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|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 3 | 4 | 5 | 4 | 3 | 2 |
| Equal Pay Act | 1 | 2 | 0 | 0 | 0 | 0 |
| Age | 13 | 14 | 12 | 11 | 19 | 16 |
| Disability | 11 | 6 | 7 | 9 | 9 | 12 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 5 | 4 | 2 | 3 | 2 | 4 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Appointment/Hire | 0 | 0 | 0 | 1 | 1 | 3 |
| Assignment of Duties | 6 | 12 | 8 | 7 | 12 | 0 |
| Awards | 3 | 2 | 1 | 1 | 1 | 0 |
| Conversion to Full Time/Perm Status | 0 | 1 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 0 | 0 | 0 | 1 | 0 |
| Reprimand | 8 | 0 | 0 | 0 | 1 | 0 |
| Suspension | 4 | 2 | 0 | 2 | 0 | 0 |
| Removal | 1 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 1 | 1 |
| Duty Hours | 2 | 0 | 0 | 1 | 2 | 0 |
| Perf. Eval./ Appraisal | 3 | 7 | 5 | 6 | 8 | 6 |
| Examination/Test | 0 | 0 | 0 | 0 | 1 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 22 | 29 | 11 | 14 | 21 | 17 |

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|-------------------------------------|---|----|----|----|----|----|
| Sexual | 1 | 0 | 0 | 1 | 2 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 5 | 3 | 2 | 0 | 0 |
| Promotion/Non-Selection | 6 | 13 | 13 | 8 | 15 | 10 |
| Reassignment | | | | | | |
| Denied | 1 | 0 | 2 | 2 | 1 | 1 |
| Directed | 4 | 1 | 1 | 4 | 3 | 0 |
| Reasonable Accommodation Disability | 4 | 5 | 1 | 7 | 4 | 5 |
| 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 | 0 | 0 | 0 | 5 | 1 |
| Termination | 2 | 2 | 4 | 1 | 6 | 2 |
| Terms/Conditions of Employment | 6 | 12 | 5 | 10 | 8 | 1 |
| Time and Attendance | 7 | 5 | 5 | 2 | 8 | 3 |
| Training | 4 | 4 | 3 | 1 | 3 | 1 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 2 | 1 |
| 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 | | | | | 2017Thru03-31 |
| | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 367.68 | 288.96 | 196.03 | 233.24 | 187.58 | 193.90 |
| Average number of days in final action | 150.05 | 157.46 | 168.18 | 260.35 | 116.89 | 76.92 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 358.88 | 283.64 | 207.05 | 210.27 | 191.10 | 184.50 |
| Average number of days in final action | 113.17 | 92.86 | 212.93 | 143.57 | 142.67 | 36.00 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 378.25 | 296.79 | 177.67 | 266.93 | 181.42 | 196.25 |
| Average number of days in final action | 167.08 | 181.26 | 116.54 | 342.10 | 84.67 | 281.50 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2017Thru03-31 |
| | 2012 | 2013 | 2014 | 2015 | 2016 | |
| Total Complaints Dismissed by Agency | 5 | 4 | 6 | 2 | 2 | 5 |
| Average days pending prior to dismissal | 275 | 67 | 109 | 59 | 94 | 48 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 3 | 2 | 3 | 2 | 2 | 1 |

| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| | Previous Fiscal Year Data | | | | | | | | | | 2017Thru03-31 | |
| | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 1 | | 4 | | 0 | | 1 | | 0 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| With Hearing | 0 | 0 | 1 | 100 | 4 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2017Thru03-31 | |
| | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| <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 | 1 | | 4 | | 4 | | 0 | | 1 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 2 | 50 | 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 | 25 | 2 | 50 | 0 | 0 | 1 | 100 | 0 | 0 |
| Sex | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 2 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 100 | 2 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 1 | 100 | 1 | 25 | 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 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 |

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|---|----------------------------------|-----|-------------|----|-------------|----|-------------|---|-------------|-----|----------------------|---|
| 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 | | | | | | | | | | 2017Thru03-31 | |
| | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 1 | | 4 | | 4 | | 0 | | 1 | | 0 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 1 | 25 | 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 | 1 | 100 | 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 | 1 | 100 | 1 | 25 | 1 | 25 | 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 | 1 | 25 | 2 | 50 | 0 | 0 | 1 | 100 | 0 | 0 |

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| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 2 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 1 | 25 | 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 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 1 | 25 | 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 After Hearing | 0 | | 1 | | 4 | | 0 | | 0 | | 0 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 |

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|-------------------------------------|---|-----|---|----|---|---|---|---|---|-----|---|---|
| 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 | 1 | 100 | 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 | 1 | 100 | 1 | 33 | 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 | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 100 | 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 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 1 | 33 | 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 | | | | | | | | | | | | |

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|---|----------------------------------|-------------|-------------|-------------|-------------|----|----------------------|---|---|---|---|---|
| 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 | | | | | | 2017Thru03-31 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2012 | 2013 | 2014 | 2015 | 2016 | | | | | | | |
| Total complaints from previous Fiscal Years | 57 | 57 | 59 | 50 | 28 | 45 | | | | | | |
| Total Complainants | 50 | 53 | 54 | 46 | 28 | 45 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 9 | 7 | 6 | 6 | 0 | 2 | | | | | | |
| ROI issued, pending Complainant's action | 3 | 0 | 0 | 0 | 0 | 1 | | | | | | |
| Hearing | 31 | 34 | 46 | 39 | 21 | 33 | | | | | | |
| Final Agency Action | 17 | 17 | 9 | 7 | 7 | 5 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 4 | 4 | 4 | 2 | 5 | 10 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | 2017Thru03-31 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2012 | 2013 | 2014 | 2015 | 2016 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 14 | 7 | 6 | 6 | 0 | 0 | | | | | | |