

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

FNCS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	10	18	20	11	11	19
Number of Complainants	10	18	19	10	11	18
Repeat Filers	0	0	1	1	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	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	4	10	6	8	7	6
Color	0	1	0	3	3	1
Religion	0	0	0	0	1	1
Reprisal	6	7	7	9	8	11
Sex	4	6	13	6	6	8
PDA	0	0	0	0	1	1
National Origin	0	3	1	2	1	2
Equal Pay Act	0	0	4	0	2	0

Age	3	6	8	3	3	10
Disability	4	8	6	6	7	8
Genetics	0	0	0	0	0	0
Non-EEO	1	2	0	0	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<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	2	1	4	0	0	2
Assignment of Duties	5	3	4	4	2	1
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	1	0	4	4	1
Suspension	2	1	0	2	2	1
Removal	0	0	0	0	0	2
Other	0	0	0	0	0	0
Duty Hours	1	0	1	0	1	1
Perf. Eval./ Appraisal	5	2	5	2	3	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	9	10	8	9	6
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	7	0	0	5
Promotion/Non-Selection	2	2	5	1	0	5
Reassignment						
Denied	0	0	0	1	1	1

Directed	2	2	0	0	1	0
Reasonable Accommodation Disability	2	2	2	5	4	3
Reinstatement	0	0	0	0	0	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	3	2	1	0	3
Termination	3	2	0	0	1	1
Terms/Conditions of Employment	3	3	3	3	4	1
Time and Attendance	0	2	3	3	2	1
Training	1	2	0	2	1	1
Other						
User Defined - Other 1	0	0	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					2020Thru06-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	192.62	249.00	198.87	130.12	191.11	212.47
Average number of days in final action	91.80	165.33	63.50	48.62	59.33	22.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	190.00	247.50	195.64	0	233.20	225.44
Average number of days in final action	110.00	41.00	54.00	1.00	28.50	13.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	195.25	249.50	201.83	130.12	138.50	197.88

Average number of days in final action	79.67	227.50	64.56	52.58	74.75	30.20		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2020Thru06-30		
	2015	2016	2017	2018	2019			
Total Complaints Dismissed by Agency	0	0	3	2	1	0		
Average days pending prior to dismissal	0	0	20	20	15	0		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	2	0	0	0	0	1		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2020Thru06-30		
	2015	2016	2017	2018	2019			
	#	%	#	%	#	%	#	%
Total Number Findings	0	1	0	1	0	0		
Without Hearing	0	1	0	1	0	0	0	
With Hearing	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2020Thru06-30		
	2015	2016	2017	2018	2019			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%
Total Number Findings	0	1	0	0	0	0		
Race	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
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										2020Thru06-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Appointment/Hire	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
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	1	100	0	0	0	0	0	0	0	0
Suspension	0	0	1	100	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	0	0
Perf. Eval./ Appraisal	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
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
Reassignment												

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	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
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
Reassignment												
Denied	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
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		0		0		0	

Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru06-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	4	6	13	11	11	15						
Total Complainants	4	6	12	10	9	13						
Number complaints pending												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	3	5	13	10	11	10						
Final Agency Action	1	1	0	1	0	0						
Appeal with EEOC Office of Federal Operations	0	1	2	3	4	5						
Complaint Investigations	Comparative Data						2020Thru06-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	1	0						