

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

HQ (and below)

For 1st Quarter 2019 for period ending December 31, 2018

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Number of Complaints Filed | 42 | 44 | 53 | 36 | 63 | 21 |
| Number of Complainants | 42 | 43 | 50 | 36 | 60 | 21 |
| Repeat Filers | 0 | 1 | 2 | 0 | 3 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2014 | 2015 | 2016 | 2017 | 2018 | 2019Thru12-31 |
| Race | 21 | 22 | 25 | 23 | 32 | 8 |
| Color | 7 | 8 | 6 | 7 | 7 | 3 |
| Religion | 2 | 2 | 2 | 0 | 1 | 1 |
| Reprisal | 24 | 22 | 23 | 13 | 31 | 11 |
| Sex | 20 | 22 | 25 | 19 | 20 | 10 |
| PDA | 0 | 0 | 2 | 1 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 4 | 11 | 4 | 6 | 4 | 1 |
| Equal Pay Act | 1 | 1 | 0 | 0 | 0 | 0 |
| Age | 14 | 16 | 14 | 16 | 16 | 4 |
| Disability | 13 | 12 | 13 | 9 | 20 | 7 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 2 | 1 | 1 | 1 | 0 | 0 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Appointment/Hire | 4 | 10 | 16 | 4 | 5 | 2 |
| Assignment of Duties | 3 | 9 | 6 | 9 | 5 | 6 |
| Awards | 0 | 0 | 0 | 2 | 1 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 1 | 0 |
| Reprimand | 0 | 2 | 2 | 4 | 3 | 0 |
| Suspension | 3 | 1 | 1 | 0 | 5 | 0 |
| Removal | 0 | 0 | 1 | 0 | 1 | 0 |
| Duty Hours | 3 | 0 | 1 | 2 | 0 | 0 |
| Perf. Eval./ Appraisal | 2 | 3 | 6 | 8 | 8 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 17 | 5 | 17 | 12 | 22 | 3 |
| Sexual | 0 | 0 | 1 | 0 | 1 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 2 | 1 | 2 | 1 | 2 | 3 |
| Promotion/Non-Selection | 6 | 11 | 5 | 2 | 7 | 4 |
| Reassignment | | | | | | |
| Denied | 0 | 1 | 2 | 0 | 1 | 0 |
| Directed | 4 | 0 | 2 | 2 | 3 | 1 |
| Reasonable Accommodation Disability | 2 | 2 | 1 | 2 | 7 | 2 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 1 | 3 | 0 |
| Termination | 1 | 0 | 3 | 2 | 4 | 2 |
| Terms/Conditions of Employment | 4 | 1 | 0 | 1 | 3 | 0 |
| Time and Attendance | 5 | 2 | 1 | 5 | 3 | 1 |
| Training | 4 | 2 | 1 | 3 | 2 | 2 |
| Other | | | | | | |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 184.81 | 191.61 | 214.11 | 250.61 | 240.53 | 284.69 |
| Average number of days in final action | 67.93 | 74.24 | 45.05 | 188.96 | 132.11 | 125.86 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| National Origin | 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 |
| Age | 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 |
| Genetics | 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 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 1 | | 1 | | 0 | | 0 | | 1 | | 0 | |
| Race | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2019Thru12-31 | |
| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 1 | | 1 | | 0 | | 0 | | 1 | | 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 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Define | | | | | | | | | | | | |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | |
| Total complaints from previous Fiscal Years | 41 | 54 | 65 | 79 | 82 | 132 | | | | | | |
| Total Complainants | 39 | 53 | 65 | 76 | 78 | 122 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 5 | 4 | 2 | 6 | 7 | 31 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 1 | 4 | | | | | | |
| Hearing | 37 | 47 | 44 | 69 | 62 | 82 | | | | | | |
| Final Agency Action | 2 | 6 | 10 | 9 | 13 | 15 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 12 | 7 | 6 | 12 | 17 | 17 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru12-31 | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 5 | 5 | 10 | 7 | 7 | 5 | | | | | | |