






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					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Number of Complaints Filed 	294	266	271	250	273	85
Number of Complainants 	284	259	262	245	265	84
Repeat Filers 	10	7	9	6	6	1

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					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Race	102	113	107	100	98	36
Color	42	53	47	56	30	13
Religion	14	19	15	14	13	4
Reprisal	161	152	161	138	153	54
Sex (including complaints filed under Equal Pay Act)	120	118	138	106	105	32
National Origin	29	39	31	31	47	10
Age	109	100	102	86	98	27
Disability	109	78	86	102	108	24
NonEEO basis	10	9	15	12	16	4
Genetics	3	3	4	0	3	1
PDA	1	0	5	4	1	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					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Appointment/Hire	13	13	10	9	9	2
Assignment of Duties	14	29	47	52	52	14
Awards	5	6	9	6	10	0
Conversion to Full Time	0	0	1	0	1	0
Disciplinary Action						
Demotion	1	2	3	3	2	1
Reprimand	3	7	17	18	14	3
Removal	3	5	6	10	5	1
Suspension	11	12	20	17	8	5
Other	4	14	15	1	0	3
Duty Hours	5	8	10	11	3	2
Evaluation/Appraisal	19	39	45	33	46	11
Harassment						
Examination/Test	1	2	4	1	0	0
Non-Sexual	146	151	173	150	164	49
Sexual	10	16	16	13	16	3
Medical Examination	2	4	4	1	0	3
Pay Including Overtime	13	14	26	18	33	2
Reassignment						
Promotion/Non Selection	71	63	79	70	84	19
Denied	4	5	13	11	11	2
Directed	8	11	17	9	11	2
Reasonable Accommodation	31	34	33	37	41	7
Reinstatement	0	2	0	0	0	1
Retirement	11	5	5	6	11	0
Termination	26	25	27	24	32	9
Terms/Conditions of Employment	6	31	37	32	34	6
Time and Attendance	4	16	34	27	23	5
Training	15	22	34	30	22	7

Processing Time ?	Comparative Data					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	140.86	166.08	183.7	218.91	298.35	290.25
Average number of days in final action stage	62.45	85.05	56.83	67.37	64.07	169.79
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	141.64	158.81	191.18	257.42	305.94	298.14
Average number of days in final action stage	47.95	72.03	51.8	69.86	47.44	176.64
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	139.27	177.62	167.41	211.29	303.39	285.13
Average number of days in final action stage	79.38	98.07	64.69	62.11	82.27	144.67

Complaints Dismissed by Agency ?	Comparative Data					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	75	23	36	43	22	4
Average days pending prior to dismissal	15	35	71	76	49	133
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	16	15	12	13	20	2

Total Final Actions Finding Discrimination ?	Comparative Data										2021 thru 3/31	
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	4		0		4		2		4		0	
Without Hearing	0	0.0	0	0.0	1	25.0	0	0.0	3	75.0	0	0.0
With Hearing	4	100.0	0	0.0	3	75.0	2	100.0	1	25.0	0	0.0

Pending Complaints Filed in Previous Fiscal Years by Status ?	Comparative Data					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	591	605	621	685	744	952
Total Complainants	471	491	509	571	617	794
Number complaints pending ?						
Investigation	91	91	96	105	113	160
Hearing	333	382	402	447	474	539
Final Agency Action	31	48	61	66	117	134
Appeal with EEOC Office of Federal Operations	136	84	62	67	40	119

Complaint Investigations ?	Comparative Data					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Pending Completion Where Investigation Exceeds Required Time Frames	3	15	44	52	46	45