

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

FS (and below)

For 4th Quarter 2014 for period ending September 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	100	121	147	171	180	149
Number of Complainants	47	114	134	156	158	140
Repeat Filers	4	4	9	10	17	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	2014Thru09-30
Race	23	32	41	44	47	60
Color	6	0	2	3	1	7
Religion	2	4	3	6	5	1
Reprisal	45	39	76	91	108	84
Sex	32	41	68	71	67	62
PDA	0	0	0	0	1	1

National Origin	14	15	20	18	21	25
Equal Pay Act	0	1	2	0	1	0
Age	35	35	51	48	50	46
Disability	16	26	31	48	58	33
Genetics	0	0	0	0	0	0
Non-EEO	7	11	13	20	12	13
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	3	3	12	13	12	8
Assignment of Duties	17	11	18	30	46	40
Awards	4	0	5	5	7	5
Conversion to Full-time	0	1	0	1	1	0
Disciplinary Action						
Demotion	1	0	1	1	0	4
Reprimand	6	1	8	6	9	6
Suspension	5	7	7	15	13	9
Removal	2	1	1	4	5	3
Other	2	2	5	7	7	14
Duty Hours	4	1	3	6	1	3
Evaluation Appraisal	9	5	19	14	26	21
Examination/Test	1	0	0	3	1	1
Harassment						
Non-Sexual	47	51	73	110	111	88

Sexual	4	5	3	9	3	7
Medical Examination	0	0	0	2	1	0
Pay (Including Overtime)	2	5	8	6	10	14
Promotion/Non-Selection	21	27	34	29	37	33
Reassignment						
Denied	3	1	1	2	8	10
Directed	4	1	5	4	10	17
Reasonable Accommodation	3	12	15	19	27	11
Reinstatement	0	1	0	0	0	0
Retirement	5	0	2	0	1	0
Termination	6	12	16	7	17	15
Terms/Conditions of Employment	15	10	21	24	72	50
Time and Attendance	7	0	5	18	23	11
Training	4	1	10	9	14	11
Other	4	18	20	13	3	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	249.32	336.69	214.41	214.69	227.53	209.78
Average number of days in final action	782.83	910.62	161.20	236.84	131.64	169.94
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	248.02	272.95	215.31	202.75	223.60	205.25

Average number of days in final action	251.26	261.82	85.13	166.35	62.96	184.81						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	250.30	373.55	213.14	231.69	233.20	216.36						
Average number of days in final action	944.38	1,161.30	228.57	267.56	165.98	151.60						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	10	11	24	18	32	19						
Average days pending prior to dismissal	108	169	129	77	150	88						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	4	3	8	5	7						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		12		2		0		2		1	
Without Hearing	4	100	10	83	0	0	0	0	0	0	0	0
With Hearing	0	0	2	17	2	100	0	0	2	100	1	100

Sex	0	0	1	50	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	1	50	0	0	0	0	1	100	0	0
Disability	0	0	1	50	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	0	0	0	0	0	0
Findings Without Hearing	1		8		10		6		4		3	
Race	1	100	0	0	0	0	1	17	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	5	63	4	40	4	67	2	50	1	33
Sex	0	0	0	0	0	0	0	0	1	25	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	1	13	0	0	0	0	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	25	2	20	1	17	1	25	0	0
Disability	0	0	1	13	4	40	1	17	1	25	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	13	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		12		11		6		5		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	8	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	1	33
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	9	0	0	1	20	0	0
Removal	0	0	1	8	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	17	0	0	1	33
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	9	1	17	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	4	33	5	45	4	67	1	20	1	33
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	2	50	1	8	0	0	0	0	1	20	1	33
Reassignment												

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	1	33
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	10	0	0	1	25	0	0
Removal	0	0	1	10	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	17	0	0	1	33
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	10	1	17	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	3	30	4	40	4	67	1	25	1	33
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	2	50	1	10	0	0	0	0	1	25	1	33
Reassignment												
Denied	0	0	0	0	1	10	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	2	20	2	20	3	50	0	0	1	33
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	1	10	0	0	0	0	0	0
Termination	1	25	1	10	2	20	1	17	1	25	0	0
Terms/Conditions of Employment	1	25	0	0	1	10	0	0	1	25	0	0
Time and Attendance	0	0	0	0	0	0	1	17	0	0	0	0

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	2	20	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
Total complaints from previous Fiscal Years	312	218	121	140	159							193
Total Complainants	247	143	94	115	132							157
Number complaints pending												
Investigation	11	10	9	12	9							10
ROI issued, pending Complainant's action	0	3	0	0	0							2
Hearing	77	57	71	90	110							157
Final Agency Action	42	32	36	37	40							24
Appeal with EEOC Office of Federal Operations	5	6	11	10	14							19
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
Pending Complaints Where Investigations Exceed Required Time Frames	26	37	26	21	13							12