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	thru 9/30			
Number of Complaints Filed ?	20	14	6	5	11	8			
Number of Complainants ?	18	11	6	5	11	8			
Repeat Filers 🕜	0	1	0	0	0	0			

Complaints by Basis Note: Complaints can be filed alleging		2019				
multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	us Fiscal Year 2016	2017	2018	thru 9/30
Race	12	6	2	3	5	4
Color	4	4	1	1	2	1
Religion	1	1	1	0	0	2
Reprisal	10	5	3	4	5	4
Sex (including complaints filed under Equal Pay Act)	8	5	3	2	11	4
National Origin	6	2	0	0	2	2
Age	9	4	4	2	4	2
Disability	8	2	2	4	7	8
NonEEO basis	0	0	0	0	0	1
Genetics	0	0	0	0	1	0
PDA	1	0	0	0	0	0

Complaints by Issues		2019				
multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	is Fiscal Year 2016	2017	2018	thru 9/30
Appointment/Hire	1	1	1	0	0	0
Assignment of Duties	3	3	1	1	3	1
Awards	1	0	1	0	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	1	1	0	0	1	1
Removal	0	1	0	0	1	0
Suspension	3	1	0	1	1	0
Other	0	1	0	1	3	0
Duty Hours	0	0	0	0	1	0
Evaluation/Appraisal	4	4	2	2	2	5
Harassment	·	·			·	
Examination/Test	0	0	0	0	0	0
Non-Sexual	10	10	5	5	10	7
Sexual	0	2	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	1	2	1
Reassignment						
Promotion/Non Selection	6	4	3	1	1	4
Denied	1	0	1	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	2	0	0	4	5	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	1	0	0	1	1
Terms/Conditions of Employment	0	0	1	0	1	0
Time and Attendance	4	1	0	1	1	5
Training	1	2	1	0	2	2

		2019				
Processing Time		Previo	ous Fiscal Year	· Data		thru
	2014	2015	2016	2017	2018	9/30
Complaints pending (<i>for any length of time</i>) during fiscal year						
Average number of days in investigation stage	148.07	133.15	146.56	140.5	159.38	274.12
Average number of days in final action stage	46.8	38.17	37	76.75	26.33	94.80
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	146.92	140.38	149.5	140.5	155.43	310.5
Average number of days in final action stage	33.5	16.33	10.5	86	26.33	78.33
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested						
Average number of days in investigation stage	152.67	121.6	140.67		187	165
Average number of days in final action stage	55.67	60	90	49		119.5

Complaints Dismissed by Agency		Comparative Data Previous Fiscal Year Data								
	2014	2015	2016	2017	2018	9/30				
Total Complaints Dismissed by Agency	3	5	0	0	0	0				
Average days pending prior to dismissal	24.33	20	0	0	0	0				
Complaints Withdrawn by Complainants										
Total complaints Withdrawn by Complainants	0	2	2	0	2	1				

Total Final Actions Finding	Comparative Data							201	19			
Discrimination		Previous Fiscal Year Data								thru		
	2014		20	15	20	16	20	17	20)18	9/3	0
	#	%	#	%	#	%	#	%	#	%	# %	6
Total Number Findings - Final Action	0		0		0		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	0	0.0	0	0.0	0	0.0	0	0.0

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Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)								4.0				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may				Previ	ous Fiso	cal Yea	r Data				2019 thru		
not equal total complaints and findings.	201	4	20	15	20	16	20)17	20	018	9/3		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		0		
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	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	
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 After Hearing	0		0		0		0		0		0		
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	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	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 Without Hearing	0		0		0		0		0		0		
Race	0	0.0	0	0.0	0	0.0		0.0			0	0.0	
Color	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	
Reprisal	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	
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	
Disability	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	
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	

Findings of Discrimination		Comparative Data									20	19
Rendered by Issue				Previo	ous Fis	cal Yea	r Data				thru	
	20	14	20	15	20)16	20	17	20)18	9/3	30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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

Findings After 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
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
Directed	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
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
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
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
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
Terms/Conditions of Employment	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

ending Complaints Filed in revious Fiscal Years by Status										
Previous Fiscal Years by Status		thru								
	2014 2015 2016 2017 2018									
Total complaints from previous Fiscal Years	10	19	17	20	20	27				
Total Complainants	9	15	11	13	12	20				
Number complaints pending										
Investigation	0	0	0	0	1	1				
Hearing	7	15	15	17	16	20				
Final Agency Action	2	2	2	2	2	3				
Appeal with EEOC Office of Federal Operations	1	2	0	1	1	3				

Complaint Investigations		2019				
Complaint Investigations			ous Fiscal Yea		thru	
	2014	2015	2016	2017	2018	9/30
Pending Completion Where Investigation Exceeds Required Time Frames	0	0	() 0	1	2