







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 	10	12	13	6	8	9
Number of Complainants 	10	12	13	6	8	9
Repeat Filers 	0	0	0	0	0	0

Complaints by Basis  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Race	8	7	3	1	2	7
Color	4	1	2	0	3	4
Religion	0	0	0	0	0	0
Reprisal	4	10	8	5	5	5
Sex (including complaints filed under Equal Pay Act)	3	5	4	1	5	3
National Origin	1	1	1	0	4	0
Age	2	4	3	2	3	1
Disability	4	5	5	1	2	3
NonEEO basis	0	1	0	0	0	0
Genetics	0	0	0	0	0	0
PDA	0	0	0	0	0	0



Complaints by Issues  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Appointment/Hire	0	0	0	2	1	1
Assignment of Duties	1	0	0	0	1	0
Awards	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	1	0	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2	1	0	2	2	1
Harassment						
Examination/Test	0	0	0	0	0	0
Non-Sexual	9	9	11	4	7	5
Sexual	0	0	0	0	2	2
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1	0
Reassignment						
Promotion/Non Selection	2	2	0	0	1	2
Denied	0	0	0	0	0	0
Directed	0	1	0	0	1	1
Reasonable Accommodation	2	1	2	1	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Termination	1	0	0	0	1	1
Terms/Conditions of Employment	0	1	0	0	0	0
Time and Attendance	0	0	0	0	2	1
Training	0	0	0	0	2	0


Processing Time 	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	155.14	147.86	178.2	167.25	166.67	276.25
Average number of days in final action stage	64	62	84.17	47.33	40.25	
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	178.4	144.5	198	144	171.2	276.25
Average number of days in final action stage			41	6	26.33	
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	137	152.33	158.4	237	144	
Average number of days in final action stage	64	62	92.8	68	82	

Complaints Dismissed by Agency 	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	1	3	2	1	1	0
Average days pending prior to dismissal	35	13	34	40	94	0
Complaints Withdrawn by Complainants 						
Total complaints Withdrawn by Complainants	0	1	0	0	1	1

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	0		0		1		0		0		0	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	0	0.0	0	0.0	1	100.0	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	1	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					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	3	7	6	13	14	17
Total Complainants	3	7	6	12	13	16
Number complaints pending 						
Investigation	0	0	0	0	0	0
Hearing	2	6	5	12	12	15
Final Agency Action	0	0	0	1	1	1
Appeal with EEOC Office of Federal Operations	1	1	1	0	0	1

Complaint Investigations 	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Pending Completion Where Investigation Exceeds Required Time Frames	0	0	0	0	1	0