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 20 Previous Fiscal Year Data th					
	2015	2016	2017	2018	2019	9/30	
Number of Complaints Filed	12	13	6	8	9	15	
Number of Complainants	12	13	6	8	9	15	
Repeat Filers	0	0	0	0	0	0	

Complaints by Basis Note: Complaints can be filed alleging		2020				
multiple bases. The sum of the bases	2017		us Fiscal Year		2010	thru
may not equal total complaints filed.	2015	2016	2017	2018	2019	9/30
Race	7	3	1	2	7	9
Color	1	2	0	3	4	5
Religion	0	0	0	0	0	1
Reprisal	10	8	5	5	5	6
Sex (including complaints filed under Equal Pay Act)	5	4	1	5	3	6
National Origin	1	1	0	4	0	0
Age	4	3	2	3	1	10
Disability	5	5	1	2	3	5
NonEEO basis	1	0	0	0	0	0
Genetics	0	0	0	0	0	0
PDA	0	0	0	0	0	0

Complaints by Issues Note: Complaints can be filed alleging multiple bases. The sum of the bases	Comparative Data Previous Fiscal Year Data										
may not equal total complaints filed.	2015	thru 9/30									
Appointment/Hire	0	0	2	1	1	1					
Assignment of Duties	0	0	0	1	0	1					
Awards	0	0	0	0	0	0					
Conversion to Full Time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	0	0	0	0	0					
Reprimand	0	0	0	0	0	0					
Removal	0	0	0	0	0	1					
Suspension	0	0	0	1	0	0					
Other	0	0	0	0	0	0					
Duty Hours	0	0	0	0	0	0					
Evaluation/Appraisal	1	0	2	2	1	4					
Harassment											
Examination/Test	0	0	0	0	0	0					
Non-Sexual	9	11	4	7	5	3					
Sexual	0	0	0	2	2	0					
Medical Examination	0	0	0	0	0	0					
Pay Including Overtime	0	0	0	1	0	0					
Reassignment											
Promotion/Non Selection	2	0	0	1	2	5					
Denied	0	0	0	0	0	0					
Directed	1	0	0	1	1	1					
Reasonable Accommodation	1	2	1	0	1	3					
Reinstatement	0	0	0	0	0	0					
Retirement	0	0	0	1	0	0					
Termination	0	0	0	1	1	0					
Terms/Conditions of Employment	1	0	0	0	0	0					
Time and Attendance	0	0	0	2	1	0					
Training	0	0	0	2	0	0					

Processing Time	Processing Time Previous Fiscal Year Data											
Trocessing Time	2015	-		1	2010	thru 0/20						
Complaints pending (for any length of time) during fiscal year	2015	2016	2017	2018	2019	9/30						
Average number of days in investigation stage	147.86	178.2	167.25	166.67	276.25	298.47						
Average number of days in final action stage	62	84.17	47.33	40.25		47.75						
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year												
Average number of days in investigation stage	144.5	198	144	171.2	276.25	317.42						
Average number of days in final action stage		41	6	26.33		26.6						
Complaints pending (for any length of time) during fiscal year where hearing was not requested												
Average number of days in investigation stage	152.33	158.4	237	144		273.33						
Average number of days in final action stage	62	92.8	68	82		83						

Complaints Dismissed by Agency		Comparative Data Previous Fiscal Year Data								
	2015	2016	2017	2018	2019	9/30				
Total Complaints Dismissed by Agency	3	2	1	1	0	1				
Average days pending prior to dismissal	13	34	40	94	0	56				
Complaints Withdrawn by Complainants										
Total complaints Withdrawn by Complainants	1	0	0	1	1	2				

Total Final Actions Finding Discrimination		Comparative Data Previous Fiscal Year Data									20: thr	
	20	15	20	16	20)17	20	18	20	019	9/3	30
	#	%	#	%	#	%	#	%	#	%	# 9	%
Total Number Findings - Final Action	0		1		0		0		0		0	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings of Discrimination Rendered by Basis			Со	mpara	tive Da	ta(Sec.	1614.7	(05)					
Note: Complaints can be filed alleging				Previo	ous Fisc	cal Yea	r Data				2020 thru		
multiple bases. The sum of the bases may not equal total complaints and findings.	20	15	20	16	20	17	2018		20	19		9/30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		1		0		0		0		0		
Race	0	0.0	0	0.0	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	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	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Sex (including complaints filed under Equal Pay Act)	0	0.0	1	100.0	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	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	1	100.0	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	0		1		0		0		0		0		
Race	0	0.0	0	0.0	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	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	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
Sex (including complaints filed under Equal Pay Act)	0	0.0	1	100.0	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	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	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
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	
Findings Without Hearing	0		0		0		0		0		0		
Race	0	0.0		0.0	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	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	0	0.0	
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	
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	

Findings of Discrimination Rendered by Issue		Comparative Data Previous Fiscal Year Data										20
Rendered by Issue											thr	
	201			16		17	20		<u> </u>)19	9/3	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		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	0.0
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	0	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	100.0	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	0	0.0	0	0.0
Medical Examination	0	0.0	0	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	0	0.0	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	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	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	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	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	0	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	0	0.0
Training	0	0.0	0	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
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 After Hearing	0		1		0		0		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	0	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
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	
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	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	
Evaluation/Appraisal	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		100.0	0	0.0	0				0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0				0	
Medical Examination	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
Promotion/Non Selection	0	0.0	0	0.0	0	0.0	0	0.0	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	
Reasonable Accommodation	0	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	0	0.0
Retirement	0	0.0		0.0		0.0					0	
Termination OF 1	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	0.0
Time and Attendance	0	0.0				0.0						
Training	0	0.0	0	0.0	0	0.0	0		0	0.0	0	
User Defined Other	0	0.0		0.0		0.0						
Telework	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
			0		٥				0	ı		
Findings Without Hearing	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	0.0	0	
Assignment of Duties	0	0.0		0.0		0.0						
Awards	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	0	0.0	0	0.0	0	0.0	0	0.0		0.0	0	0.0
Demotion	0	$\frac{0.0}{0.0}$		0.0	0	0.0	0				0	
Reprimand	0	0.0	0	0.0		0.0	0				0	
Suspension	0	0.0		0.0		0.0	0				0	
Removal	0	0.0	0	0.0	0	0.0	0		$\frac{0}{0}$		0	0.0
Other Duty House	0	0.0	0	0.0	0	0.0	0		0		0	0.0
Duty Hours Exploration / Approical	0	0.0		0.0		0.0					0	
Evaluation/Appraisal Examination/Test	0	0.0		0.0	0	0.0	0		$\frac{0}{0}$			
Harassment	U	0.0	U	0.0	U	0.0	0	0.0	0	0.0	U	0.0
Non-Sexual	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sexual	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	
Promotion/Non Selection	0	0.0	0	0.0	0	0.0	0		0		0	
Reassignment	U	0.0	U	0.0	U	0.0	0	0.0	0	0.0	U	0.0
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Directed	0	0.0				0.0						
Reasonable Accommodation		0.0		0.0		0.0						
reasonable / recommodation	U		U	0.0	_							
	0		Λ	0.0	O.	() ()		,,,,				
Reinstatement	0	0.0				0.0						በ በ
Reinstatement Retirement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reinstatement Retirement Termination	0 0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reinstatement Retirement Termination Terms/Conditions of Employment	0 0 0	0.0 0.0 0.0	0 0	0.0 0.0 0.0	0 0	0.0 0.0 0.0	0 0	0.0 0.0 0.0	0 0	0.0 0.0 0.0	0 0	0.0
Reinstatement Retirement Termination Terms/Conditions of Employment Time and Attendance	0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0	0.0 0.0 0.0	0 0 0	0.0 0.0 0.0	0 0 0	0.0 0.0 0.0	0 0 0	0.0 0.0 0.0	0 0 0	0.0 0.0 0.0
Reinstatement Retirement Termination Terms/Conditions of Employment Time and Attendance Training	0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0 0.0	0 0 0 0	0.0 0.0 0.0
Reinstatement Retirement Termination Terms/Conditions of Employment Time and Attendance Training User Defined Other	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0
Reinstatement Retirement Termination Terms/Conditions of Employment Time and Attendance Training User Defined Other Religious Accommodation	0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0
Reinstatement Retirement Termination Terms/Conditions of Employment Time and Attendance Training User Defined Other	0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0 0 0 0 0	0.0 0.0 0.0 0.0 0.0 0.0

Pending Complaints Filed in		Previo	ous Fiscal Year	Previous Fiscal Year Data									
Previous Fiscal Years by Status	2015	2016 C	mpa m tive Da	ita 2018	2019	thru							
Total complaints from previous Fiscal	7		12	1.4	1.7	9/30 19							
Years	/	Previo	us Fiscal Year		1 /	19							
Total Complainants	2015 7	2016 6	2017 12	2018 13	2019 16	19							
Total complaints from previous Fiscal	7	6	13	14	17	19							
N ûM ber complaints pending	,	0	13	17	1 /	17							
Total Gamplainants	<u> </u>	6	18	18	16	18							
Hearing	6	5	12	12	15	17							
Number complaints pending	0	0	1	1	1	3							
Ayestigation FEOC Office of Federal	0	0	0	0	0	0							
Opering ons	ę	5	12	12	15	19							
Final Agency Action	0	0	1	1	1	3							
Appeal with EEOC Office of Federal	1	1	0	0	1	0							
Operations	1	$\mathbf{C}_{\mathbf{r}}$	mparative Da	ta	1	U							
Complaint Investigations						2020							
Complaint investigations			ous Fiscal Year			thru							
	2015	2016	2017	2018	2019	9/30							
Pending Completion Where Investigation	0	0	0	1	0	7							
Exceeds Required Time Frames	U		T V	1	U	/							