

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

FSA (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	22	27	33	35	27	11
Number of Complainants	22	27	33	35	27	11
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	12	16	18	14	2
Color	2	4	6	8	6	0
Religion	1	1	2	3	3	1
Reprisal	10	11	19	19	12	5
Sex	12	11	15	23	11	4
PDA	0	0	0	0	0	0

National Origin	2	0	3	4	2	0
Equal Pay Act	0	0	0	1	0	0
Age	12	14	14	12	12	5
Disability	4	8	3	9	6	3
Genetics	1	0	0	0	0	0
Non-EEO	2	4	3	5	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	5	4	5	1	3	3
Assignment of Duties	5	5	2	3	7	1
Awards	1	0	0	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	0	4	5	4	2
Suspension	0	1	2	2	2	2
Removal	0	0	1	1	4	2
Other	0	1	0	0	0	0
Duty Hours	1	1	1	0	0	0
Perf. Eval./ Appraisal	3	3	4	6	5	5
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	9	11	16	19	10	4

Sexual	2	0	3	3	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	1	1	0	0
Promotion/Non-Selection	7	10	10	8	6	4
Reassignment						
Denied	1	0	0	0	2	0
Directed	0	0	2	1	3	0
Reasonable Accommodation Disability	1	2	1	4	3	2
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	4	1	0
Termination	0	1	4	1	2	0
Terms/Conditions of Employment	7	3	3	10	6	2
Time and Attendance	4	1	1	4	6	2
Training	2	1	1	4	1	1
Other						
User Defined - Other 1	0	1	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	180.12	244.75	169.48	161.57	206.65	250.33
Average number of days in final action	119.70	54.82	103.36	38.47	45.77	44.44
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	196.67	259.62	202.87	177.23	231.91	215.00
Average number of days in final action	74.00	46.00	0	9.00	24.09	31.93
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	161.50	227.18	141.67	141.20	183.50	321.00
Average number of days in final action	139.29	55.25	50.38	58.11	67.45	88.25
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	2	5	2	3	4	1
Average days pending prior to dismissal	88	101	40	16	22	23
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	2	5	2	1	2

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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
Reprimand	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
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	1	100
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	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
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	32	30	32	38	38	36
Total Complainants	32	30	32	38	38	36
Number complaints pending						
Investigation	2	0	0	0	1	11
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	29	29	32	37	34	25
Final Agency Action	2	2	0	1	5	1
Appeal with EEOC Office of Federal Operations	0	7	9	11	13	20
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	2	0	0	1	1	6