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		2019 thru				
	2014	2015	2016	2017	2018	12/31
Number of Complaints Filed	244	279	241	219	207	69
Number of Complainants	222	266	232	212	200	69
Repeat Filers 3	12	4	8	7	8	0

Complaints by Basis Note: Complaints can be filed alleging	Comparative Data										
multiple bases. The sum of the bases may	2014	1	us Fiscal Year	1	2010	thru 12/21					
not equal total complaints filed.	2014	2015	2016	2017	2018	12/31					
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 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	12/31						
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						
Disciplinary Action				•	•							

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	
Time and Attendance	12	11	4	15	28	5
Training	23	21	13	21	24	10

	Comparative Data								
Processing Time		Previo	us Fiscal Year	· Data		2019 thru			
	2014	2015	2016	2017	2018	12/31			
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	204.38			
Average number of days in final action stage	42.53	42.19	62.67	79.38	47.38	90.67			
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	214.76			
Average number of days in final action stage	27.32	37.97	48.27	55.74	31.27	101.11			
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	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	

	20	14	20	15	20			17	20)18	2019	
Total Complaints Dismissed by Agency Average days pending prior to dismissal		50		48	mpara	tive D	ata	20		29		1/
Average days pending prior to dismissal		51.38		Previo	us Fisc	al V_{ea}^{14}	r Data	34		70	12/3	40
Complaints Withdrawn by											1	
Complainants	2014 2015 2016 2017 2018											
Total Complaints Withdissen by Agency		5 Q		48		66	}	28		28		17
Average days pending prior to dismissal		51.38		467		14		<u>34</u>		70		40
Complaints Withdrawn by												
Complainants		Commence Since Dodge										
ı -	Comparative Data									- 1		
Total complanctions that the state of the st		12			1			10		0	2019	1
Total Einglastionstranding		13			1		r Data	10		8	2019 thru	7
Total Linglansiwskindingby Disapimination	201		20		1	10 cal Yea	r Data	10 017		<u>8</u>	1	
Total Einglastionstranding	20 3		20	12 Previo	us Fisc	10 cal Yea	r Data			018 %	thru	
Total Cinplanctions Rinding by Disapinination Total Number Findings - Final Action		14		12 Previo	us Fisc	10 cal Yea 16	r Data	17	20		thru 12/3	
Disapimination 3		14	#	12 Previo	us Fisc 20 #	10 cal Yea 16	r Data 20 #	17	#		thru 12/3	

Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may				Previo	ous Fis	cal Year	r Data				2019 thru	
not equal total complaints and findings.	20	14	20	15	20	16	20	17	20	18	12/	
	#	%	#	%	#	%	#	%	#	%	#	%
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	0.0	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						ative Da					2019		
Kendered by Issue						cal Yea				thr			
	20		20			16		17)18	12/		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	
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	
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	
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	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
Training	0	0.0	0	0.0	2	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
Retirement	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
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		2019 thru 12/31				
Trevious Fiscar rears by Status	2014					
Total complaints from mavious Figural	2014	2015	2016	2017	2018	12/31
Total complaints from previous Fiscal Years	441	439	492	500	515	648
Total Complainants	325	328	372	382	399	512
Number complaints pending						
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		2019				
		thru				
	2014	2015	2016	2017	2018	12/31
Pending Completion Where Investigation Exceeds Required Time Frames	7	5	2	12	39	2