

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 ?	241	219	207	206	209	66
Number of Complainants ?	232	212	200	201	201	65
Repeat Filers ?	8	7	8	3	4	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	99	88	84	84	80	33
Color	35	43	36	48	20	13
Religion	12	18	12	11	9	3
Reprisal	133	118	116	113	112	40
Sex (including complaints filed under Equal Pay Act)	97	93	106	89	78	29
National Origin	27	30	18	27	34	9
Age	89	82	75	73	74	22
Disability	64	59	58	80	62	18
NonEEO basis	7	9	11	10	16	2
Genetics	3	3	3	0	4	0
PDA	1	0	4	3	1	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					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Appointment/Hire	9	8	7	6	6	1
Assignment of Duties	12	23	36	45	42	10
Awards	4	6	8	5	8	0
Conversion to Full Time	0	0	0	0	1	0
Disciplinary Action						
Demotion	0	1	3	3	3	1
Reprimand	3	7	13	16	10	2
Removal	3	4	5	9	3	0
Suspension	10	11	16	16	7	5
Other	3	12	11	0	0	3
Duty Hours	5	6	7	10	2	1
Evaluation/Appraisal	10	25	27	23	33	7
Harassment						
Examination/Test	1	2	4	1	1	0
Non-Sexual	119	123	130	120	105	40
Sexual	9	15	13	8	12	3
Medical Examination	1	4	4	1	0	3
Pay Including Overtime	11	12	22	17	25	2
Reassignment						
Promotion/Non Selection	60	56	57	59	62	15
Denied	3	4	12	11	8	2
Directed	9	10	15	8	9	1
Reasonable Accommodation	23	24	24	30	28	7
Reinstatement	0	1	0	0	0	0
Retirement	9	5	4	6	11	0
Termination	23	21	21	20	26	8
Terms/Conditions of Employment	3	29	28	29	31	5
Time and Attendance	4	15	28	20	17	4
Training	13	21	24	24	20	7

Processing Time 	Comparative Data					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Complaints pending (<i>for any length of time</i>) during fiscal year						
Average number of days in investigation stage	138.88	170.93	187.4	245.79	298.14	280.5
Average number of days in final action stage	62.67	79.38	47.38	49.29	67.98	182.15
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	138.95	162.92	198.07	259.04	303.85	301.17
Average number of days in final action stage	48.27	55.74	31.27	44.77	52.88	193.4
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested						
Average number of days in investigation stage	138.74	182.7	167.31	218.91	310.13	268.5
Average number of days in final action stage	78.67	99.65	65.47	58.93	83.38	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	66	20	29	40	18	3
Average days pending prior to dismissal	14	34	70	75	49	166
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	10	10	8	10	14	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	3		0		3		1		4		0	
Without Hearing	0	0.0	0	0.0	1	33.3	0	0.0	1	25.0	0	0.0
With Hearing	3	100.0	0	0.0	2	66.7	1	100.0	3	75.0	0	0.0

Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)											2021 thru 3/31		
	Previous Fiscal Year Data													
	2016		2017		2018		2019		2020					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	3		0		3		1		4		0			
Race	1	33.3	0	0.0	1	33.3	0	0.0	1	25.0	0	0.0		
Color	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0	0	0.0		
Religion	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0		
Reprisal	2	66.7	0	0.0	3	100.0	1	100.0	3	75.0	0	0.0		
Sex (including complaints filed under Equal Pay Act)	2	66.7	0	0.0	1	33.3	1	100.0	3	75.0	0	0.0		
National Origin	0	0.0	0	0.0	1	33.3	0	0.0	1	25.0	0	0.0		
Age	0	0.0	0	0.0	0	0.0	1	100.0	1	25.0	0	0.0		
Disability	2	66.7	0	0.0	0	0.0	2	200.0	1	25.0	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	3		0		2		1		3		0			
Race	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0		
Color	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	0	0.0		
Religion	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0		
Reprisal	2	66.7	0	0.0	3	150.0	1	100.0	3	100.0	0	0.0		
Sex (including complaints filed under Equal Pay Act)	2	66.7	0	0.0	1	50.0	1	100.0	2	66.7	0	0.0		
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0		
Age	0	0.0	0	0.0	1	50.0	1	100.0	1	33.3	0	0.0		
Disability	2	66.7	0	0.0	0	0.0	2	200.0	1	33.3	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		
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Findings Without Hearing	0		0		1		0		1		0			
Race	0	0.0	0	0.0	1	100.0	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	1	100.0	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	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	0		0		2		1		1		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	1	50.0	0	0.0	1	100.0	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	1	0.0	0	0.0	1	50.0	0	0.0	1	100.0	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	1	50.0	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	1	0.0	0	0.0	0	0.0	1	100.0	3	300.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	1	0.0	0	0.0	0	0.0	1	100.0	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	1	50.0	1	100.0	1	100.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Reasonable Accommodation	1	0.0	0	0.0	0	0.0	1	100.0	1	100.0	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	1	100.0	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	1	100.0	0	0.0
Training	2	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
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		1		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	1	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	1	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	1	0.0	0	0.0	0	0.0	0	0.0	3	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	1	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	1	100.0	0	0.0	1	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0
Reasonable Accommodation	1	0.0	0	0.0	0	0.0	0	0.0	1	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	1	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	1	0.0	0	0.0
Training	2	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
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					2021 thru 3/31
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	492	500	515	554	604	759
Total Complainants	372	382	399	435	472	601
Number complaints pending 						
Investigation	90	91	94	103	106	141
Hearing	265	299	329	351	378	417
Final Agency Action	27	42	53	57	91	105
Appeal with EEOC Office of Federal Operations	109	68	39	43	29	96

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	2	12	39	40	33	35