

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

FSA (and below)

For 4th Quarter 2020 for period ending September 30, 2020

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 22 | 27 | 33 | 35 | 27 | 17 |
| Number of Complainants | 22 | 27 | 33 | 35 | 27 | 17 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| | 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 | 7 | 12 | 16 | 18 | 14 | 3 |
| Color | 2 | 4 | 6 | 8 | 6 | 1 |
| Religion | 1 | 1 | 2 | 3 | 3 | 1 |
| Reprisal | 10 | 11 | 19 | 19 | 12 | 5 |
| Sex | 12 | 11 | 15 | 23 | 11 | 7 |
| 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 | 7 |
| Disability | 4 | 8 | 3 | 9 | 6 | 5 |
| Genetics | 1 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 2 | 4 | 3 | 5 | 3 | 3 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| <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 | 5 | 4 | 5 | 1 | 3 | 5 |
| 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 | 1 |
| 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 | 5 |
| 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 | 1 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 4 | 1 | 0 |
| Termination | 0 | 1 | 4 | 1 | 2 | 1 |
| 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 | | | | | 2020Thru09-30 |
| | 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 | 240.69 |
| Average number of days in final action | 119.70 | 54.82 | 103.36 | 38.47 | 45.77 | 38.41 |
| 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 | 249.33 |
| Average number of days in final action | 74.00 | 46.00 | 0 | 9.00 | 24.09 | 26.53 |
| 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 | 232.08 |
| Average number of days in final action | 139.29 | 55.25 | 50.38 | 58.11 | 67.45 | 59.08 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| | 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 | 3 |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| 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 | | | | | | | | | | 2020Thru09-30 | |
| | 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 | | | | | 2020Thru09-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Total complaints from previous Fiscal Years | 32 | 30 | 32 | 38 | 38 | 24 |
| Total Complainants | 32 | 30 | 32 | 38 | 38 | 24 |
| Number complaints pending | | | | | | |
| Investigation | 2 | 0 | 0 | 0 | 1 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 29 | 29 | 32 | 37 | 34 | 21 |
| Final Agency Action | 2 | 2 | 0 | 1 | 5 | 3 |
| Appeal with EEOC Office of Federal Operations | 0 | 7 | 9 | 11 | 13 | 21 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru09-30 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 2 | 0 | 0 | 1 | 1 | 0 |