

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

HQ (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
1. Number of Complaints Filed	44	53	35	62	67	43
Number of Complainants	43	49	35	59	65	43
Repeat Filers	1	2	0	3	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	21	25	22	33	35	26
Color	8	6	4	7	15	13
Religion	2	1	1	1	3	2
Reprisal	22	24	10	30	46	20
Sex	22	24	14	21	29	19

PDA	0	2	1	0	0	1
National Origin	11	5	5	4	6	3
Equal Pay Act	1	0	0	0	0	0
Age	16	13	11	16	25	12
Disability	11	13	10	21	32	13
Genetics	0	0	0	0	3	0
Non-EEO	1	1	1	0	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	10	15	4	5	7	1
Assignment of Duties	10	7	8	5	18	8
Awards	0	0	1	1	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	1
Reprimand	2	3	3	3	7	4
Suspension	1	1	0	5	4	5
Removal	0	1	0	1	2	0
Duty Hours	0	1	2	0	1	1
Perf. Eval./ Appraisal	3	6	6	9	11	9
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	6	17	11	23	24	22
Sexual	0	1	0	1	2	1
Medical Examination	0	0	0	0	2	1
Pay including overtime	1	2	1	2	6	1
Promotion/Non-Selection	11	5	2	7	11	4
Reassignment						
Denied	1	1	0	1	0	0
Directed	0	2	1	2	3	3
Reasonable Accommodation Disability	1	1	1	8	9	3
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	1	4	4	4
Termination	1	3	2	4	7	3
Terms/Conditions of Employment	1	0	2	4	9	1
Time and Attendance	2	1	4	3	9	6
Training	2	1	4	3	7	3
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of	191.19	202.68	250.61	242.78	261.58	223.78

days in investigation							
Average number of days in final action	110.32	45.05	186.17	127.50	160.85	218.18	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	194.61	210.53	242.20	222.31	258.30	228.00	
Average number of days in final action	171.22	40.82	162.17	75.14	107.82	58.64	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	179.25	194.39	240.43	275.94	264.37	227.78	
Average number of days in final action	59.33	69.00	212.36	249.67	294.38	510.67	
Complaints Dismissed by Agency	Comparative Data						2020Thru03-31
	Previous Fiscal Year Data						
	2015	2016	2017	2018	2019		
Total Complaints Dismissed by Agency	3	0	6	0	12	2	
Average days pending prior to dismissal	118	0	242	0	232	487	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	4	11	6	8	5	3	

National Origin	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	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	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	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		0		0		0		0		0	

Other - User Define						
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	54	57	65	64	72	105
Total Complainants	53	57	64	62	65	96
Number complaints pending						
Investigation	3	0	5	5	2	16
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	45	41	53	47	48	50
Final Agency Action	8	12	11	15	22	29
Appeal with EEOC Office of Federal Operations	7	7	13	17	24	29
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	3	7	5	4	2	6