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

FS (and below)

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal	Year	Data	2	2017Thru09-30							
	2012	2013	2014	201	5 201									
Number of Complaints Filed	171	180	150	153	8 15	8	143							
Number of Complainants	156	158	141	148	3 14	3	126							
Repeat Filers	10	17	7	5	11		14							
Comulainta hu Docia		Comparative Data												
Complaints by Basis		Prev	vious I	Fiscal	Year I	Data								
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	n of	2012	2013	2014	2015	2016	2017Thru09- 30							
Race		44	47	60	40	34	52							
Color			3	1	7	5	3	6						
Religion		6	5	1	4	16	8							
Reprisal		91	108	91	96	92	91							
Sex		71	67	65	57	48	52							
PDA		0	1	1	0	0	1							
National Origin		18	21	25	24	13	16							
Equal Pay Act		0	1	0	1	0	1							

For 4th Quarter 2017 for period ending September 30, 2017

A ~~	40	50	40	15	40	50
Age	48	50	49	45 50	49	59
Disability	48	58	34	58	55	53
Genetics	0	0	0	0	0	1
Non-EEO	20	12	15	11	10	12
Complaints by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year I	Data	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru09- 30
Appointment/Hire	13	12	8	10	5	11
Assignment of Duties	30	46	46	31	27	19
Awards	5	7	5	6	1	0
Conversion to Full Time/Perm Status	1	1	0	0	0	0
Disciplinary Action						
Demotion	1	0	4	0	0	0
Reprimand	6	9	8	28	11	4
Suspension	15	13	12	25	8	18
Removal	4	5	3	4	3	3
Other	0	0	0	0	5	1
Duty Hours	6	1	4	3	2	6
Perf. Eval./ Appraisal	14	26	26	21	25	16
Examination/Test	3	1	2	0	0	1
Harassment						<u>.</u>
Non-Sexual	110	111	91	98	103	92
Sexual	9	3	7	4	3	0
Medical Examination	2	1	1	3	1	2
Pay including overtime	6	10	17	10	7	8
Promotion/Non-Selection	29	37	33	51	32	24
Reassignment		-	-		-	
Denied	2	8	11	9	7	2

Directed		4	10	20	8	1	6
Reasonable Accommodation I	Disability	/ 19	27	15	27	26	23
Reinstatement		0	0	0	1	0	0
Religious Accommodation		0	0	0	0	2	0
Retirement		0	1	0	0	0	3
Sex-Stereotyping		0	0	0	0	1	0
Telework		0	0	0	0	7	3
Termination		7	17	19	12	2 5	8
Terms/Conditions of Employn	nent	24	72	61	54	28	31
Time and Attendance		18	23	16	29	20	16
Training		9	14	13	19	21	12
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
			Cor	npara	ative	Data	
Processing Time	P	revious	Fiscal	Year	[.] Dat	a	2017Thru09-
	2012	2013	2014	20)15	2016	30
Complaints pending during fis	cal year						
Average number of days in investigation	214.69	227.53	209.6	9 19	8.55	202.23	148.77
Average number of days in final action	236.84	131.64	173.2	2 10	1.19	131.90	330.49
Complaint pending during fisc	al year v	where he	aring v	vas re	quest	ted	·
Average number of days in investigation	202.75	223.60	205.9	0 21	5.82	209.71	147.32
Average number of days in final action	166.35	62.96	189.5	6 16	0.00	39.10	159.03
Complaint pending during fisc	cal year v	where he	aring v	vas no	ot req	uested	
Average number of days in investigation	231.69	233.20	215.3	4 18	0.09	188.21	152.19

Average number of days in final action 26	7.56	5 10	65.9	8 1	52.	93	87.	13	229	.46	4	67.67
						Co	mp	arat	ive	Dat	a	
Complaints Dismissed by Ager	ncy		Pre	viou	ıs F	Fisca	l Ye	ear I)ata	a	2017Thru09-	
		2	2012 2		13	2014	4 2	015	20	16		30
Total Complaints Dismissed by Agency			18		2	19		18	1	6		34
Average days pending prior to dismissal		,	77	15	0	88		95	8	5		61
Complaint	s W	ithd	lrav	vn b	y (Comp	olai	nant	s			
Total Complaints Withdrawn by Complainants			9	5		8		5	e	5		9
		Comparative Data										
Total Final Agency Actions		P	revi	ous	Fis	scal Y	Yea	r Da	ta		2017	Thru09-
Finding Discrimination	20	12 201		13	2	014	2	015	20)16		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
With Hearing	0	0	2	100	1	100	3	100	0	0	0	0
Findings of Discrimination						Com	par	rativ	e D	ata		
Rendered by Basis		F	Prev	ious	s Fi	scal	Yea	ar Da	ata		2017	Thru09-
Note: Complaints can be filed	2	012	2	013	2	2014	2	2015	2	016		30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		5		2		3		0		1	1
Race	1	17	0	0	0	0	0	0	0	0	1	100
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	67	2	40	1	50	0	0	0	0	0	0
Sex	0	0	1	20	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

				1								1
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	1	17	2	40	0	0	0	0	0	0	0	0
Disability	1	17	1	20	2	100	3	100	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 After Hearing	0		1		0		3		0		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	1	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	3	100	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	6		4		2		0		0		1	
Race	1	17	0	0	0	0	0	0	0	0	1	100
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	67	2	50	1	50	0	0	0	0	0	0
Sex	0	0	1	25	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	1	17	1		25	0	0	0	0	0	0	0	0
Disability	1	17	1		25	2	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
						(Com	pa	rativ	ve I	Data	l	
Findings of Discrimination		F	re	vi	ous	Fis	cal Y	Z e a	r Da	ata		2017	Thru09
Rendered by Issue		201	2	2013		2	014	20)15	20	16		30
		# 9⁄	6	#	%	#	%	#	%	#	%	#	%
Total Number Findings		6		5		2		3		0		1	
Appointment/Hire		0 0)	0	0	0	0	0	0	0	0	0	0
Assignment of Duties		0 0)	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/Perm Status		0 0)	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Demotion		0 0)	0	0	1	50	0	0	0	0	0	0
Reprimand		0 0)	0	0	0	0	0	0	0	0	0	0
Suspension		0 0)	1	20	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		1 1	7	0	0	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 6	7	1	20	1	50	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	<u>,</u>	1	20	0	0	0	0	0	0	1	100

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 Disability	3	50	0	0	1	50	2	67	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	1	17	2	40	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	20	0	0	0	0	0	0	0	0
Time and Attendance	1	17	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												1
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		1		0		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	0	0	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	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	(
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	(
Harassment		-		-		-		-		-		
Non-Sexual	0	0	0	0	0	0	1	33	0	0	0	(
Sexual	0	0	0	0	0	0	0	0	0	0	0	(
Medical Examination	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	(
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	(
Reassignment				-		-				-		
Denied	0	0	0	0	0	0	0	0	0	0	0	(
Directed	0	0	0	0	0	0	0	0	0	0	0	(
Reasonable Accommodation Disability	0	0	0	0	0	0	2	67	0	0	0	(
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	(
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	(
Retirement	0	0	0	0	0	0	0	0	0	0	0	(
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	(
Telework	0	0	0	0	0	0	0	0	0	0	0	(
Termination	0	0	1	100	0	0	0	0	0	0	0	(
Terms/Conditions of Employment	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	(
Training	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	(
User Defined - Other 2	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	(
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	(
Findings Without Hearing	6		4		2		0		0		1	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action							-			<u>.</u>		
Demotion	0	0	0	0	1	50	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	25	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	1	17	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											1	1
Non-Sexual	4	67	1	25	1	50	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	1	25	0	0	0	0	0	0	1	100
Reassignment											1	1
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 Disability	3	50	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	1	17	1	25	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	17	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			
		Comparative Data													
Pending Complaints Filed in Provious Fiscal Voors by Status		P	Previous Fiscal Year Data							ta	201	7Thru09-			
Previous Fiscal Years by Status		20	12	2013	2	2014	20	2015		016		30			
Total complaints from previous Fisc Years	al	14	3	162	Ī	196	2	211		81	199				
Total Complainants		11	6	133	Ť	158	1	84	1	70		170			
Number complaints pending															
Investigation		1	6	13		13	1	1		4		2			
ROI issued, pending Complainant's action		0		0		2	0		0		0				
Hearing		8	9	109	T	154	180		1	52	177				
Final Agency Action		3'	7	40	Ť	27	1	19	Ì	19		21			
Appeal with EEOC Office of Federal Operations		1	0	14		19	4			25		40			
						Con	npa	rat	ive	e Dat	ta				
Complaint Investigations		F	Pre	vious	Fi	iscal	Ye	ar l	Da	ta	201	7Thru09-			
		20	12	2013	2	2014	20)15	2	016		30			
Pending Complaints Where Investigations Exceed Required Tim Frames	ne	2	5	15		13	1	13		1		2			