

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

FS (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	147	171	180	150	153	48
Number of Complainants	134	156	158	141	148	48
Repeat Filers	9	10	17	7	5	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	2016Thru12-31
Race	41	44	47	60	40	16
Color	2	3	1	7	5	1
Religion	3	6	5	1	4	1
Reprisal	76	91	108	91	96	25
Sex	68	71	67	65	57	14
PDA	0	0	1	1	0	0

National Origin	20	18	21	25	24	5
Equal Pay Act	2	0	1	0	1	0
Age	51	48	50	49	45	16
Disability	31	48	58	34	58	21
Genetics	0	0	0	0	0	0
Non-EEO	13	20	12	15	11	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	12	13	12	8	10	2
Assignment of Duties	18	30	46	46	31	6
Awards	5	5	7	5	6	0
Conversion to Full-time	0	1	1	0	0	0
Disciplinary Action						
Demotion	1	1	0	4	0	0
Reprimand	8	6	9	8	28	4
Suspension	7	15	13	12	25	1
Removal	1	4	5	3	4	1
Other	5	7	7	20	1	5
Duty Hours	3	6	1	4	3	1
Evaluation Appraisal	19	14	26	26	21	5
Examination/Test	0	3	1	2	0	0
Harassment						
Non-Sexual	73	110	111	91	98	28

Sexual	3	9	3	7	4	1
Medical Examination	0	2	1	1	3	1
Pay (Including Overtime)	8	6	10	17	10	1
Promotion/Non-Selection	34	29	37	33	51	10
Reassignment						
Denied	1	2	8	11	9	2
Directed	5	4	10	20	8	0
Reasonable Accommodation	15	19	27	15	27	9
Reinstatement	0	0	0	0	1	0
Retirement	2	0	1	0	0	0
Termination	16	7	17	19	12	3
Terms/Conditions of Employment	21	24	72	61	54	5
Time and Attendance	5	18	23	16	29	6
Training	10	9	14	13	19	3
Other	20	13	3	7	7	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	214.41	214.69	227.53	209.69	198.73	185.33
Average number of days in final action	161.20	236.84	131.64	173.22	101.39	74.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.31	202.75	223.60	205.90	216.56	172.90
Average number of days in final action	85.13	166.35	62.96	189.56	161.00	19.25

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	213.14	231.69	233.20	215.34	179.84	190.74						
Average number of days in final action	228.57	267.56	165.98	152.93	87.13	110.50						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	24	18	32	19	18	3						
Average days pending prior to dismissal	129	77	150	88	95	82						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	9	5	8	5	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		1		3		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	2	100	1	100	3	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
<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	11		6		5		2		3		0	
Race	0	0	1	17	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	4	36	4	67	2	40	1	50	0	0	0	0
Sex	0	0	0	0	1	20	0	0	0	0	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	2	18	1	17	2	40	0	0	0	0	0	0
Disability	5	45	1	17	1	20	2	100	3	100	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
Findings After Hearing	1		0		1		0		3		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	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	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	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	1	100	0	0	0	0	0	0
Disability	1	100	0	0	0	0	0	0	3	100	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
Findings Without Hearing	10		6		4		2		0		0	
Race	0	0	1	17	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	4	40	4	67	2	50	1	50	0	0	0	0
Sex	0	0	0	0	1	25	0	0	0	0	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	2	20	1	17	1	25	0	0	0	0	0	0
Disability	4	40	1	17	1	25	2	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	11		6		5		2		3		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	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		1		0		3		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	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
Evaluation 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	1	100	0	0	0	0	0	0	1	33	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	0	0	0	0	0	0	0	0	2	67	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	25	0	0	0	0	0	0
Reassignment												
Denied	1	10	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	2	20	3	50	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	10	0	0	0	0	0	0	0	0	0	0
Termination	2	20	1	17	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	1	10	0	0	1	25	0	0	0	0	0	0
Time and Attendance	0	0	1	17	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016Thru12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	125	143	162	196	211	296						
Total Complainants	96	116	133	158	184	270						
Number complaints pending												
Investigation	13	16	13	13	11	35						
ROI issued, pending Complainant's action	0	0	0	2	0	9						
Hearing	71	89	109	154	180	212						
Final Agency Action	36	37	40	27	19	29						

Appeal with EEOC Office of Federal Operations	11	10	14	19	4	6
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	30	25	15	13	13	10