

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 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Number of Complaints Filed ?	244	279	241	219	207	206
Number of Complainants ?	222	266	232	212	200	201
Repeat Filers ?	12	4	8	7	8	3

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 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Race	101	172	99	88	84	84
Color	49	57	35	43	36	48
Religion	16	14	12	18	12	11
Reprisal	138	155	133	118	116	113
Sex (including complaints filed under Equal Pay Act)	121	109	97	93	106	89
National Origin	27	32	27	30	18	27
Age	101	99	89	82	75	73
Disability	74	83	64	59	58	80
NonEEO basis	18	12	7	9	11	10
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 may not equal total complaints filed.	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Appointment/Hire	15	28	9	8	7	6
Assignment of Duties	16	14	12	23	36	45
Awards	6	7	4	6	8	5
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	16
Removal	0	3	3	4	5	9
Suspension	7	9	10	11	16	16
Other	2	5	3	12	11	0
Duty Hours	3	2	5	6	7	10
Evaluation/Appraisal	8	7	10	25	27	23
Harassment						
Examination/Test	1	6	1	2	4	1
Non-Sexual	85	121	119	123	130	120
Sexual	12	7	9	15	13	8
Medical Examination	0	3	1	4	4	1
Pay Including Overtime	20	10	11	12	22	17
Reassignment						
Promotion/Non Selection	68	73	60	56	57	59
Denied	4	5	3	4	12	11
Directed	13	6	9	10	15	8
Reasonable Accommodation	22	19	23	24	24	30
Reinstatement	0	0	0	1	0	0
Retirement	5	4	9	5	4	6
Termination	7	24	23	21	21	20
Terms/Conditions of Employment	9	7	3	29	28	29
Time and Attendance	12	11	4	15	28	20
Training	23	21	13	21	24	24

Processing Time 	Comparative Data					2019 thru 9/30
	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	245.79
Average number of days in final action stage	42.53	42.19	62.67	79.38	47.38	49.29
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	259.04
Average number of days in final action stage	27.32	37.97	48.27	55.74	31.27	44.77
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	218.91
Average number of days in final action stage	59.36	48.15	78.67	99.65	65.47	58.93

Complaints Dismissed by Agency ?	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	50	48	66	20	29	40
Average days pending prior to dismissal	51.38	467	14	34	70	75
Complaints Withdrawn by Complainants ?						
Total complaints Withdrawn by Complainants	13	12	10	10	8	10

Total Final Actions Finding Discrimination 	Comparative Data										2019 thru 9/30	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	1		2		3		0		3		1	
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	1	100.0

Findings of Discrimination Rendered by Basis  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data(Sec. 1614.705)										2019 thru 9/30	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		3		0		3		1	
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	1	100.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	1	100.0
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	1	100.0
Disability	1	100.0	1	50.0	2	66.7	0	0.0	0	0.0	2	200.0
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		1	
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	1	100.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	2	66.7	0	0.0	1	50.0	1	100.0
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	1	100.0
Disability	1	100.0	1	50.0	2	66.7	0	0.0	0	0.0	2	200.0
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	Comparative Data										2019 thru 9/30	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		3		0		3		1	
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	1	100.0
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	1	100.0
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	1	100.0
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	1	100.0
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		1	
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	1	100.0
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	1	100.0
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	1	100.0
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	1	100.0
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	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 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	441	439	492	500	515	554
Total Complainants	325	328	372	382	399	435
Number complaints pending 						
Investigation	84	97	90	91	94	103
Hearing	254	226	265	299	329	351
Final Agency Action	16	22	27	42	53	57
Appeal with EEOC Office of Federal Operations	87	94	109	68	39	43

Complaint Investigations 	Comparative Data					2019 thru 9/30
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Pending Completion Where Investigation Exceeds Required Time Frames	7	5	2	12	39	40