

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

## RHS

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	20	33	38	23	21	17
Number of Complainants	20	33	37	23	21	17
Repeat Filers	0	0	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	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>						
Race	11	14	9	11	10	10
Color	2	2	3	0	2	1
Religion	2	1	1	0	0	0
Reprisal	6	15	24	13	8	5
Sex	9	19	12	5	9	7
PDA	0	0	0	0	0	0
National Origin	3	2	2	5	4	0

Equal Pay Act	1	1	2	0	0	0
Age	7	11	12	9	7	9
Disability	1	10	4	6	7	1
Genetics	0	0	0	0	0	0
Non-EEO	3	5	4	2	2	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	1	0	0	0	1	0
Assignment of Duties	2	3	8	8	6	4
Awards	1	3	1	1	1	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	0	0	0	0
Reprimand	1	6	0	0	0	0
Suspension	0	3	1	0	2	0
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	2	0	0	1	0
Perf. Eval./ Appraisal	0	3	7	5	5	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	7	19	19	10	9	7
Sexual	0	1	0	0	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	3	3	0	0

Promotion/Non-Selection	11	5	10	9	6	6
<b>Reassignment</b>						
Denied	0	1	0	2	2	0
Directed	1	4	1	1	3	0
Reasonable Accommodation Disability	0	4	4	1	5	1
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	0	0
Termination	1	1	2	4	1	2
Terms/Conditions of Employment	0	4	8	4	9	2
Time and Attendance	0	7	3	4	2	3
Training	0	2	2	3	0	2
<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>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	0	0	0	0	0	177.50
Average number of days in final action	0	0	0	0	0	58.25
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	307.67	399.92	289.78	204.44	211.89	177.50						
Average number of days in final action	79.00	27.25	137.50	214.60	154.67	8.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	392.62	393.08	298.14	213.00	303.90	0						
Average number of days in final action	270.50	195.00	77.73	130.86	628.40	207.00						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>						
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total Complaints Dismissed by Agency	2	2	3	5	1	1						
Average days pending prior to dismissal	90	73	67	111	63	90						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	4	2	0	3	1	0						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru03-31</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</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	0		0		1		3		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	1	100	3	100	0	0	0	0



Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	100	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	1	33	0	0	0	0
<b>Findings Without Hearing</b>	5		1		1		0		0		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	3	60	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	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	5	100	1	100	1	100	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>2016Thru03-31</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</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>	5		1		2		3		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	1	33	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												









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>2016Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	33	28	34	37	30	39						
Total Complainants	30	28	34	36	30	39						
<b>Number complaints pending</b>												
Investigation	12	5	3	2	2	1						
ROI issued, pending Complainant's action	1	2	0	0	0	0						
Hearing	13	14	23	31	26	0						
Final Agency Action	9	8	8	5	3	2						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2016Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	18	10	3	2	2	1						