

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

CISA (and below), HQ (and below)

For 4th Quarter 2020 for period ending September 30, 2020

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 44 | 53 | 35 | 61 | 66 | 101 |
| Number of Complainants | 43 | 49 | 35 | 58 | 64 | 98 |
| Repeat Filers | 1 | 2 | 0 | 3 | 1 | 3 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| <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 | 2020Thru09-30 |
| Race | 21 | 25 | 22 | 32 | 34 | 54 |
| Color | 8 | 6 | 4 | 7 | 14 | 30 |
| Religion | 2 | 1 | 1 | 1 | 3 | 5 |
| Reprisal | 22 | 24 | 10 | 29 | 45 | 49 |
| Sex | 22 | 24 | 14 | 20 | 28 | 38 |
| PDA | 0 | 2 | 1 | 0 | 0 | 1 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 11 | 5 | 5 | 4 | 6 | 12 |
| Equal Pay Act | 1 | 0 | 0 | 0 | 0 | 0 |
| Age | 16 | 13 | 11 | 16 | 24 | 32 |
| Disability | 11 | 13 | 10 | 20 | 31 | 32 |
| Genetics | 0 | 0 | 0 | 0 | 3 | 0 |
| Non-EEO | 1 | 1 | 1 | 0 | 1 | 6 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| <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 | |
| Appointment/Hire | 10 | 15 | 4 | 5 | 7 | 5 |
| Assignment of Duties | 10 | 7 | 8 | 5 | 17 | 28 |
| 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 | 2 |
| Reprimand | 2 | 3 | 3 | 3 | 7 | 10 |
| Suspension | 1 | 1 | 0 | 5 | 4 | 11 |
| Removal | 0 | 1 | 0 | 1 | 2 | 4 |
| Duty Hours | 0 | 1 | 2 | 0 | 1 | 3 |
| Perf. Eval./ Appraisal | 3 | 6 | 6 | 8 | 10 | 20 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 6 | 17 | 11 | 22 | 23 | 55 |
| Sexual | 0 | 1 | 0 | 1 | 2 | 5 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination | 0 | 0 | 0 | 0 | 2 | 3 |
| Pay including overtime | 1 | 2 | 1 | 2 | 6 | 5 |
| Promotion/Non-Selection | 11 | 5 | 2 | 7 | 11 | 17 |
| Reassignment | | | | | | |
| Denied | 1 | 1 | 0 | 1 | 0 | 2 |
| Directed | 0 | 2 | 1 | 2 | 3 | 7 |
| Reasonable Accommodation Disability | 1 | 1 | 1 | 7 | 9 | 9 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 1 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 1 | 3 | 4 | 9 |
| Termination | 1 | 3 | 2 | 4 | 7 | 9 |
| Terms/Conditions of Employment | 1 | 0 | 2 | 4 | 8 | 3 |
| Time and Attendance | 2 | 1 | 4 | 3 | 8 | 18 |
| Training | 2 | 1 | 4 | 2 | 6 | 5 |
| Other | | | | | | |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 191.19 | 202.68 | 250.61 | 242.78 | 255.65 | 240.48 |
| Average number of days in final action | 110.32 | 45.05 | 188.96 | 127.50 | 160.85 | 162.74 |
| 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 | | 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 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru09-30 | |
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 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 | | | | | | | | | | | | |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Total complaints from previous Fiscal Years | 54 | 57 | 64 | 63 | 70 | 73 | | | | | | |
| Total Complainants | 53 | 57 | 63 | 61 | 63 | 69 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 3 | 0 | 5 | 5 | 2 | 1 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Hearing | 45 | 41 | 53 | 47 | 47 | 39 | | | | | | |
| Final Agency Action | 8 | 12 | 10 | 14 | 21 | 24 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 7 | 7 | 13 | 18 | 24 | 35 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 3 | 7 | 5 | 4 | 2 | 10 | | | | | | |