

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

RHS

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 | 20 | 33 | 38 | 23 | 21 | 31 |
| Number of Complainants | 20 | 33 | 37 | 23 | 21 | 31 |
| Repeat Filers | 0 | 0 | 1 | 0 | 0 | 0 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2016Thru09-30 |
| <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 | |
| Race | 11 | 14 | 9 | 11 | 10 | 18 |
| Color | 2 | 2 | 3 | 0 | 2 | 5 |
| Religion | 2 | 1 | 1 | 0 | 0 | 0 |
| Reprisal | 6 | 15 | 24 | 13 | 8 | 13 |
| Sex | 9 | 19 | 12 | 5 | 9 | 13 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 3 | 2 | 2 | 5 | 4 | 2 |
| Equal Pay Act | 1 | 1 | 2 | 0 | 0 | 0 |
| Age | 7 | 11 | 12 | 9 | 7 | 16 |
| Disability | 1 | 10 | 4 | 6 | 7 | 7 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 3 | 5 | 4 | 2 | 2 | 2 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2016Thru09-30 |
| <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 | |
| Appointment/Hire | 1 | 0 | 0 | 0 | 1 | 1 |
| Assignment of Duties | 2 | 3 | 8 | 8 | 6 | 9 |
| Awards | 1 | 3 | 1 | 1 | 1 | 1 |
| Conversion to Full Time/Perm Status | 0 | 0 | 1 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 1 | 0 | 0 | 0 | 0 |
| Reprimand | 1 | 6 | 0 | 0 | 0 | 1 |
| Suspension | 0 | 3 | 1 | 0 | 2 | 0 |
| Removal | 0 | 1 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 1 |
| Duty Hours | 0 | 2 | 0 | 0 | 1 | 2 |
| Perf. Eval./ Appraisal | 0 | 3 | 7 | 5 | 5 | 5 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 1 |
| Harassment | | | | | | |
| Non-Sexual | 7 | 19 | 19 | 10 | 9 | 14 |

| | | | | | | |
|-------------------------------------|----|---|----|---|---|----|
| 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 | 10 |
| Reassignment | | | | | | |
| Denied | 0 | 1 | 0 | 2 | 2 | 1 |
| Directed | 1 | 4 | 1 | 1 | 3 | 2 |
| Reasonable Accommodation Disability | 0 | 4 | 4 | 1 | 5 | 3 |
| 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 | 2 |
| Termination | 1 | 1 | 2 | 4 | 1 | 5 |
| Terms/Conditions of Employment | 0 | 4 | 8 | 4 | 9 | 6 |
| Time and Attendance | 0 | 7 | 3 | 4 | 2 | 4 |
| Training | 0 | 2 | 2 | 3 | 0 | 2 |
| Other | | | | | | |
| 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 | 362.04 | 396.64 | 292.95 | 207.08 | 243.62 | 187.33 |
| Average number of days in final action | 215.79 | 143.38 | 90.32 | 180.12 | 370.00 | 59.00 |
| 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 | 195.19 |
| Average number of days in final action | 79.00 | 27.25 | 137.50 | 214.60 | 154.67 | 42.10 |
| 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 | 171.62 |
| Average number of days in final action | 270.50 | 195.00 | 77.73 | 130.86 | 628.40 | 83.14 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2016Thru09-30 |
| | 2011 | 2012 | 2013 | 2014 | 2015 | |
| Total Complaints Dismissed by Agency | 2 | 2 | 3 | 5 | 1 | 1 |
| Average days pending prior to dismissal | 90 | 73 | 67 | 111 | 63 | 90 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 4 | 2 | 0 | 3 | 1 | 1 |

| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| | Previous Fiscal Year Data | | | | | | | | | | 2016Thru09-30 | |
| | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| 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 |
| Findings of Discrimination Rendered 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 and findings.</i> | | | | | | | | | | | | |
| Total Number Findings | 5 | | 1 | | 2 | | 3 | | 0 | | 0 | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 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 | 2 | 67 | 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 | 50 | 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 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 100 | 1 | 50 | 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 |

| | | | | | | | | | | | | |
|---|----------------------------------|-----|-------------|-----|-------------|---|-------------|----|-------------|---|----------------------|---|
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2016Thru09-30 | |
| | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 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 | | | | | | | | | | | | |
| 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 |
| Perf. Eval./ Appraisal | 0 | 0 | 1 | 100 | 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 | 5 | 100 | 1 | 100 | 0 | 0 | 1 | 33 | 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 | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 |

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|-------------------------------------|---|-----|---|---|---|----|---|----|---|---|---|---|
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 5 | 100 | 0 | 0 | 0 | 0 | 2 | 67 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 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 | 0 | 0 | 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 | 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 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 |
| | | | | | | | | | | | | |
| Findings After Hearing | 0 | | 0 | | 1 | | 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 |

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|-------------------------------------|---|-----|---|-----|---|---|---|---|---|---|---|---|
| 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 | 0 | 0 | 1 | 100 | 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 | 5 | 100 | 1 | 100 | 0 | 0 | 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 | 0 | 0 | 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 | 5 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 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 |
| Religious Accommodation | 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 |
| 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 | 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 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 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | 2016Thru09-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | | | | | | | |
| Total complaints from previous Fiscal Years | 33 | 28 | 34 | 37 | 30 | 25 | | | | | | |
| Total Complainants | 30 | 28 | 34 | 36 | 30 | 25 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 12 | 5 | 3 | 2 | 2 | 0 | | | | | | |
| ROI issued, pending Complainant's action | 1 | 2 | 0 | 0 | 0 | 0 | | | | | | |
| Hearing | 13 | 14 | 23 | 31 | 26 | 19 | | | | | | |
| Final Agency Action | 9 | 8 | 8 | 5 | 3 | 6 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | 2016Thru09-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2011 | 2012 | 2013 | 2014 | 2015 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 18 | 10 | 3 | 2 | 2 | 0 | | | | | | |