

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

FS (and below)

For 1st Quarter 2015 for period ending December 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	121	147	171	180	150	40
Number of Complainants	114	134	156	158	141	40
Repeat Filers	4	9	10	17	7	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	2015Thru12-31
Race	32	41	44	47	60	10
Color	0	2	3	1	7	1
Religion	4	3	6	5	1	0
Reprisal	39	76	91	108	91	22
Sex	41	68	71	67	65	13
PDA	0	0	0	1	1	0

National Origin	15	20	18	21	25	6
Equal Pay Act	1	2	0	1	0	0
Age	35	51	48	50	49	9
Disability	26	31	48	58	34	11
Genetics	0	0	0	0	0	0
Non-EEO	11	13	20	12	15	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	3	12	13	12	8	3
Assignment of Duties	11	18	30	46	46	4
Awards	0	5	5	7	5	1
Conversion to Full-time	1	0	1	1	0	0
Disciplinary Action						
Demotion	0	1	1	0	4	0
Reprimand	1	8	6	9	8	5
Suspension	7	7	15	13	12	4
Removal	1	1	4	5	3	1
Other	2	5	7	7	20	2
Duty Hours	1	3	6	1	4	0
Evaluation Appraisal	5	19	14	26	26	1
Examination/Test	0	0	3	1	1	0
Harassment						
Non-Sexual	51	73	110	111	91	24

Sexual	5	3	9	3	7	1
Medical Examination	0	0	2	1	1	0
Pay (Including Overtime)	5	8	6	10	17	1
Promotion/Non-Selection	27	34	29	37	33	13
Reassignment						
Denied	1	1	2	8	11	1
Directed	1	5	4	10	20	1
Reasonable Accommodation	12	15	19	27	15	1
Reinstatement	1	0	0	0	0	0
Retirement	0	2	0	1	0	0
Termination	12	16	7	17	19	3
Terms/Conditions of Employment	10	21	24	72	61	10
Time and Attendance	0	5	18	23	16	5
Training	1	10	9	14	13	3
Other	18	20	13	3	7	4
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	336.69	214.41	214.69	227.53	209.69	195.04
Average number of days in final action	910.62	161.20	236.84	131.64	173.22	102.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	272.95	215.31	202.75	223.60	205.90	207.10

Average number of days in final action	261.82	85.13	166.35	62.96	189.56	94.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	373.55	213.14	231.69	233.20	215.34	185.77						
Average number of days in final action	1,161.30	228.57	267.56	165.98	152.93	105.17						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2015Thru12-31						
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	11	24	18	32	19	3						
Average days pending prior to dismissal	169	129	77	150	88	96						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	4	3	9	5	7	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		2		0		2		1		0	
Without Hearing	10	83	0	0	0	0	0	0	0	0	0	0
With Hearing	2	17	2	100	0	0	2	100	1	100	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		11		6		5		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	8	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	50	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	9	0	0	1	20	0	0	0	0
Removal	1	8	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	17	0	0	1	50	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	9	1	17	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	33	5	45	4	67	1	20	1	50	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	1	8	0	0	0	0	1	20	0	0	0	0
Reassignment												

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	50	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	10	0	0	1	25	0	0	0	0
Removal	1	10	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	17	0	0	1	50	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	10	1	17	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	30	4	40	4	67	1	25	1	50	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	1	10	0	0	0	0	1	25	0	0	0	0
Reassignment												
Denied	0	0	1	10	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	2	20	2	20	3	50	0	0	1	50	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	10	0	0	0	0	0	0	0	0
Termination	1	10	2	20	1	17	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	1	10	0	0	1	25	0	0	0	0
Time and Attendance	0	0	0	0	1	17	0	0	0	0	0	0

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	2	20	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	218	122	140	159	194	299						
Total Complainants	143	96	116	133	159	249						
Number complaints pending												
Investigation	10	9	12	9	9	56						
ROI issued, pending Complainant's action	3	0	0	0	2	6						
Hearing	57	70	88	108	154	193						
Final Agency Action	32	36	37	40	27	38						
Appeal with EEOC Office of Federal Operations	6	11	10	14	19	19						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
Pending Complaints Where Investigations Exceed Required Time Frames	37	28	23	13	11	14						