

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 ?	322	348	294	266	271	87
Number of Complainants ?	293	323	284	259	262	87
Repeat Filers ?	14	8	10	7	9	0

<div>Complaints by Basis</div> <div><div>?</div></div> <div><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></div>	Comparative Data					2019 thru 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Race	142	158	102	113	107	44
Color	65	74	42	53	47	27
Religion	21	20	14	19	15	5
Reprisal	184	199	161	152	161	54
Sex (including complaints filed under Equal Pay Act)	153	133	120	118	138	43
National Origin	42	40	29	39	31	13
Age	134	128	109	100	102	32
Disability	93	111	109	78	86	27
NonEEO basis	18	15	10	9	15	4
Genetics	4	4	3	3	4	0
PDA	4	3	1	0	5	0

<div>Complaints by Issues</div> <div><div>?</div></div> <div><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></div>	Comparative Data					2019 thru 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Appointment/Hire	18	34	13	13	10	5
Assignment of Duties	22	23	14	29	47	17
Awards	7	7	5	6	9	1
Conversion to Full Time	0	0	0	0	1	0
Disciplinary Action						


Demotion	2	2	1	2	3	3
Reprimand	6	9	3	7	17	4
Removal	1	4	3	5	6	3
Suspension	12	12	11	12	20	10
Other	2	8	4	14	15	5
Duty Hours	3	3	5	8	10	7
Evaluation/Appraisal	20	19	19	39	45	16


Harassment

Examination/Test	1	6	1	2	4	0
Non-Sexual	130	160	146	151	173	62
Sexual	12	8	10	16	16	4
Medical Examination	0	3	2	4	4	2
Pay Including Overtime	21	10	13	14	26	5


Reassignment

Promotion/Non Selection	87	87	71	63	79	21
Denied	5	5	4	5	13	5
Directed	13	8	8	11	17	2
Reasonable Accommodation	28	25	31	34	33	17
Reinstatement	0	0	0	2	0	0
Retirement	5	4	11	5	5	3
Termination	10	27	26	25	27	5
Terms/Conditions of Employment	13	10	6	31	37	10
Time and Attendance	19	14	4	16	34	10
Training	24	26	15	22	34	13


Processing Time 	Comparative Data					2019 thru 12/31
	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	138.87	137.87	140.86	166.08	183.7	200.66
Average number of days in final action stage	42.37	41.91	62.45	85.05	56.83	86.42
Complaints pending (for any length of time) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	150.78	141.31	141.64	158.81	191.18	206.45
Average number of days in final action stage	26.8	35.39	47.95	72.03	51.8	87.91
Complaints pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	142.72	129.16	139.27	177.62	167.41	192.35
Average number of days in final action stage	58.15	51.04	79.38	98.07	64.69	84.38

Complaints Dismissed by Agency 	Comparative Data		2019 thru 12/31
	Previous Fiscal Year Data		

	2014	2015	2016	2017	2018	2019
Total Complaints Dismissed by Agency	61	92	73	23	36	18
Average days pending prior to dismissal	46.1	81.2	15	35	71	43
Complaints Withdrawn by Complainants						
Total Complaints Dismissed by Agency	61	92	75	23	36	18
Average days pending prior to dismissal	46.1	81.2	15	35	71	43
Complaints Withdrawn by Complainants						
Total Final Actions Finding Discrimination	16	20	16	15	12	5
	2014	2015	2016	2017	2018	2019 thru 12/31
	#	%	#	%	#	%
Total Number Findings - Final Action	2		3		4	0
Without Hearing	0	0.0	0	0.0	0	0.0
With Hearing	2	100.0	3	100.0	4	0.0



<div>Findings of Discrimination Rendered by Basis</div> <div></div>	Comparative Data(Sec. 1614.705)										2019 thru 12/31	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		4		0		4		0	
Race	1	50.0	1	33.3	1	25.0	0	0.0	1	25.0	0	0.0
Color	0	0.0	1	33.3	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	1	50.0	2	66.7	3	75.0	0	0.0	3	75.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	3	75.0	0	0.0	1	25.0	0	0.0
National Origin	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	2	100.0	2	66.7	0	0.0	0	0.0	1	25.0	0	0.0
Disability	1	50.0	1	33.3	3	75.0	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	2		3		4		0		3		0	
Race	1	50.0	1	33.3	1	25.0	0	0.0	0	0.0	0	0.0
Color	0	0.0	1	33.3	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	1	50.0	2	66.7	3	75.0	0	0.0	3	100.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	3	75.0	0	0.0	1	33.3	0	0.0
National Origin	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	2	100.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0
Disability	1	50.0	1	33.3	3	75.0	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		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 12/31	
		Previous Fiscal Year Data											
		2014		2015		2016		2017		2018			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		2		3		4		0		4		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	25.0	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	1	33.3	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	25.0	0	0.0	1	25.0	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	25.0	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		1	50.0	2	66.7	2	50.0	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	50.0	0	0.0	1	25.0	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	3	100.0	0	0.0	0	0.0	2	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	66.7	1	25.0	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	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment		1	50.0	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	50.0	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	2		3		4		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	25.0	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	1	50.0	1	33.3	2	50.0	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	50.0	0	0.0	1	25.0	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	3	100.0	0	0.0	0	0.0	1	33.3	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	66.7	1	25.0	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	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	1	50.0	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	50.0	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	1	0.0	0	0.0	2	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 12/31
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	506	530	591	605	621	803
Total Complainants	410	426	471	491	509	669
Number complaints pending 						
Investigation	84	97	91	91	96	156
Hearing	297	292	333	382	402	484
Final Agency Action	20	26	31	48	61	76
Appeal with EEOC Office of Federal Operations	105	115	136	84	62	87

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	7	3	15	44	14