

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

## HQ (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	44	53	35	62	66	68
Number of Complainants	43	49	35	59	64	68
Repeat Filers	1	2	0	3	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<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	34	36
Color	8	6	4	7	14	20
Religion	2	1	1	1	3	3
Reprisal	22	24	10	30	45	35
Sex	22	24	14	21	28	32
PDA	0	2	1	0	0	1

National Origin	11	5	5	4	6	6
Equal Pay Act	1	0	0	0	0	0
Age	16	13	11	16	24	20
Disability	11	13	10	21	31	22
Genetics	0	0	0	0	3	0
Non-EEO	1	1	1	0	1	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	10	15	4	5	7	3
Assignment of Duties	10	7	8	5	17	13
Awards	0	0	1	1	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	0	2
Reprimand	2	3	3	3	7	4
Suspension	1	1	0	5	4	7
Removal	0	1	0	1	2	1
Duty Hours	0	1	2	0	1	3
Perf. Eval./ Appraisal	3	6	6	9	10	14
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	6	17	11	23	23	33
Sexual	0	1	0	1	2	4

Medical Examination	0	0	0	0	2	1
Pay including overtime	1	2	1	2	6	2
Promotion/Non-Selection	11	5	2	7	11	8
<b>Reassignment</b>						
Denied	1	1	0	1	0	1
Directed	0	2	1	2	3	5
Reasonable Accommodation Disability	1	1	1	8	9	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	10	7	8	5	17	13
Telework	0	0	1	4	4	5
Termination	1	3	2	4	7	7
Terms/Conditions of Employment	1	0	2	4	8	1
Time and Attendance	2	1	4	3	8	12
Training	2	1	4	3	6	4
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	191.19	202.68	250.61	242.78	261.58	243.76
Average number of days in final action	110.32	45.05	186.17	127.50	160.85	190.03
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
<b>Findings Without Hearing</b>	1		0		0		1		1		1	
Race	1	100	0	0	0	0	0	0	1	100	1	100
Color	1	100	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	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100
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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru06-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</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>	1		0		0		1		1		1	











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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>						
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	54	57	65	64	72	86						
Total Complainants	53	57	64	62	65	81						
<b>Number complaints pending</b>												
Investigation	3	0	5	5	2	5						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	45	41	53	47	48	42						
Final Agency Action	8	12	11	15	22	26						
Appeal with EEOC Office of Federal Operations	7	7	13	17	24	34						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>						
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	3	7	5	4	2	5						