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	6/30					
Number of Complaints Filed 🕜	244	279	241	219	207	156					
Number of Complainants 🕜	222	266	232	212	200	155					
Repeat Filers ?	12	4	8	7	8	1					

Complaints by Basis Note: Complaints can be filed alleging		2019										
multiple bases. The sum of the bases may		Previous Fiscal Year Data 2014 2015 2016 2017 2018										
not equal total complaints filed.	2014	6/30										
Race	101	172	99	88	84	59						
Color	49	57	35	43	36	37						
Religion	16	14	12	18	12	10						
Reprisal	138	155	133	118	116	85						
Sex (including complaints filed under Equal Pay Act)	121	109	97	93	106	66						
National Origin	27	32	27	30	18	20						
Age	101	99	89	82	75	59						
Disability	74	83	64	59	58	70						
NonEEO basis	18	12	7	9	11	8						
Genetics	5	3	3	3	3	0						
PDA	3	3	1	0	4	3						

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	2017	2018	thru 6/30							
Appointment/Hire	15	28	9	8	7	5						
Assignment of Duties	16	14	12	23	36	36						
Awards	6	7	4	6	8	4						
Conversion to Full Time	0	0	0	0	0	0						
Disciplinary Action		÷										
Demotion	2	2	0	1	3	2						
Reprimand	2	7	3	7	13	10						
Removal	0	3	3	4	5	5						
Suspension	7	9	10	11	16	13						
Other	2	5	3	12	11	7						
Duty Hours	3	2	5	6	7	9						
Evaluation/Appraisal	8	7	10	25	27	15						
Harassment												
Examination/Test	1	6	1	2	4	1						
Non-Sexual	85	121	119	123	130	91						
Sexual	12	7	9	15	13	5						
Medical Examination	0	3	1	4	4	1						
Pay Including Overtime	20	10	11	12	22	12						
Reassignment												
Promotion/Non Selection	68	73	60	56	57	44						
Denied	4	5	3	4	12	8						
Directed	13	6	9	10	15	4						
Reasonable Accommodation	22	19	23	24	24	24						
Reinstatement	0	0	0	1	0	0						
Retirement	5	4	9	5	4	5						
Termination	7	24	23	21	21	13						
Terms/Conditions of Employment	9	7	3	29	28	20						
Time and Attendance	12	11	4	15	28	16						
Training	23	21	13	21	24	20						

		2019				
Processing Time		Previo	ous Fiscal Year	· Data		thru
	2014	2015	2016	2017	2018	6/30
Complaints pending (<i>for any length of time</i>) during fiscal year						
Average number of days in investigation stage	140.28	135.76	138.88	170.93	187.4	196.48
Average number of days in final action stage	42.53	42.19	62.67	79.38	47.38	62.13
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	154.1	137.09	138.95	162.92	198.07	242.75
Average number of days in final action stage	27.32	37.97	48.27	55.74	31.27	62.92
Complaints pending (<i>for any length of time</i>) 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	220.48
Average number of days in final action stage	59.36	48.15	78.67	99.65	65.47	60.78

Complaints Dismissed by Agency	Previous Fiscal Year Data tl					2019 thru
	2014	2015	2016	2017	2018	6/30
Total Complaints Dismissed by Agency	50	48	66	20	29	28
Average days pending prior to dismissal	51.38	467	14	34	70	66
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	13	12	10	10	8	8

Total Final Actions Finding	Comparative Data														201	19
Discrimination		Previous Fiscal Year Data									thr	u				
	20	14	20	15	20	16	20	17	20)18	6/3	30				
	#	%	#	%	#	%	#	%	#	%	# 9	6				
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				

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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				Previ	ous Fise	cal Yea	r Data				2019 thru	
not equal total complaints and findings.	20	14	2015		20	16	20)17	2018		6/30	
	#	%	#	%	#	%	#	%	#	%	#	%
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
	1		2		2		0		2		0	
Findings After Hearing Race	1	0.0	2	50.0	3	33.3	0	0.0	2		0	0.0
Color	0	0.0	1	50.0	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
Reprisal	0	0.0	2	100.0	2	66.7	0	0.0	3		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
NONEEO	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
PDA	0	0.0	-	0.0		0.0	-	0.0	-		0	0.0
	- 1		- 1				- 1				- 1	
Findings Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	
Race	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0		0.0
Color	0	0.0	0	0.0	0	0.0		0.0				
Religion Reprisal	0	0.0	0	0.0		0.0		0.0				
Reprisal Sex (including complaints filed under	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Equal Pay Act)	0	0.0	0	0.0	0	0.0		0.0				
National Origin	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
Disability	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				
Genetics	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				Co	ompara	tive Da	ata				20	19
Rendered by Issue				Previo	ous Fisc						thru	
	20	14	20	15	20	16	20	17	20	18	6/3	30
	#	%	#	%	#	%	#	%	#	%	#	%
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	0.0
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	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
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

nding Complaints Filed in										
Previous Fiscal Years by Status		2019 thru								
	2014	2015	2016	2017	2018	6/30				
Total complaints from previous Fiscal Years	441	439	492	500	515	605				
Total Complainants	325	328	372	382	399	474				
Number complaints pending										
Investigation	84	97	90	91	94	108				
Hearing	254	226	265	299	329	374				
Final Agency Action	16	22	27	42	53	59				
Appeal with EEOC Office of Federal Operations	87	94	109	68	39	64				

Complaint Investigations		2019				
Complaint Investigations	2014	thru				
	2014	2015	2016	2017	2018	6/30
Pending Completion Where Investigation Exceeds Required Time Frames	7	5	2	12	39	37