






## 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 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Number of Complaints Filed 	244	279	241	219	207	69
Number of Complainants 	222	266	232	212	200	69
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 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Race	101	172	99	88	84	32
Color	49	57	35	43	36	21
Religion	16	14	12	18	12	5
Reprisal	138	155	133	118	116	42
Sex (including complaints filed under Equal Pay Act)	121	109	97	93	106	32
National Origin	27	32	27	30	18	11
Age	101	99	89	82	75	28
Disability	74	83	64	59	58	23
NonEEO basis	18	12	7	9	11	3
Genetics	5	3	3	3	3	0
PDA	3	3	1	0	4	0

Complaints by Issues  <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 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Appointment/Hire	15	28	9	8	7	3
Assignment of Duties	16	14	12	23	36	17
Awards	6	7	4	6	8	1
Conversion to Full Time	0	0	0	0	0	0
<b>Disciplinary Action</b>						


Demotion	2	2	0	1	3	3
Reprimand	2	7	3	7	13	4
Removal	0	3	3	4	5	3
Suspension	7	9	10	11	16	9
Other	2	5	3	12	11	5
Duty Hours	3	2	5	6	7	6
Evaluation/Appraisal	8	7	10	25	27	8


**Harassment**

Examination/Test	1	6	1	2	4	0
Non-Sexual	85	121	119	123	130	49
Sexual	12	7	9	15	13	3
Medical Examination	0	3	1	4	4	2
Pay Including Overtime	20	10	11	12	22	5

**Reassignment**

Promotion/Non Selection	68	73	60	56	57	16
Denied	4	5	3	4	12	5
Directed	13	6	9	10	15	2
Reasonable Accommodation	22	19	23	24	24	16
Reinstatement	0	0	0	1	0	0
Retirement	5	4	9	5	4	3
Termination	7	24	23	21	21	5
Terms/Conditions of Employment	9	7	3	29	28	9
Time and Attendance	12	11	4	15	28	5
Training	23	21	13	21	24	10

Processing Time 	Comparative Data					2019 thru 12/31
	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	140.28	135.76	138.88	170.93	187.4	204.38
Average number of days in final action stage	42.53	42.19	62.67	79.38	47.38	90.67
<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	154.1	137.09	138.95	162.92	198.07	214.76
Average number of days in final action stage	27.32	37.97	48.27	55.74	31.27	101.11
<b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	143.66	132.28	138.74	182.7	167.31	192.89
Average number of days in final action stage	59.36	48.15	78.67	99.65	65.47	75



Complaints Dismissed by Agency 	Comparative Data					2019 thru 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	








<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	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
<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

Pending Complaints Filed in Previous Fiscal Years by Status 	Comparative Data					2019 thru 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	441	439	492	500	515	648
Total Complainants	325	328	372	382	399	512
<b>Number complaints pending</b> 						
Investigation	84	97	90	91	94	143
Hearing	254	226	265	299	329	381
Final Agency Action	16	22	27	42	53	62
Appeal with EEOC Office of Federal Operations	87	94	109	68	39	62

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