







## 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					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Number of Complaints Filed 	322	348	294	266	271	250
Number of Complainants 	293	323	284	259	262	245
Repeat Filers 	14	8	10	7	9	6

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					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Race	142	158	102	113	107	100
Color	65	74	42	53	47	56
Religion	21	20	14	19	15	14
Reprisal	184	199	161	152	161	138
Sex (including complaints filed under Equal Pay Act)	153	133	120	118	138	106
National Origin	42	40	29	39	31	31
Age	134	128	109	100	102	86
Disability	93	111	109	78	86	102
NonEEO basis	18	15	10	9	15	12
Genetics	4	4	3	3	4	0
PDA	4	3	1	0	5	4

<b>Complaints by Issues</b>  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Appointment/Hire	18	34	13	13	10	9
Assignment of Duties	22	23	14	29	47	52
Awards	7	7	5	6	9	6
Conversion to Full Time	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	2	2	1	2	3	3
Reprimand	6	9	3	7	17	18
Removal	1	4	3	5	6	10
Suspension	12	12	11	12	20	17
Other	2	8	4	14	15	1
Duty Hours	3	3	5	8	10	11
Evaluation/Appraisal	20	19	19	39	45	33
<b>Harassment</b>						
Examination/Test	1	6	1	2	4	1
Non-Sexual	130	160	146	151	173	150
Sexual	12	8	10	16	16	13
Medical Examination	0	3	2	4	4	1
Pay Including Overtime	21	10	13	14	26	18
<b>Reassignment</b>						
Promotion/Non Selection	87	87	71	63	79	70
Denied	5	5	4	5	13	11
Directed	13	8	8	11	17	9
Reasonable Accommodation	28	25	31	34	33	37
Reinstatement	0	0	0	2	0	0
Retirement	5	4	11	5	5	6
Termination	10	27	26	25	27	24
Terms/Conditions of Employment	13	10	6	31	37	32
Time and Attendance	19	14	4	16	34	27
Training	24	26	15	22	34	30

Processing Time 	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	138.87	137.87	140.86	166.08	183.7	218.91
Average number of days in final action stage	42.37	41.91	62.45	85.05	56.83	67.37
<b>Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year</b>						
Average number of days in investigation stage	150.78	141.31	141.64	158.81	191.18	257.42
Average number of days in final action stage	26.8	35.39	47.95	72.03	51.8	69.86
<b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	142.72	129.16	139.27	177.62	167.41	211.29
Average number of days in final action stage	58.15	51.04	79.38	98.07	64.69	62.11

Complaints Dismissed by Agency 	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	61	92	75	23	36	43
Average days pending prior to dismissal	46.1	81.2	15	35	71	76
<b>Complaints Withdrawn by Complainants </b>						
Total complaints Withdrawn by Complainants	16	20	16	15	12	13

Total Final Actions Finding Discrimination 	Comparative Data										2019 thru 9/30	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	2		3		4		0		4		2	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0
With Hearing	2	100.0	3	100.0	4	100.0	0	0.0	3	75.0	2	100.0







<b>Findings Without Hearing</b>	0		0		0		0		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	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
<b>Disciplinary Action</b>												
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	1	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
<b>Harassment</b>												
Non-Sexual	1	0.0	0	0.0	2	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	1	0.0	0	0.0	1	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	1	100.0	0	0.0
<b>Reassignment</b>												
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	1	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	1	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	2	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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b> ?	<b>Comparative Data</b>					<b>2019 thru 9/30</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	506	530	591	605	621	685
Total Complainants	410	426	471	491	509	571
<b>Number complaints pending</b> ?						
Appeal with EEOC Office of Federal Operations	105	115	136	84	62	67
Investigation	84	97	91	91	96	105
Hearing	297	292	333	382	402	447
Final Agency Action	20	26	31	48	61	66

<b>Complaint Investigations</b> ?	<b>Comparative Data</b>					<b>2019 thru 9/30</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Completion Where Investigation Exceeds Required Time Frames	7	7	3	15	44	52