

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

FS (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	121	147	171	180	150	146
Number of Complainants	114	134	156	158	141	142
Repeat Filers	4	9	10	17	7	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	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	2015Thru09-30
Race	32	41	44	47	60	36
Color	0	2	3	1	7	4
Religion	4	3	6	5	1	4
Reprisal	39	76	91	108	91	91
Sex	41	68	71	67	65	55
PDA	0	0	0	1	1	0

National Origin	15	20	18	21	25	21
Equal Pay Act	1	2	0	1	0	1
Age	35	51	48	50	49	42
Disability	26	31	48	58	34	56
Genetics	0	0	0	0	0	0
Non-EEO	11	13	20	12	15	9
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<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	10
Assignment of Duties	11	18	30	46	46	27
Awards	0	5	5	7	5	6
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	23
Suspension	7	7	15	13	12	22
Removal	1	1	4	5	3	4
Other	2	5	7	7	20	3
Duty Hours	1	3	6	1	4	4
Evaluation Appraisal	5	19	14	26	26	20
Examination/Test	0	0	3	1	2	0
Harassment						
Non-Sexual	51	73	110	111	91	94

Sexual	5	3	9	3	7	4
Medical Examination	0	0	2	1	1	2
Pay (Including Overtime)	5	8	6	10	17	10
Promotion/Non-Selection	27	34	29	37	33	47
Reassignment						
Denied	1	1	2	8	11	8
Directed	1	5	4	10	20	8
Reasonable Accommodation	12	15	19	27	15	25
Reinstatement	1	0	0	0	0	1
Retirement	0	2	0	1	0	0
Termination	12	16	7	17	19	12
Terms/Conditions of Employment	10	21	24	72	61	43
Time and Attendance	0	5	18	23	16	24
Training	1	10	9	14	13	15
Other	18	20	13	3	7	10
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	373.55	214.41	214.69	227.53	209.69	200.33
Average number of days in final action	1,161.30	161.20	236.84	131.64	173.22	100.81
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	215.31	202.75	223.60	205.90	217.63

Average number of days in final action	0	85.13	166.35	62.96	189.56	161.00						
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	181.71						
Average number of days in final action	1,161.30	228.57	267.56	165.98	152.93	86.72						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2015Thru09-30						
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	11	24	18	32	19	16						
Average days pending prior to dismissal	169	129	77	150	88	97						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	4	3	9	5	8	5						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		2		0		2		1		3	
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	3	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
<i>Note: Complaints can</i>	2010	2011	2012	2013	2014							

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	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	1	8	0	0	0	0	1	20	0	0	0	0
Reassignment												
Denied	0	0	1	9	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	2	17	2	18	3	50	0	0	1	50	2	67
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	8	1	9	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	0	0	2	67
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	50	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	10		10		6		4		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	10	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	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					2015Thru09-30			
				2010	2011	2012	2013	2014				
Total complaints from previous				218	125	143	162	196	221			

Fiscal Years						
Total Complainants	143	96	116	133	158	189
Number complaints pending						
Investigation	10	13	16	13	13	11
ROI issued, pending Complainant's action	3	0	0	0	2	0
Hearing	57	71	89	109	154	190
Final Agency Action	32	36	37	40	27	22
Appeal with EEOC Office of Federal Operations	6	11	10	14	19	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	37	30	25	15	13	13