

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

FSA (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	44	38	27	22	15	19
Number of Complainants	44	38	27	22	15	19
Repeat Filers	8	0	0	0	0	0
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>						
Race	8	14	10	10	9	7
Color	0	2	3	0	4	2
Religion	0	0	0	0	2	1
Reprisal	18	22	15	12	6	9
Sex	16	12	11	5	8	12
PDA	0	0	0	0	0	0

National Origin	0	2	0	1	1	2
Equal Pay Act	0	0	0	0	0	0
Age	11	14	10	6	6	9
Disability	11	7	1	2	4	3
Genetics	0	0	0	0	0	1
Non-EEO	6	2	6	1	6	2
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	0	5	1	4	1	2
Assignment of Duties	2	4	3	2	3	5
Awards	1	0	0	1	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	0	0	1	2	1	2
Suspension	1	2	4	2	2	0
Removal	0	0	0	1	0	0
Other	0	1	3	1	0	2
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	3	4	1	2	2	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	14	14	8	7	10	9

Sexual	2	1	0	1	1	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	12	9	10	7	4	7
Reassignment						
Denied	0	1	0	0	2	1
Directed	4	1	1	0	1	0
Reasonable Accommodation	3	3	2	0	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	2	2	1	0	0
Terms/Conditions of Employment	2	1	2	6	5	7
Time and Attendance	6	4	2	1	0	4
Training	3	1	1	0	1	2
Other	9	9	4	0	2	0
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	282.27	356.04	271.41	195.84	206.12	183.69
Average number of days in final action	1,476.73	156.56	296.82	152.05	190.50	126.78
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	350.64	169.14	207.27	217.44	196.67

Average number of days in final action	0	50.14	79.69	153.50	205.67	73.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	282.27	364.52	458.92	153.00	191.57	167.00						
Average number of days in final action	1,476.73	239.33	610.44	149.57	145.00	153.67						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2015Thru09-30						
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	4	9	1	2	2	2						
Average days pending prior to dismissal	192	233	1490	50	78	88						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	3	0	3	0	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		0		1		0	
Without Hearing	2	100	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	0	0	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
<i>Note: Complaints can be</i>	2010	2011	2012	2013	2014							

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	1	25	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	50	1	25	1	100	0	0	0	0	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	1	25	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	25	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	1	25	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	25	0	0	0	0	0	0	0	0
Time and Attendance	1	50	0	0	1	100	0	0	0	0	0	0

Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	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	2		3		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	33	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	1	33	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	50	1	33	1	100	0	0	0	0	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	1	33	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	1	33	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	1	33	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	0	0	0	0	
Time and Attendance	1	50	0	0	1	100	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												
	Previous Fiscal Year Data					2015Thru09-30							
	2010	2011	2012	2013	2014								
Total complaints from previous Fiscal Years	96	50	52	43	36	36							
Total Complainants	83	49	52	43	36	36							
Number complaints pending													
Investigation	9	3	2	2	2	2							
ROI issued, pending Complainant's action	0	0	1	0	0	0							

Hearing	36	38	43	33	33	33
Final Agency Action	3	9	7	8	2	2
Appeal with EEOC Office of Federal Operations	1	1	1	3	4	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	29	8	2	2	2	2