







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

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 3/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
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 may not equal total complaints filed.	Comparative Data					2019 thru 3/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
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 	Comparative Data					2019 thru 3/31
	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	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 	Comparative Data					2019 thru 3/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
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 Discrimination 	Comparative Data										2019 thru 3/31	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
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 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 Years by Status 	Comparative Data					2019 thru 3/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
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 	Comparative Data					2019 thru 3/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Pending Completion Where Investigation Exceeds Required Time Frames	7	5	2	12	39	20