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

HQ (and below)

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

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2019Thru03-31
	2014	2015	2016	2017	2018	20191 III u03-31
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 Dosis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious	Fiscal Y	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	2019Thru03- 31
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
			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious]	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	2019Thru03- 31
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
Disciplinary Action						
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
Harassment						
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
Reassignment							
Denied		1	1	1	0	1	0
Directed		4	0	2	1	2	2
Reasonable Accommodation Disability	on	2	1	1	1	7	3
Reinstatement		0	0	0	0	0	0
Religious Accommodation	1	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 Empl	oyment	5	1	0	2	4	0
Time and Attendance		6	2	1	4	3	1
Training		4	2	1	4	2	2
Other							
			Co	mpa	rative]	Data	
Processing Time		Previous	s Fisca	l Yea	ır Data	l	2019Thru03-
	2014	2015	2010	6	2017	2018	31
Complaints pending during	g fiscal yo	ear					
Average number of days in investigation	184.94	191.19	201.5	55 2	250.61	241.95	258.62
Average number of days in final action	63.31	70.83	45.0	5 1	88.96	132.11	104.89
		1	1			1	1

Complaint pending during fiscal year where hearing was requested

Average number of days in investigation	17	9.48	19	4.61	2	208	.00	24	12.20	21	8.40	22	27.56	
Average number of days in final action	50	0.67	90	0.00		40.	82	16	52.17	7	7.85	5	1.86	
Complaint pending during	fise	cal ye	ar w	here	he	eari	ng v	vas	not re	eque	ested	'		
Average number of days in investigation	20	08.67	17	9.25	1	94	.39	24	10.43	27	4.67	28	31.92	
Average number of days in final action	91	6.20	59	9.33	(69.	00	21	15.75	24	19.67	290.50		
	Comparative Data													
Complaints Dismissed Agency	d by	Previous Fiscal Year Data 2019												
rigency			20	14	201	15	20	16	2017	2	2018	21		
Total Complaints Dismisso Agency	ed t	у	2		4		C)	6		0	3		
Average days pending prid dismissal	or to)	63	631 1			C)	242		0	2	224	
Com	ıpla	ints V	Witl	Vithdraw		ı by	y Co	mţ	laina	nts	I			
Total Complaints Withdra Complainants	wn	by	3		4		9)	3		7	1		
						C	omp	par	ative]	Dat	a			
Total Final Agency			Pre	viou	s F	isc	al Y	'eaı	r Data	ı		2019	Γhru03-	
Actions Finding Discrimination	2	014	2	015		20	16	2	017	2	018	-	31	
	#	%	#	%	#	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		(0		2		1		0		
Without Hearing	1	100	1	100) (0	0	2	100	1	100	0	0	
		0	0 0			0	0	0	0	0	0	0	0	

Findings of					C	omp	ara	tive	Da	ta		
Discrimination Rendered by Basis		F	Prev	vious]	Fisc	al Y	ear	Dat	a		2019	Γhru03-
Note: Complaints can be	2	014	2	015	20)16	20	017	2	018		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
					1							
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

Total Number Findings	1	/0	1	/0	0	/0	0	/0	1	/0	0	/0
Rendered by Issue	#	014 %	#	015	2 0	16 %	20	17 %	#	018	#	31
Findings of Discrimination		P	rev	ious I	isc	al Y	ear	Data	a			Γhru03-
					C	omp	ara	tive	Dat	ta		
Non-EEO	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
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Age	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
National Origin	0	0	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	100	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Race	0	0	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		0		1		0	
Non-LLO	0	0	0	0	0	0	0	0	0	0		0
Non-EEO	0	0	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	0	0
Genetics	$\frac{\mid 0 \mid}{\mid 0 \mid}$	0	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	0	0
Age Disability	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	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	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								-		-		
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			4			•						
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					1	ı		I			ı	ı
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
Other - User Define												
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

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

Pending Complaints F	iled i	n [C	omj	-	tive	Data		
Other - User Define												
Training	0	0	1	100	0	0	0	0	0	0	0	0
Time and Attendance	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-
	2014	2015	2016	2017	2018	31
Total complaints from previous Fiscal Years	39	53	64	79	82	124
Total Complainants	37	52	64	76	78	115
Number complaints pending						
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
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-
	2014	2015	2016	2017	2018	31
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	7	6	5	16