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

HQ (and below)

For 4th Quarter 2019 for period ending September 30, 2019

	Comparative Data												
Complaint Activity	Pr	evious	20107100 20										
	2014	2015	2016	2017	2018	2019Thru09-30							
Number of Complaints Filed	42	44	53	36	63	67							
Number of Complainants	42	43	50	36	60	65							
Repeat Filers	0	1	2	0	3	1							

Complaints by Basis		Comparative Data												
Complaints by Dasis	Pre	vious l												
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30								
Race	21	22	25	23	32	34								
Color	7	8	6	7	7	15								
Religion	2	2	2	0	1	3								
Reprisal	24	22	23	13	31	46								
Sex	20	22	25	19	20	29								
PDA	0	0	2	1	0	0								
National Origin	4	11	4	6	4	6								

Equal Pay Act	1	1	0	0	0	0
Age	14	16	14	16	16	24
Disability	13	12	13	9	20	30
Genetics	0	0	0	0	0	2
Non-EEO	2	1	1	1	0	1
			Com	parati	ve Data	a
Complaints by Issue	Pre	vious l	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	4	10	16	4	5	7
Assignment of Duties	3	9	6	9	5	17
Awards	0	0	0	2	1	2
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	6
Suspension	3	1	1	0	5	4
Removal	0	0	1	0	1	2
Duty Hours	3	0	1	2	0	1
Perf. Eval./ Appraisal	2	3	6	8	8	10
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	5	17	12	22	23
Sexual	0	0	1	0	1	2
Medical Examination	0	0	0	0	0	2
Pay including overtime	2	1	2	1	2	5
Promotion/Non-Selection	6	11	5	2	7	11

Reassignment						
Denied	0	1	2	0	1	0
Directed	4	0	2	2	3	3
Reasonable Accommodation Disability	2	2	1	2	7	8
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	3
Termination	1	0	3	2	4	7
Terms/Conditions of Employment	4	1	0	1	3	8
Time and Attendance	5	2	1	5	3	9
Training	4	2	1	3	2	7
Other						

	Comparative Data												
Processing Time	ime Previous Fiscal Year Data												
	2014	2015	2016	2017	2018	30							
Complaints pending during	fiscal yea	r											
Average number of days in investigation	184.81	191.61	214.11	250.61	240.53	255.65							
Average number of days in final action	67.93	74.24	45.05	188.96	132.11	160.85							
Complaint pending during f	iscal year	where h	earing wa	as reques	sted								
Average number of days in investigation	176.88	194.61	210.29	242.20	215.60	244.95							
Average number of days in final action	51.67	91.00	40.82	162.17	77.85	107.82							
Complaint pending during f	iscal year	where h	earing w	as not rec	quested								

Average number of days in investigation	213.	14	17	9.2	5	210	6.6	7 2	240	.43	25	3.89	2	64.37
Average number of days in final action	97.2	20	59	9.33	3	69	0.00) 2	215	.75	24	9.67	2	94.38
								Co	mp	arat	ive	Data	a	
Complaints Dismissed by A	Agen	cy		Pre	vio	us	Fi	sca	ΙΥ	ear l	Dat	a	2019	Thru09-
			20	14	20)15	2	201	5 2	2017	2	018		30
Total Complaints Dismissed Agency	by			1		3		0		6		0		12
Average days pending prior t dismissal	to		4	.9	1	18		0		242		0		232
Compl	laints	ints Withdrawn by Complainants												
Total Complaints Withdrawn Complainants	by	y 3 4 9 3 7 5									5			
	Comparative Data													
Total Final Agency Action	ıs	Previous Fiscal Year Data 2019Thru09												
Finding Discrimination		201	4 20		15	2	01	016		2017		018		30
	:	# 9	%	#	%	#	9,	6 3	#	%	#	%	#	%
Total Number Findings		0		0		0		1	2		1		1	
Without Hearing		0	0	0	0	0	() [2	2	100	1	100	1	100
With Hearing		0	0	0	0	0	() () (0	0	0	0	0
Findings of Discrimination	n						C	omj	par	ativ	e D	ata		
Rendered by Basis			Pı	revi	iou	s F	isc	al Y	Yea	r Da	ıta		2019	Thru09-
Note: Complaints can be file	ed	201	4	2	015	5	20	16	2	017	2	2018		30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	#	%	#	%	, 0	#	%	#	%	#	%	#	%
Total Number Findings	1			1			0		0		1		1	
Race	0)	0	1	10	0	0	0	0	0	0	0	1	100
Color	()	0	1	10	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	1	100
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 After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	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	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		1	
Race	0	0	1	100	0	0	0	0	0	0	1	100
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

		1					_	1	<u> </u>	I		I		
Reprisal	1	100	0	0	0	0	0	0	1	100	0	0		
Sex	0	0	0	0	0	0	0	0	0	0	1	100		
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		
	Comparative Data													
Findings of Discrimination	Previous Fiscal Year Data 2019Thru09													
Rendered by Issue	20	014	20	015 2016			20	17	20)18		30		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1		1		0		0		1		1			
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100		
Assignment of Duties	0	0	0	0	0	0	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	0	0	0	0		
Removal	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		
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		
		- 1												
Harassment										- 1				

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	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0	0	0
Other - User Define				-								
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	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	0	0	0	0
Removal	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
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	0	0	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

Findings Without Hearing	1		1		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	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	0	0	0	0
Removal	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
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	1	100	1	100	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	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0	0	0

Other - User Define

	Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	evious]	2019Thru09-							
	2014	2015	2016	2017	2018	30				
Total complaints from previous Fiscal Years	41	54	65	79	82	73				
Total Complainants	39	53	65	76	78	66				
Number complaints pending										
Investigation	5	4	2	6	7	2				
ROI issued, pending Complainant's action	0	0	0	0	1	0				
Hearing	37	47	44	69	62	50				
Final Agency Action	2	6	10	9	13	21				
Appeal with EEOC Office of Federal Operations	12	7	6	12	17	24				
	Comparative Data									
Complaint Investigations	Pre	evious]	2019Thru09-							
	2014	2015	2016	2017	2018	30				
Pending Complaints Where Investigations Exceed Required Time Frames	5	5	10	7	7	2				