## **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  Previous Fiscal Year Data									
	2014	2015	2016	2017	2018	3/31				
Number of Complaints Filed	244	279	241	219	207	112				
Number of Complainants ?	222	266	232	212	200	112				
Repeat Filers 3	12	4	8	7	8	0				

Complaints by Basis  Note: Complaints can be filed alleging		2019				
multiple bases. The sum of the bases may		thru				
not equal total complaints filed.	2014	3/31				
Race	101	172	99	88	84	49
Color	49	57	35	43	36	27
Religion	16	14	12	18	12	10
Reprisal	138	155	133	118	116	61
Sex (including complaints filed under Equal Pay Act)	121	109	97	93	106	44
National Origin	27	32	27	30	18	17
Age	101	99	89	82	75	48
Disability	74	83	64	59	58	33
NonEEO basis	18	12	7	9	11	8
Genetics	5	3	3	3	3	0
PDA	3	3	1	0	4	2

Complaints by Issues  Note: Complaints can be filed alleging multiple bases. The sum of the bases	Comparative Data  Previous Fiscal Year Data											
may not equal total complaints filed.	2014	2015	2016	2017	2018	3/31						
Appointment/Hire	15	28	9	8	7	4						
Assignment of Duties	16	14	12	23	36	26						
Awards	6	7	4	6	8	2						
Conversion to Full Time	0	0	0	0	0	0						
Disciplinary Action												
Demotion	2	2	0	1	3	3						
Reprimand	2	7	3	7	13	7						
Removal	0	3	3	4	5	7						
Suspension	7	9	10	11	16	12						
Other	2	5	3	12	11	6						
Duty Hours	3	2	5	6	7	9						
Evaluation/Appraisal	8	7	10	25	27	13						
Harassment		·		·								
Examination/Test	1	6	1	2	4	0						
Non-Sexual	85	121	119	123	130	76						
Sexual	12	7	9	15	13	6						
Medical Examination	0	3	1	4	4	2						
Pay Including Overtime	20	10	11	12	22	6						
Reassignment												
Promotion/Non Selection	68	73	60	56	57	28						
Denied	4	5	3	4	12	7						
Directed	13	6	9	10	15	4						
Reasonable Accommodation	22	19	23	24	24	21						
Reinstatement	0	0	0	1	0	0						
Retirement	5	4	9	5	4	4						
Termination	7	24	23	21	21	11						
Terms/Conditions of Employment	9	7	3	29	28	16						
Time and Attendance	12	11	4	15	28	14						
Training	23	21	13	21	24	16						

Processing Time		2019 thru				
	2014	2015	ous Fiscal Year 2016	2017	2018	3/31
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	140.28	135.76	138.88	170.93	187.4	215.24
Average number of days in final action stage	42.53	42.19	62.67	79.38	47.38	77.94
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	154.1	137.09	138.95	162.92	198.07	220.03
Average number of days in final action stage	27.32	37.97	48.27	55.74	31.27	82.86
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	143.66	132.28	138.74	182.7	167.31	205.39
Average number of days in final action stage	59.36	48.15	78.67	99.65	65.47	68.92

Complaints Dismissed by Agency		2019 thru				
	2014	2015	2016	2017	2018	3/31
Total Complaints Dismissed by Agency	50	48	66	20	29	24
Average days pending prior to dismissal	51.38	467	14	34	70	58
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	13	12	10	10	8	6

Total Final Actions Finding	Comparative Data														201	9
Discrimination		Previous Fiscal Year Data									thr	u				
	20	2014 2015 2016 2017 2018							3/3	1						
	#	%	#	%	#	%	#	%	#	%	# 9/	ó				
Total Number Findings - Final Action	1		2		3		0		3		0					
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0				
With Hearing	1	100.0	2	100.0	3	100.0	0	0.0	2	66.7	0	0.0				

Findings of Discrimination Rendered by Basis			Со	mpara	tive Da	ıta(Sec.	1614.7	(05)				
Note: Complaints can be filed alleging				Previo	ous Fis	cal Yea	r Data				20	
multiple bases. The sum of the bases may not equal total complaints and findings.	20	14	20	15	20	16	20	17	20	)18	thr 3/3	
nor equal total complaints and juliangs.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		3		0		3		0	
Race	0	0.0	1	50.0	1	33.3	0	0.0	1	33.3	0	0.0
Color	0	0.0	1	50.0	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	2	100.0	2	66.7	0	0.0	3	100.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0
Age	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disability	1	100.0	1	50.0	2	66.7	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	1		2		3		0		2		0	
Race	0	0.0	1	50.0	1	33.3	0	0.0	0	0.0	0	0.0
Color	0	0.0	1	50.0	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	2	100.0	2	66.7	0	0.0	3	150.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	2	66.7	0	0.0	1	50.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	1	100.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0
Disability	1	100.0	1	50.0	2	66.7	0	0.0	0	0.0	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
PDA	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		1		0	
Race	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	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	0	0.0	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 of Discrimination Rendered by Issue		Comparative Data										19
Rendered by Issue				Previ	ous Fis	cal Year	r Data				thru	
	20	14	20	15	20	16	20	17		18	3/3	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		3		0		3		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	33.3	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	1	33.3	0	0.0	1	33.3	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	1	33.3	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	2	100.0	1	33.3	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	100.0	0	0.0	1	33.3	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	2	100.0	0	0.0	0	0.0	2	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	2	100.0	1	33.3	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	100.0	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	66.7	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

Findings After Hearing	1		2		0		0		2		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	50.0	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	1	0.0	0	0.0	1	50.0	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	1	50.0	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	1	100.0	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	2	100.0	0	0.0	0	0.0	1	50.0	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	2	100.0	1	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	100.0	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

Findings Without Hearing	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
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	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
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	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
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	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

Pending Complaints Filed in Previous Fiscal Vears by Status		Comparative Data  Previous Fiscal Year Data									
Previous Fiscal Years by Status		thru									
	2014	2015	2016	2017	2018	3/31					
Total complaints from previous Fiscal Years	441	439	492	500	515	621					
Total Complainants	325	328	372	382	399	493					
Number complaints pending											
Investigation	84	97	90	91	94	128					
Hearing	254	226	265	299	329	378					
Final Agency Action	16	22	27	42	53	62					
Appeal with EEOC Office of Federal Operations	87	94	109	68	39	53					

Complaint Investigations		2019						
Complaint Investigations	Previous Fiscal Year Data							
	2014	2015	2016	2017	2018	3/31		
Pending Completion Where Investigation Exceeds Required Time Frames	7	5	2	12	39	20		