

## 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

<b>Comparative Data with Previous Fiscal Year Data</b>						
<b>Complaint Activity</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021 thru 9/30</b>
Number of Complaints Filed	241	219	207	206	209	141
Number of Complainants	232	212	200	201	201	136
Repeat Filers	8	7	8	3	4	5
<b>Comparative Data with Previous Fiscal Year Data</b>						
<b>Complaints by Basis</b> Each agency must post the number of complaints in which each of the various bases of discrimination is alleged. Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021 thru 9/30</b>
Race	99	88	84	84	80	65
Color	35	43	36	48	20	28
Religion	12	18	12	11	9	7
Reprisal	133	118	116	113	112	85
Sex (including complaints filed under Equal Pay Act)	97	93	106	89	78	55
National Origin	27	30	18	27	34	18
Age	89	82	75	73	74	45
Disability	64	59	58	80	62	44
NonEEO basis	7	9	11	10	16	7
Genetics	3	3	3	0	4	0
PDA	1	0	4	3	1	3

**Comparative Data with Previous Fiscal Year Data**

<b>Complaints by Issues</b> Each agency must post the number of complaints in which each of the various bases of discrimination is alleged. Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed. <b>Fire</b>		2016	2017	2018	2019	2020	2021th
Appointment/Hire		9	8	7	6	6	
Assignment of Duties		12	23	36	45	42	
Awards		4	6	8	5	8	
Conversion to Full Time		0	0	0	0	1	
Disciplinary Action	Demotion	0	1	3	3	3	
	Reprimand	3	7	13	16	10	
	Removal	3	4	5	9	3	
	Suspension	10	11	16	16	7	
	Other	3	12	11	0	0	
Duty Hours		5	6	7	10	2	
Evaluation/Appraisal		10	25	27	23	33	
Examination/Test		1	2	4	1	1	
Harrassment	Non-Sexual	119	123	130	120	105	
	Sexual	9	15	13	8	12	
Medical Examination		1	4	4	1	0	
Pay Including Overtime		11	12	22	17	25	
Promotion/Non Selection		60	56	57	59	62	
Reassignment	Denied	3	4	12	11	8	
	Directed	9	10	15	8	9	
Reasonable Accommodation		23	24	24	30	28	
Reinstatement		0	1	0	0	0	
Retirement		9	5	4	6	11	
Termination		23	21	21	20	26	
Terms/Conditions of Employment		3	29	28	29	31	
Time and Attendance		4	15	28	20	17	
Training		13	21	24	24	20	

**Comparative Data with Previous Fiscal Year Data**

<b>Processing Time</b>		<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021thru 9/30</b>
Complaints pending (for any length of time) during fiscal year	Average number of days in investigation stage	138.88	170.93	187.4	245.79	298.14	293.21
	Average number of days in final action stage	62.67	79.38	47.38	49.29	67.98	158.23
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year Test	Average number of days in investigation stage	138.95	162.92	198.07	259.04	303.85	291.82
	Average number of days in final action stage	48.27	55.74	31.27	44.77	52.88	135.56
Complaints pending (for any length of time) 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	294.47
	Average number of days in final action stage	78.67	99.65	65.47	58.93	83.38	209.25

**Comparative Data with Previous Fiscal Year Data**

<b>Complaints Dismissed by Agency</b>		<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021thru 9/30</b>
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	Total complaints Withdrawn by Complainants	10	10	8	10	14	8

**Comparative Data with Previous Fiscal Year Data**

<b>Total Final Actions: Finding Discrimination</b>	<b>2016#</b>	<b>2016%</b>	<b>2017#</b>	<b>2017%</b>	<b>2018#</b>	<b>2018%</b>	<b>2019#</b>	<b>2019%</b>	<b>2020#</b>	<b>2020%</b>	<b>2021thru 9/30#</b>	<b>2021thru 9/30%</b>
Total Number Findings - Final Action	3	N/A	0	N/A	3	N/A	1	N/A	4	N/A	0	N/A
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

**Comparative Data(Sec. 1614.705) with Previous Fiscal Year Data**

<b>Findings of Discrimination Rendered by BasisNote: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings</b>	<b>2016#</b>	<b>2016%</b>	<b>2017#</b>	<b>2017%</b>	<b>2018#</b>	<b>2018%</b>	<b>2019#</b>	<b>2019%</b>	<b>2020#</b>	<b>2020%</b>	<b>2021thru 9/30#</b>
<b>Total Number Findings</b>	3	N/A	0	N/A	3	N/A	1	N/A	4	N/A	
Race	1	33.3	0	0.0	1	33.3	0	0.0	1	25.0	
Color	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	1	25.0	
Reprisal	2	66.7	0	0.0	3	100.0	1	100.0	3	75.0	
Sex (including complaints filed under Equal Pay Act)	2	66.7	0	0.0	1	33.3	1	100.0	3	75.0	
National Origin	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	1	100.0	1	25.0	
Disability	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	
Genetics	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	

<b>-</b>	<b>2016#</b>	<b>2016%</b>	<b>2017#</b>	<b>2017%</b>	<b>2018#</b>	<b>2018%</b>	<b>2019#</b>	<b>2019%</b>	<b>2020#</b>	<b>2020%</b>	<b>2021thru 9/30#</b>
<b>Findings After Hearing</b>	3	N/A	0	N/A	2	N/A	1	N/A	3	N/A	
Race	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3	
Color	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	1	33.3	
Reprisal	2	66.7	0	0.0	3	150.0	1	100.0	3	100.0	
Sex (including complaints filed under Equal Pay Act)	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	1	33.3	
Age	0	0.0	0	0.0	1	50.0	1	100.0	1	33.3	
Disability	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	
Genetics	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	

-	2016#	2016%	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020%	2021thru 9/30#
<b>Findings Without Hearing</b>	0	N/A	0	N/A	1	N/A	0	N/A	1	N/A	
Race	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	
Religion	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	
Sex (including complaints filed under Equal Pay Act)	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	
Age	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	
NonEEO basis	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	
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Comparative Data(Sec. 1614.705) with Previous Fiscal Year Data**

-	2016#	2016%	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020%	2021thr 9/30#
<b>Total Number Findings</b>	3	N/A	0	N/A	3	N/A	1	N/A	4	N/A	
Appointment/Hire	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	33.3	0	0.0	1	25.0	
Awards	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	
Disciplinary Action	Demotion	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
	Suspension	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
	Other	1	33.3	0	0.0	1	33.3	0	0.0	1	25.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Evaluation/Appraisal	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	
Harrassment	Non-Sexual	1	33.3	0	0.0	0	0.0	1	100.0	4	100.0
	Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	1	33.3	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	
Promotion/Non Selection	0	0.0	0	0.0	2	66.7	1	100.0	1	25.0	
Reassignment	Denied	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0
	Directed	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0
Reasonable Accommodation	1	33.3	0	0.0	0	0.0	1	100.0	1	25.0	
Reinstatement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Retirement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Termination	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	
Terms/Conditions of Employment	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	2	50.0	
Training	2	66.7	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	
Sex-Stereotyping	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	
Telework	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	

-		2016#	2016%	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020%	2021thr 9/30#
<b>Findings After Hearing</b>		0	N/A	0	N/A	2	N/A	1	N/A	1	N/A	
Appointment/Hire		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	
Awards		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	
Disciplinary Action	Demotion	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	
	Suspension	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	
	Other	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	
Evaluation/Appraisal		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	
Harrassment	Non-Sexual	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	
Medical Examination		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	
Promotion/Non Selection		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	1	100.0	
	Directed	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	
Reasonable Accommodation		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	
Retirement		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	
Terms/Conditions of Employment		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	
Training		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	
Sex-Stereotyping		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	
Telework		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	



-		2016#	2016%	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020%	2021thru 9/30#
<b>Findings Without Hearing</b>		0	N/A	0	N/A	1	N/A	0	N/A	0	N/A	
Appointment/Hire		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	
Awards		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	
Disciplinary Action	Demotion	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	
	Suspension	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	
	Other	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	
Evaluation/Appraisal		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	
Harrassment	Non-Sexual	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	
Medical Examination		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	
Promotion/Non Selection		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	1	0.0	
	Directed	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	
Reasonable Accommodation		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	
Retirement		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	
Terms/Conditions of Employment		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	
Training		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	
Sex-Stereotyping		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	
Telework		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	

Comparative Data with Previous Fiscal Year Data

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>		<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total complaints from previous Fiscal Years		492	500	515	554	60
Total Complainants		372	382	399	435	47
Number complaints pending	Investigation	90	91	94	103	10
	Hearing	265	299	329	351	37
	Final Agency Action	27	42	53	57	9
	Appeal with EEOC Office of Federal Operations	109	68	39	43	2

**Comparative Data with Previous Fiscal Year Data**

<b>Complaint Investigations</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Pending Completion Where Investigation Exceeds Required Time Frames	2	12	39	40	33	