | 0  | 6  | 24 | 0 | 0  |
| Equal Pay Act                   | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Age                             | 2 | 29 | 0  | 0  | 0 | 0   | 0  | 0  | 8  | 32 | 0 | 0  |
| Disability                      | 2 | 29 | 0  | 0  | 2 | 40  | 1  | 25 | 11 | 44 | 1 | 50 |
| Genetics                        | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Non-EEO                         | 1 | 14 | 0  | 0  | 0 | 0   | 0  | 0  | 2  | 8  | 0 | 0  |
|                                 |   |    |    |    |   |     |    |    |    |    |   |    |
| <b>Findings Without Hearing</b> | 9 |    | 10 |    | 1 |     | 11 |    | 19 |    | 5 |    |
| Race                            | 1 | 11 | 1  | 10 | 0 | 0   | 5  | 45 | 6  | 32 | 2 | 40 |
| Color                           | 1 | 11 | 0  | 0  | 0 | 0   | 1  | 9  | 3  | 16 | 1 | 20 |
| Religion                        | 1 | 11 | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Reprisal                        | 2 | 22 | 6  | 60 | 1 | 100 | 3  | 27 | 8  | 42 | 2 | 40 |
| Sex                             | 6 | 67 | 4  | 40 | 0 | 0   | 4  | 36 | 7  | 37 | 1 | 20 |
| PDA                             | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| National Origin                 | 1 | 11 | 1  | 10 | 0 | 0   | 0  | 0  | 3  | 16 | 1 | 20 |
| Equal Pay Act                   | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Age                             | 0 | 0  | 3  | 30 | 0 | 0   | 5  | 45 | 5  | 26 | 1 | 20 |
| Disability                      | 2 | 22 | 4  | 40 | 0 | 0   | 3  | 27 | 5  | 26 | 3 | 60 |
| Genetics                        | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Non-EEO                         | 1 | 11 | 0  | 0  | 0 | 0   | 0  | 0  | 2  | 11 | 0 | 0  |

| <b>Findings of<br/>Discrimination<br/>Rendered by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                           |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|---------------------------|----------|
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2021Thru03-<br/>31</b> |          |
|   | <b>2016</b>                      |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</b> |          | <b>#</b>                  | <b>%</b> |
|   | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> |                           |          |
| <b>Total Number Findings</b>                                | 16                               |          | 12          |          | 6           |          | 15          |          | 42          |          | 7                         |          |
| Appointment/Hire  | 1                                | 6        | 0           | 0        | 0           | 0        | 1           | 7        | 3           | 7        | 0                         | 0        |
| Assignment of Duties  | 2                                | 13       | 3           | 25       | 0           | 0        | 1           | 7        | 4           | 10       | 2                         | 29       |
| Awards  | 1                                | 6        | 0           | 0        | 0           | 0        | 1           | 7        | 2           | 5        | 0                         | 0        |
| Conversion to Full Time/Perm Status                         | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| <b>Disciplinary Action</b>                                  |                                  |          |             |          |             |          |             |          |             |          |                           |          |
| Demotion  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Reprimand   | 1                                | 6        | 0           | 0        | 0           | 0        | 0           | 0        | 1           | 2        | 0                         | 0        |
| Suspension  | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 7        | 1           | 2        | 0                         | 0        |
| Removal   | 0                                | 0        | 0           | 0        | 1           | 17       | 2           | 13       | 1           | 2        | 1                         | 14       |
| Duty Hours  | 1                                | 6        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Perf. Eval./ Appraisal                                      | 0                                | 0        | 0           | 0        | 1           | 17       | 2           | 13       | 8           | 19       | 0                         | 0        |
| Examination/Test  | 0                                | 0        | 1           | 8        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| <b>Harassment</b>   |                                  |          |             |          |             |          |             |          |             |          |                           |          |
| Non-Sexual  | 8                                | 50       | 4           | 33       | 2           | 33       | 6           | 40       | 19          | 45       | 3                         | 43       |
| Sexual  | 4                                | 25       | 0           | 0        | 1           | 17       | 0           | 0        | 5           | 12       | 1                         | 14       |
| Medical Examination   | 0                                | 0        | 0           | 0        | 1           | 17       | 0           | 0        | 2           | 5        | 0                         | 0        |
| Pay including overtime                                      | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                         | 0        |
| Promotion/Non-Selection                                     | 4                                | 25       | 2           | 17       | 1           | 17       | 2           | 13       | 9           | 21       | 0                         | 0        |
| <b>Reassignment</b>   |                                  |          |             |          |             |          |             |          |             |          |                           |          |

|                                     |   |    |   |    |   |    |   |    |    |    |   |    |
|-------------------------------------|---|----|---|----|---|----|---|----|----|----|---|----|
| Denied                              | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 1  | 2  | 0 | 0  |
| Directed                            | 1 | 6  | 0 | 0  | 0 | 0  | 1 | 7  | 5  | 12 | 1 | 14 |
| Reasonable Accommodation Disability | 2 | 13 | 1 | 8  | 0 | 0  | 2 | 13 | 2  | 5  | 2 | 29 |
| 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  | 2  | 5  | 0 | 0  |
| Termination                         | 0 | 0  | 1 | 8  | 0 | 0  | 1 | 7  | 0  | 0  | 0 | 0  |
| Terms/Conditions of Employment      | 1 | 6  | 3 | 25 | 1 | 17 | 3 | 20 | 5  | 12 | 0 | 0  |
| Time and Attendance                 | 1 | 6  | 0 | 0  | 0 | 0  | 1 | 7  | 1  | 2  | 1 | 14 |
| Training                            | 0 | 0  | 0 | 0  | 0 | 0  | 1 | 7  | 0  | 0  | 0 | 0  |
| Other - User Define                 |   |    |   |    |   |    |   |    |    |    |   |    |
|                                     |   |    |   |    |   |    |   |    |    |    |   |    |
| <b>Findings After Hearing</b>       | 7 |    | 2 |    | 5 |    | 4 |    | 24 |    | 2 |    |
| Appointment/Hire                    | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 3  | 13 | 0 | 0  |
| Assignment of Duties                | 1 | 14 | 0 | 0  | 0 | 0  | 1 | 25 | 3  | 13 | 1 | 50 |
| Awards                              | 1 | 14 | 0 | 0  | 0 | 0  | 1 | 25 | 1  | 4  | 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 | 14 | 0 | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0 | 0  |
| Suspension                          | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0  | 1  | 4  | 0 | 0  |





|                                     |   |    |    |    |   |     |    |    |    |    |   |    |
|-------------------------------------|---|----|----|----|---|-----|----|----|----|----|---|----|
| Other - User Define                 |   |    |    |    |   |     |    |    |    |    |   |    |
|                                     |   |    |    |    |   |     |    |    |    |    |   |    |
| <b>Findings Without Hearing</b>     | 9 |    | 10 |    | 1 |     | 11 |    | 18 |    | 5 |    |
| Appointment/Hire                    | 1 | 11 | 0  | 0  | 0 | 0   | 1  | 9  | 0  | 0  | 0 | 0  |
| Assignment of Duties                | 1 | 11 | 3  | 30 | 0 | 0   | 0  | 0  | 1  | 6  | 1 | 20 |
| Awards                              | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 1  | 6  | 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  | 1  | 6  | 0 | 0  |
| Suspension                          | 0 | 0  | 0  | 0  | 0 | 0   | 1  | 9  | 0  | 0  | 0 | 0  |
| Removal                             | 0 | 0  | 0  | 0  | 0 | 0   | 1  | 9  | 0  | 0  | 1 | 20 |
| Duty Hours                          | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Perf. Eval./ Appraisal              | 0 | 0  | 0  | 0  | 0 | 0   | 2  | 18 | 3  | 17 | 0 | 0  |
| Examination/Test                    | 0 | 0  | 1  | 10 | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Harassment                          |   |    |    |    |   |     |    |    |    |    |   |    |
| Non-Sexual                          | 4 | 44 | 4  | 40 | 0 | 0   | 4  | 36 | 7  | 39 | 2 | 40 |
| Sexual                              | 2 | 22 | 0  | 0  | 0 | 0   | 0  | 0  | 4  | 22 | 1 | 20 |
| Medical Examination                 | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 1  | 6  | 0 | 0  |
| Pay including overtime              | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Promotion/Non-Selection             | 1 | 11 | 0  | 0  | 1 | 100 | 1  | 9  | 5  | 28 | 0 | 0  |
| Reassignment                        |   |    |    |    |   |     |    |    |    |    |   |    |
| Denied                              | 0 | 0  | 0  | 0  | 0 | 0   | 0  | 0  | 0  | 0  | 0 | 0  |
| Directed                            | 1 | 11 | 0  | 0  | 0 | 0   | 1  | 9  | 2  | 11 | 0 | 0  |

|                                     |   |    |   |    |   |   |   |    |   |    |   |    |
|-------------------------------------|---|----|---|----|---|---|---|----|---|----|---|----|
| Reasonable Accommodation Disability | 1 | 11 | 1 | 10 | 0 | 0 | 2 | 18 | 1 | 6  | 1 | 20 |
| 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  | 1 | 6  | 0 | 0  |
| Termination                         | 0 | 0  | 1 | 10 | 0 | 0 | 0 | 0  | 0 | 0  | 0 | 0  |
| Terms/Conditions of Employment      | 0 | 0  | 3 | 30 | 0 | 0 | 3 | 27 | 2 | 11 | 0 | 0  |
| Time and Attendance                 | 0 | 0  | 0 | 0  | 0 | 0 | 0 | 0  | 1 | 6  | 1 | 20 |
| Training                            | 0 | 0  | 0 | 0  | 0 | 0 | 1 | 9  | 0 | 0  | 0 | 0  |

Other - User Define

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data          |      |      |      |      |               |  |
|---|---------------------------|------|------|------|------|---------------|--|
|   | Previous Fiscal Year Data |      |      |      |      | 2021Thru03-31 |  |
|   | 2016                      | 2017 | 2018 | 2019 | 2020 |               |  |
| Total complaints from previous Fiscal Years                 | 1760                      | 2083 | 2092 | 2169 | 2045 | 2493          |  |
| Total Complainants  | 1635                      | 1914 | 1892 | 1984 | 1885 | 2273          |  |
| <b>Number complaints pending</b>                            |                           |      |      |      |      |               |  |
| Investigation   | 210                       | 214  | 90   | 114  | 88   | 316           |  |
| ROI issued, pending Complainant's action                    | 11                        | 28   | 24   | 32   | 10   | 36            |  |
| Hearing   | 1237                      | 1590 | 1597 | 1488 | 1302 | 1400          |  |
| Final Agency Action   | 252                       | 215  | 308  | 500  | 596  | 661           |  |
| Appeal with EEOC Office of Federal Operations               | 751                       | 818  | 978  | 1187 | 1364 | 1353          |  |

| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |                        |
|---|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021 Thru 03-31</b> |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                        |
| Pending Complaints Where Investigations Exceed Required Time Frames | 236                              | 228         | 169         | 136         | 120         | 172                    |