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

FS (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2017Thru03-31						
	2012	2013	2014	2015	2016	2017111ru05-31						
Number of Complaints Filed	171	180	150	153	158	72						
Number of Complainants	156	158	141	148	143	68						
Repeat Filers	10	17	7	5	11	4						

Complaints by Dasis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Race	44	47	60	40	34	27
Color	3	1	7	5	3	3
Religion	6	5	1	4	16	4
Reprisal	91	108	91	96	92	38
Sex	71	67	65	57	48	29
PDA	0	1	1	0	0	0

National Origin	18	21	25	24	13	6
Equal Pay Act	0	1	0	1	0	1
Age	48	50	49	45	49	28
Disability	48	58	34	58	55	26
Genetics	0	0	0	0	0	1
Non-EEO	20	12	15	11	10	10
			Com	parativ	ve Data	1
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Appointment/Hire	13	12	8	10	5	5
Assignment of Duties	30	46	46	31	27	13
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	1
Suspension	15	13	12	25	8	6
Removal	4	5	3	4	3	2
Other	0	0	0	0	5	1
Duty Hours	6	1	4	3	2	2
Perf. Eval./ Appraisal	14	26	26	21	25	10
Examination/Test	3	1	2	0	0	0
Harassment						
Non-Sexual	110	111	91	98	103	38

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

				C	omp	ar	ative I	Data	
Processing Time		Previo	us I	Fisc	al Y	eai	r Data		2017Thru03-
	2012	2013	3	201	14	2	015	2016	31
Complaints pending durin	g fiscal y	ear							
Average number of days in investigation	214.69	227.5	3	209	.69	19	98.55	202.23	172.44
Average number of days in final action	236.84	131.6	4	173	.22	10)1.19	131.90	116.92
Complaint pending during	fiscal ye	ar whe	re h	eari	ng w	as	reques	sted	1
Average number of days in investigation	202.75	223.6	0	205	.90	21	15.82	209.71	173.97
Average number of days in final action	166.35	62.96	5	189	89.56		50.00	39.10	88.12
Complaint pending during	fiscal ye	ar whe	re h	eari	ng w	/as	not re	quested	
Average number of days in investigation	231.69	233.2	0	215	.34	18	80.09	188.21	170.52
Average number of days in final action	267.56	165.9	8	152	.93	8	7.13	229.46	137.86
					C	om	parat	ive Data	
Complaints Dismissed Agency	d by	Pre	evio	ous l	Fisca	al Y	Year D	ata	2017Thru03-
		2012	20	13	201	4	2015	2016	31
Total Complaints Dismiss Agency	ed by	18	3	32	19)	18	16	20
Average days pending prid dismissal	or to	77	15	50	88	3	95	85	90
Con	plaints V	Withdr	awı	n by	v Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	9	4	5	8		5	6	2

						Comp	ara	tive D	ata	ı		
Total Final Agency			Pre	vious	Fis	cal Y	ear	Data			20177	Thru03
Actions Finding Discrimination	20	12	20	013	20	014	20	015	20	16	•	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	2	100	1	100	3	100	0	0	0	0
Findings of						Comp	ara	tive I)ata	a		
Discrimination Rendered by Basis	Previous Fiscal Year Data 2017Thru											
Note: Complaints can be	2012 2013 2014 2015 2016								31			
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		5		2		3		0		0	
Race	1	17	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	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
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		0	
Race	1	17	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	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
					C	omp	ara	tive	Da	ta		
Findings of Discrimination		I	Prev	ious l	Fisc	al Y	ear	Dat	a		2017	Thru03-
Rendered by Issue	20)12	2	013	20)14	20)15	20)16		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		5		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	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	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												
Non-Sexual	4	67	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	1	20	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 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			-	-					-			
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

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	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				1	1
Non-Sexual	0	0	0	0	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	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 Disability	0	0	0	0	0	0	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	0	0	1	100	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
		<u>'</u>		1		<u>'</u>						
Findings Without Hearing	6		4		2		0		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	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	I	1	1	1	1		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	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 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	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					
	Previous Fiscal Year Data					2017Thru03-
	2012	2013	2014	2015	2016	31
Total complaints from previous Fiscal Years	143	162	196	211	181	254
Total Complainants	116	133	158	184	170	217
Number complaints pending		-		-	-	
Investigation	16	13	13	11	4	9
ROI issued, pending Complainant's action	0	0	2	0	0	6
Hearing	89	109	154	180	152	207
Final Agency Action	37	40	27	19	19	22
Appeal with EEOC Office of Federal Operations	10	14	19	4	25	38
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-
	2012	2013	2014	2015	2016	31
Pending Complaints Where Investigations Exceed Required Time Frames	25	15	13	13	1	2