

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 ?	279	241	219	207	206	209
Number of Complainants ?	266	232	212	200	201	201
Repeat Filers ?	4	8	7	8	3	4

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	172	99	88	84	84	80
Color	57	35	43	36	48	20
Religion	14	12	18	12	11	9
Reprisal	155	133	118	116	113	112
Sex (including complaints filed under Equal Pay Act)	109	97	93	106	89	78
National Origin	32	27	30	18	27	34
Age	99	89	82	75	73	74
Disability	83	64	59	58	80	62
NonEEO basis	12	7	9	11	10	16
Genetics	3	3	3	3	0	4
PDA	3	1	0	4	3	1

Complaints by Issues? Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Appointment/Hire	28	9	8	7	6	6
Assignment of Duties	14	12	23	36	45	42
Awards	7	4	6	8	5	8
Conversion to Full Time	0	0	0	0	0	1
Disciplinary Action						
Demotion	2	0	1	3	3	3
Reprimand	7	3	7	13	16	10
Removal	3	3	4	5	9	3
Suspension	9	10	11	16	16	7
Other	5	3	12	11	0	0
Duty Hours	2	5	6	7	10	2
Evaluation/Appraisal	7	10	25	27	23	33
Harassment						
Examination/Test	6	1	2	4	1	1
Non-Sexual	121	119	123	130	120	105
Sexual	7	9	15	13	8	12
Medical Examination	3	1	4	4	1	0
Pay Including Overtime	10	11	12	22	17	25
Reassignment						
Promotion/Non Selection	73	60	56	57	59	62
Denied	5	3	4	12	11	8
Directed	6	9	10	15	8	9
Reasonable Accommodation	19	23	24	24	30	28
Reinstatement	0	0	1	0	0	0
Retirement	4	9	5	4	6	11
Termination	24	23	21	21	20	26
Terms/Conditions of Employment	7	3	29	28	29	31
Time and Attendance	11	4	15	28	20	17
Training	21	13	21	24	24	20

Processing Time 	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Complaints pending (<i>for any length of time</i>) during fiscal year						
Average number of days in investigation stage	135.76	138.88	170.93	187.4	245.79	298.14
Average number of days in final action stage	42.19	62.67	79.38	47.38	49.29	67.98
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	137.09	138.95	162.92	198.07	259.04	303.85
Average number of days in final action stage	37.97	48.27	55.74	31.27	44.77	52.88
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested						
Average number of days in investigation stage	132.28	138.74	182.7	167.31	218.91	310.13
Average number of days in final action stage	48.15	78.67	99.65	65.47	58.93	83.38

Complaints Dismissed by Agency ?	Comparative Data					2020 thru 9/30
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	48	66	20	29	40	18
Average days pending prior to dismissal	467	14	34	70	75	49
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	12	10	10	8	10	14

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	2		3		0		3		1		4	
Without Hearing	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	1	25.0
With Hearing	2	100.0	3	100.0	0	0.0	2	66.7	1	100.0	3	75.0

Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)											2020 thru 9/30		
	Previous Fiscal Year Data													
	2015		2016		2017		2018		2019					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2		3		0		3		1		4			
Race	1	50.0	1	33.3	0	0.0	1	33.3	0	0.0	1	25.0		
Color	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0		
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0		
Reprisal	2	100.0	2	66.7	0	0.0	3	100.0	1	100.0	3	75.0		
Sex (including complaints filed under Equal Pay Act)	0	0.0	2	66.7	0	0.0	1	33.3	1	100.0	3	75.0		
National Origin	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	1	25.0		
Age	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	25.0		
Disability	1	50.0	2	66.7	0	0.0	0	0.0	2	200.0	1	25.0		
NonEEO basis	0	0.0	0	0.0	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	0	0.0	0	0.0		
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Findings After Hearing	2		3		0		2		1		3			
Race	1	50.0	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3		
Color	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7		
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3		
Reprisal	2	100.0	2	66.7	0	0.0	3	150.0	1	100.0	3	100.0		
Sex (including complaints filed under Equal Pay Act)	0	0.0	2	66.7	0	0.0	1	50.0	1	100.0	2	66.7		
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3		
Age	0	0.0	0	0.0	0	0.0	1	50.0	1	100.0	1	33.3		
Disability	1	50.0	2	66.7	0	0.0	0	0.0	2	200.0	1	33.3		
NONEEO	0	0.0	0	0.0	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	0	0.0	0	0.0		
PDA	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		1			
Race	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0		
Color	0	0.0	0	0.0	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	0	0.0	0	0.0		
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0		
National Origin	0	0.0	0	0.0	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	0	0.0	0	0.0		
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
NonEEO basis	0	0.0	0	0.0	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	0	0.0	0	0.0		
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

Findings After Hearing	2		0		0		2		1		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	50.0	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	0.0	0	0.0	1	50.0	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	50.0	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	1	0.0	0	0.0	0	0.0	1	100.0	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	0.0	0	0.0	0	0.0	1	100.0	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	2	100.0	0	0.0	0	0.0	1	50.0	1	100.0	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	100.0	1	0.0	0	0.0	0	0.0	1	100.0	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	0	0.0	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	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
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	0	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	1	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	439	492	500	515	554	604
Total Complainants	328	372	382	399	435	472
Number complaints pending 						
Investigation	97	90	91	94	103	106
Hearing	226	265	299	329	351	378
Final Agency Action	22	27	42	53	57	91
Appeal with EEOC Office of Federal Operations	94	109	68	39	43	29

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	5	2	12	39	40	33