

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

## FSA (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	27	33	35	27	17	1
Number of Complainants	27	33	35	27	17	1
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	16	18	14	3	0
Color	4	6	8	6	1	0
Religion	1	2	3	3	1	0
Reprisal	11	19	19	12	5	0
Sex	11	15	23	11	7	1
PDA	0	0	0	0	0	0

National Origin	0	3	4	2	0	0
Equal Pay Act	0	0	1	0	0	0
Age	14	14	12	12	7	1
Disability	8	3	9	6	5	1
Genetics	0	0	0	0	0	0
Non-EEO	4	3	5	3	3	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	4	5	1	3	5	0
Assignment of Duties	5	2	3	7	1	1
Awards	0	0	1	2	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	4	5	4	2	0
Suspension	1	2	2	2	2	0
Removal	0	1	1	4	2	0
Other	1	0	0	0	0	0
Duty Hours	1	1	0	0	0	0
Perf. Eval./ Appraisal	3	4	6	5	5	0
Examination/Test	0	1	0	0	0	0
<b>Harassment</b>						
Non-Sexual	11	16	19	10	4	0

Sexual	0	3	3	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	1	0	0	0
Promotion/Non-Selection	10	10	8	6	5	0
<b>Reassignment</b>						
Denied	0	0	0	2	0	0
Directed	0	2	1	3	0	0
Reasonable Accommodation Disability	2	1	4	3	2	0
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	4	1	0	0
Termination	1	4	1	2	1	0
Terms/Conditions of Employment	3	3	10	6	2	0
Time and Attendance	1	1	4	6	2	0
Training	1	1	4	1	1	0
<b>Other</b>						
User Defined - Other 1	1	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					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	244.75	169.48	161.57	206.65	240.69	134.25
Average number of days in final action	54.82	103.36	38.47	45.77	38.41	38.60
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	259.62	202.87	177.23	231.91	249.33	162.50
Average number of days in final action	46.00	0	9.00	24.09	26.53	34.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	227.18	141.67	141.20	183.50	232.08	106.00
Average number of days in final action	55.25	50.38	58.11	67.45	59.08	44.75
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	5	2	3	4	1	0
Average days pending prior to dismissal	101	40	16	22	23	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	2	5	2	1	3	1

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru12-31</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0		2		1		0		1		0	
Without Hearing	0	0	2	100	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru12-31</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	0		1		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	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
Reprisal	0	0	1	100	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
PDA	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
Equal Pay Act	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
Disability	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
Non-EEO	0	0	0	0	0	0	0	0	1	100	0	0



Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru12- 31</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		1		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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
<b>Disciplinary Action</b>												
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	1	100	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	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	1	100	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
<b>Findings Without Hearing</b>	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	1	100	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	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	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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru12-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Total complaints from previous Fiscal Years	30	32	38	38	24	31
Total Complainants	30	32	38	38	24	31
<b>Number complaints pending</b>						
Investigation	0	0	0	1	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	29	32	37	34	21	26
Final Agency Action	2	0	1	5	3	1
Appeal with EEOC Office of Federal Operations	7	9	11	13	21	25
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru12-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	1	0	0