

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					2014 thru 9/30
	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Number of Complaints Filed	349	335	350	315	374	322
Number of Complainants	323	311	320	297	346	293
Repeat Filers	24	20	28	16	24	14

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					2014 thru 9/30
	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Race	94	123	145	132	164	142
Color	41	44	63	55	79	65
Religion	17	14	16	13	23	21
Reprisal	132	164	199	189	195	184
Sex (including complaints filed under Equal Pay Act)	116	145	134	128	144	153
National Origin	21	49	38	46	54	42
Age	104	107	125	95	136	134
Disability	59	82	96	100	104	93
NonEEO basis	4	12	10	17	19	18
Genetics	0	1	2	1	3	4
PDA	0	0	0	0	2	4

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					2014 thru 9/30
	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Appointment/Hire	6	8	6	4	9	18
Assignment of Duties	28	30	24	16	27	22
Awards	13	18	12	10	11	7

Conversion to Full Time	0	0	0	1	0	0
Disciplinary Action						
Demotion	2	3	2	1	3	2
Reprimand	18	9	11	11	7	6
Removal	4	3	2	8	2	1
Suspension	15	32	17	15	19	12
Other	12	15	2	2	2	2
Duty Hours	7	6	7	4	5	3
Evaluation/Appraisal	19	20	19	16	21	20
Examination/Test	1	0	0	3	3	1
Harassment						
Non-Sexual	28	124	126	139	119	130
Sexual	3	11	7	11	9	12
Medical Examination	2	0	0	1	1	0
Pay Including Overtime	16	12	6	18	14	21
Promotion/Non Selection	87	86	100	79	88	87
Reassignment						
Denied	8	9	13	9	1	5
Directed	16	15	21	10	14	13
Reasonable Accommodation	16	15	19	23	19	28
Reinstatement	0	1	2	2	0	0
Retirement	2	7	7	2	4	5
Termination	22	34	33	22	47	10
Terms/Conditions of Employment	7	9	7	3	3	13
Time and Attendance	24	14	18	16	11	19
Training	21	28	32	26	41	24
User Defined Other	39	32	25	30	49	17

Processing Time	Comparative Data					2014 thru 9/30
	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Complaints pending (<i>for any length of time</i>) during fiscal year						
Average number of days in investigation stage	162.96	140.76	145.66	136.22	155.18	138.87
Average number of days in final action stage	92.17	56.23	51.21	42.58	213.69	42.37
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	162.66	143.52	154.21	139.13	159.71	150.78
Average number of days in final action stage	76.27	14.68	32.75	32.43	303.84	26.8
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested						
Average number of days in investigation stage	160.51	136.93	142.98	130.58	147.46	142.72

Average number of days in final action stage	116.86	83.97	68.66	58.95	67.73	58.15
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Complaints Dismissed by Agency	Comparative Data					2014 thru 9/30
	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	110	80	112	87	105	61
Average days pending prior to dismissal	61.33	55.13	41	135.52	33	46.1
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	26	19	15	13	25	16

Total Final Actions Finding Discrimination	Comparative Data										2014 thru 9/30	
	Previous Fiscal Year Data											
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	2		4		2		3		6		2	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	2	100.0	4	100.0	2	100.0	3	100.0	6	100.0	2	100.0

Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)										2014 thru 9/30	
	Previous Fiscal Year Data											
	2009		2010		2011		2012		2013			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		2		3		6		2	
Race	0	0.0	1	25.0	2	100.0	2	66.7	3	50.0	1	50.0
Color	0	0.0	2	50.0	1	50.0	2	66.7	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
Reprisal	1	50.0	1	25.0	2	100.0	3	100.0	4	66.7	1	50.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	0	0.0	1	50.0	4	133.3	5	83.3	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	1	50.0
Age	0	0.0	1	25.0	1	50.0	2	66.7	2	33.3	2	100.0
Disability	1	50.0	0	0.0	0	0.0	1	33.3	0	0.0	1	50.0
NonEEO basis	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	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		4		2		3		6		2	
Race	0	0.0	1	25.0	2	100.0	2	66.7	3	50.0	1	50.0
Color	0	0.0	2	50.0	1	50.0	2	66.7	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0

Reprisal	1	50.0	1	25.0	2	100.0	3	100.0	4	66.7	1	50.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	0	0.0	1	50.0	4	133.3	5	83.3	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	1	50.0
Age	0	0.0	1	25.0	1	50.0	2	66.7	2	33.3	2	100.0
Disability	1	50.0	0	0.0	0	0.0	1	33.3	0	0.0	1	50.0
NONEEO	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	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

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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 Accomodation	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	1	33.3	0	0.0	0	0.0
Terms/Conditions of Employment	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0
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	1	16.7	0	0.0
User Defined Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings After Hearing	2		4		2		3		6		2	
Appointment/Hire	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	1	50.0	0	0.0	0	0.0	0	0.0	1	16.7	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	1	50.0	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	2	100.0	0	0.0	0	0.0	2	66.7	3	50.0	1	50.0
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	1	50.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	1	50.0	3	75.0	2	100.0	0	0.0	4	66.7	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	1	33.3	0	0.0	0	0.0
Terms/Conditions of Employment	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0
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	1	16.7	0	0.0
User Defined Other	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	
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	0.0
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	0	0.0	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2014 thru 9/30
	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	668	474	597	582	459	506
Total Complainants	534	349	351	315	358	410
Number complaints pending						
Investigation	69	86	75	96	97	84
Hearing	236	288	325	329	252	297
Final Agency Action	24	28	109	69	30	20
Appeal with EEOC Office of Federal Operations	1	72	88	88	80	105

Complaint Investigations	Comparative Data					2014 thru 9/30
	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Pending Completion Where Investigation Exceeds Required Time Frames	33	21	23	1	15	7