






Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Complaint Activity	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Number of Complaints Filed 	348	294	266	271	250	273
Number of Complainants 	323	284	259	262	245	265
Repeat Filers 	8	10	7	9	6	6

Complaints by Basis  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Race	158	102	113	107	100	98
Color	74	42	53	47	56	30
Religion	20	14	19	15	14	13
Reprisal	199	161	152	161	138	153
Sex (including complaints filed under Equal Pay Act)	133	120	118	138	106	105
National Origin	40	29	39	31	31	47
Age	128	109	100	102	86	98
Disability	111	109	78	86	102	108
NonEEO basis	15	10	9	15	12	16
Genetics	4	3	3	4	0	3
PDA	3	1	0	5	4	1

Complaints by Issues  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Appointment/Hire	34	13	13	10	9	9
Assignment of Duties	23	14	29	47	52	52
Awards	7	5	6	9	6	10
Conversion to Full Time	0	0	0	1	0	1
Disciplinary Action						
Demotion	2	1	2	3	3	2
Reprimand	9	3	7	17	18	14
Removal	4	3	5	6	10	5
Suspension	12	11	12	20	17	8
Other	8	4	14	15	1	0
Duty Hours	3	5	8	10	11	3
Evaluation/Appraisal	19	19	39	45	33	46
Harassment						
Examination/Test	6	1	2	4	1	0
Non-Sexual	160	146	151	173	150	164
Sexual	8	10	16	16	13	16
Medical Examination	3	2	4	4	1	0
Pay Including Overtime	10	13	14	26	18	33
Reassignment						
Promotion/Non Selection	87	71	63	79	70	84
Denied	5	4	5	13	11	11
Directed	8	8	11	17	9	11
Reasonable Accommodation	25	31	34	33	37	41
Reinstatement	0	0	2	0	0	0
Retirement	4	11	5	5	6	11
Termination	27	26	25	27	24	32
Terms/Conditions of Employment	10	6	31	37	32	34
Time and Attendance	14	4	16	34	27	23
Training	26	15	22	34	30	22

Processing Time ?	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	137.87	140.86	166.08	183.7	218.91	298.35
Average number of days in final action stage	41.91	62.45	85.05	56.83	67.37	64.07
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	141.31	141.64	158.81	191.18	257.42	305.94
Average number of days in final action stage	35.39	47.95	72.03	51.8	69.86	47.44
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	129.16	139.27	177.62	167.41	211.29	303.39
Average number of days in final action stage	51.04	79.38	98.07	64.69	62.11	82.27

Complaints Dismissed by Agency ?	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	92	75	23	36	43	22
Average days pending prior to dismissal	812	15	35	71	76	49
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	20	16	15	12	13	20

Total Final Actions Finding Discrimination ?	Comparative Data										2020 thru 9/30	
	Previous Fiscal Year Data											
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	3		4		0		4		2		4	
Without Hearing	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	3	75.0
With Hearing	3	100.0	4	100.0	0	0.0	3	75.0	2	100.0	1	25.0

Findings After Hearing	3		4		0		3		2		1	
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	1	100.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	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	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	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	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	1	25.0	0	0.0	1	33.3	0	0.0	1	100.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	1	33.3	2	50.0	0	0.0	0	0.0	1	50.0	3	300.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	1	25.0	0	0.0	0	0.0	1	50.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	3	100.0	0	0.0	0	0.0	1	33.3	1	50.0	1	100.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Reasonable Accommodation	2	66.7	1	25.0	0	0.0	0	0.0	1	50.0	1	100.0
Reinstatement	0	0.0	0	0.0	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	0	0.0	0	0.0
Termination	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	1	100.0
Training	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0
User Defined Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Religious Accommodation	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex - Stereotyping	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings Without Hearing	0		0		0		1		0		0	
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	1	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	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	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	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	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	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	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0	3	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	1	0.0	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	0	0.0	0	0.0
Promotion/Non Selection	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	1	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Reasonable Accommodation	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Reinstatement	0	0.0	0	0.0	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	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	1	0.0
Training	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0
User Defined Other	0	0.0	0	0.0	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	0	0.0	0	0.0
Religious Accommodation	0	0.0	0	0.0	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	0	0.0	0	0.0
Sex - Stereotyping	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Pending Complaints Filed in Previous Fiscal Years by Status ?	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	530	591	605	621	685	744
Total Complainants	426	471	491	509	571	617
Number complaints pending ?						
Investigation	97	91	91	96	105	113
Hearing	292	333	382	402	447	474
Final Agency Action	26	31	48	61	66	117
Appeal with EEOC Office of Federal Operations	115	136	84	62	67	40

Complaint Investigations ?	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Pending Completion Where Investigation Exceeds Required Time Frames	7	3	15	44	52	46