

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

## FNCS (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	10	18	20	11	11	11
Number of Complainants	10	18	19	10	11	11
Repeat Filers	0	0	1	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	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	4	10	6	8	7	7
Color	0	1	0	3	3	3
Religion	0	0	0	0	1	1
Reprisal	6	7	7	9	8	8
Sex	4	6	13	6	6	6
PDA	0	0	0	0	1	1
National Origin	0	3	1	2	1	1
Equal Pay Act	0	0	4	0	2	2

Age	3	6	8	3	3	3
Disability	4	8	6	6	7	7
Genetics	0	0	0	0	0	0
Non-EEO	1	2	0	0	1	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	2	1	4	0	0	0
Assignment of Duties	5	3	4	4	2	2
Awards	1	0	0	0	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	1	1	0	4	4	4
Suspension	2	1	0	2	2	2
Removal	0	0	0	0	0	0
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
<b>Harassment</b>						
Non-Sexual	7	9	10	8	9	9
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	7	0	0	0
Promotion/Non-Selection	2	2	5	1	0	0
<b>Reassignment</b>						
Denied	0	0	0	1	1	1

Directed	2	2	0	0	1	1
Reasonable Accommodation Disability	2	2	2	5	4	4
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	0
Termination	3	2	0	0	1	1
Terms/Conditions of Employment	3	3	3	3	4	4
Time and Attendance	0	2	3	3	2	2
Training	1	2	0	2	1	1
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	192.62	249.00	198.87	130.12	191.11	191.11
Average number of days in final action	91.80	165.33	63.50	48.62	59.33	59.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	190.00	247.50	195.64	0	233.20	233.20
Average number of days in final action	110.00	41.00	54.00	1.00	28.50	28.50
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	138.50

Average number of days in final action	79.67	227.50	64.56	52.58	74.75	74.75		
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>		
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>			
Total Complaints Dismissed by Agency	0	0	3	2	1	1		
Average days pending prior to dismissal	0	0	20	20	15	15		
<b>Complaints Withdrawn by Complainants</b>								
Total Complaints Withdrawn by Complainants	2	0	0	0	0	0		
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>		
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0	1	0	1	0	0		
Without Hearing	0	1	0	1	0	0		
With Hearing	0	0	0	0	0	0		
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>		
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<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	0	0		
Race	0	0	0	0	0	0		
Color	0	0	0	0	0	0		
Religion	0	0	0	0	0	0		
Reprisal	0	0	0	0	0	0		
Sex	0	0	0	0	0	0		
PDA	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru12-31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</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		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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Reassignment</b>												



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
<b>Findings Without Hearing</b>	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2020Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	4	6	13	11	11	11						
Total Complainants	4	6	12	10	9	9						
<b>Number complaints pending</b>												
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	11						
Final Agency Action	1	1	0	1	0	0						
Appeal with EEOC Office of Federal Operations	0	1	2	3	4	4						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2020Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	1	1						