

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

## FS (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	147	171	180	150	153	158
Number of Complainants	134	156	158	141	148	143
Repeat Filers	9	10	17	7	5	11
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	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	2016Thru09-30
Race	41	44	47	60	40	34
Color	2	3	1	7	5	3
Religion	3	6	5	1	4	16
Reprisal	76	91	108	91	96	92
Sex	68	71	67	65	57	48
PDA	0	0	1	1	0	0

National Origin	20	18	21	25	24	13
Equal Pay Act	2	0	1	0	1	0
Age	51	48	50	49	45	49
Disability	31	48	58	34	58	55
Genetics	0	0	0	0	0	0
Non-EEO	13	20	12	15	11	10
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</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	12	13	12	8	10	5
Assignment of Duties	18	30	46	46	31	27
Awards	5	5	7	5	6	1
Conversion to Full Time/Perm Status	0	1	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	0	4	0	0
Reprimand	8	6	9	8	28	11
Suspension	7	15	13	12	25	8
Removal	1	4	5	3	4	3
Other	0	0	0	0	0	5
Duty Hours	3	6	1	4	3	2
Perf. Eval./ Appraisal	19	14	26	26	21	25
Examination/Test	0	3	1	2	0	0
<b>Harassment</b>						
Non-Sexual	73	110	111	91	98	103

Sexual	3	9	3	7	4	3
Medical Examination	0	2	1	1	3	1
Pay including overtime	8	6	10	17	10	7
Promotion/Non-Selection	34	29	37	33	51	32
<b>Reassignment</b>						
Denied	1	2	8	11	9	7
Directed	5	4	10	20	8	1
Reasonable Accommodation Disability	15	19	27	15	27	26
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	2
Retirement	2	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	0	7
Termination	16	7	17	19	12	5
Terms/Conditions of Employment	21	24	72	61	54	28
Time and Attendance	5	18	23	16	29	20
Training	10	9	14	13	19	21
<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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	214.41	214.69	227.53	209.69	198.55	202.23
Average number of days in final action	161.20	236.84	131.64	173.22	101.19	131.90
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.31	202.75	223.60	205.90	215.82	209.71
Average number of days in final action	85.13	166.35	62.96	189.56	160.00	39.10
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	213.14	231.69	233.20	215.34	180.09	188.21
Average number of days in final action	228.57	267.56	165.98	152.93	87.13	229.46
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	24	18	32	19	18	16
Average days pending prior to dismissal	129	77	150	88	95	85
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	3	9	5	8	5	6



<b>Findings After Hearing</b>	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
<b>Findings Without Hearing</b>	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



Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	20	0	0	0	0	0	0
Reassignment												
Denied	1	9	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 Disability	2	18	3	50	0	0	1	50	2	67	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	9	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	18	1	17	2	40	0	0	0	0	0	0
Terms/Conditions of Employment	1	9	0	0	1	20	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 Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
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>Findings After Hearing</b>	1		0		1		0		3		0	







Suspension	1	10	0	0	1	25	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
Perf. Eval./ Appraisal	1	10	1	17	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	4	40	4	67	1	25	1	50	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	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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	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 Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
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>2016Thru09-30</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	125	143	162	196	211	181						
Total Complainants	96	116	133	158	184	170						
<b>Number complaints pending</b>												
Investigation	13	16	13	13	11	4						
ROI issued, pending Complainant's action	0	0	0	2	0	0						
Hearing	71	89	109	154	180	152						
Final Agency Action	36	37	40	27	19	19						
Appeal with EEOC Office of Federal Operations	11	10	14	19	4	25						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2016Thru09-30</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	30	25	15	13	13	1						

