

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

CISA (and below), HQ (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	53	35	61	66	99	27
Number of Complainants	49	35	58	64	96	27
Repeat Filers	2	0	3	1	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	25	22	32	34	55	15
Color	6	4	7	14	29	10
Religion	1	1	1	3	5	1
Reprisal	24	10	29	45	54	16
Sex	24	14	20	28	39	9

PDA	2	1	0	0	1	0
National Origin	5	5	4	6	12	5
Equal Pay Act	0	0	0	0	0	0
Age	13	11	16	24	30	9
Disability	13	10	20	31	32	4
Genetics	0	0	0	3	0	0
Non-EEO	1	1	0	1	5	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	15	4	5	7	5	1
Assignment of Duties	7	8	5	17	29	11
Awards	0	1	1	2	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	2	0
Reprimand	3	3	3	7	12	2
Suspension	1	0	5	4	13	1
Removal	1	0	1	2	4	3
Duty Hours	1	2	0	1	3	0
Perf. Eval./ Appraisal	6	6	8	10	23	6
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	17	11	22	23	54	19
Sexual	1	0	1	2	5	2
Medical Examination	0	0	0	2	3	0
Pay including overtime	2	1	2	6	6	0
Promotion/Non-Selection	5	2	7	11	17	2
Reassignment						
Denied	1	0	1	0	2	1
Directed	2	1	2	3	6	1
Reasonable Accommodation Disability	1	1	7	9	8	1
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	1	3	4	9	1
Termination	3	2	4	7	9	1
Terms/Conditions of Employment	0	2	4	8	5	3
Time and Attendance	1	4	3	8	19	4
Training	1	4	2	6	6	0
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of	202.68	250.61	242.78	256.56	238.47	221.67

days in investigation						
Average number of days in final action	45.05	188.96	127.50	160.85	159.19	437.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.53	242.20	222.31	246.04	249.67	164.67
Average number of days in final action	40.82	162.17	75.14	107.82	82.54	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	194.39	240.43	275.94	264.15	231.74	250.17
Average number of days in final action	69.00	215.75	249.67	294.38	340.36	437.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	0	6	0	12	6	1
Average days pending prior to dismissal	0	242	0	232	292	180
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	11	6	8	5	8	4

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		1		2		0	
Without Hearing	0	0	2	100	1	100	1	100	2	100	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	0		0		1		1		1		0	
Race	0	0	0	0	0	0	1	100	1	100	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	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100	0	0

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	1	100	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		1		0	
Appointment/Hire	0	0	0	0	0	0	1	100	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	1	100	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	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	1	100	0	0	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	0	0	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					2021Thru12-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	57	64	63	70	70	150
Total Complainants	57	63	61	63	67	144
Number complaints pending						
Investigation	0	5	5	2	1	50
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	41	53	47	47	42	55
Final Agency Action	12	10	14	21	21	35
Appeal with EEOC Office of Federal Operations	7	13	18	24	35	35
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	7	5	4	2	6	15