

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

## HQ (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	43	45	53	35	62	35
Number of Complainants	43	44	49	35	59	34
Repeat Filers	0	1	2	0	3	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	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>						
Race	22	21	25	22	32	15
Color	7	8	6	4	7	5
Religion	2	2	1	1	1	1
Reprisal	25	22	24	10	30	19
Sex	21	22	24	14	20	15
PDA	0	0	2	1	0	0

National Origin	4	11	5	5	4	3
Equal Pay Act	1	1	0	0	0	0
Age	14	17	13	11	16	9
Disability	13	11	13	10	20	13
Genetics	0	0	0	0	0	0
Non-EEO	2	1	1	1	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	4	10	15	4	5	5
Assignment of Duties	3	10	7	8	5	6
Awards	0	0	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	0
Reprimand	0	2	3	3	3	0
Suspension	3	1	1	0	5	0
Removal	0	0	1	0	1	0
Duty Hours	3	0	1	2	0	1
Perf. Eval./ Appraisal	2	3	6	6	8	3
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	17	7	17	11	23	8
Sexual	0	0	1	0	1	1

Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	2	1	2	3
Promotion/Non-Selection	6	11	5	2	8	6
<b>Reassignment</b>						
Denied	1	1	1	0	1	0
Directed	4	0	2	1	2	2
Reasonable Accommodation Disability	2	1	1	1	7	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	0	1	3	2
Termination	1	2	3	2	4	3
Terms/Conditions of Employment	5	1	0	2	4	0
Time and Attendance	6	2	1	4	3	1
Training	4	2	1	4	2	2
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru03-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	184.94	191.19	201.55	250.61	241.95	258.62
Average number of days in final action	63.31	70.83	45.05	188.96	132.11	104.89
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		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	1	100	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru03-31</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</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		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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2019Thru03-31</b>						
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	39	53	64	79	82	124						
Total Complainants	37	52	64	76	78	115						
<b>Number complaints pending</b>												
Investigation	3	3	0	6	6	19						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	34	44	48	68	66	81						
Final Agency Action	3	8	12	10	13	22						
Appeal with EEOC Office of Federal Operations	7	6	6	12	17	17						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2019Thru03-31</b>						
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	7	6	5	16						