

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

## GIPSA

For 1st Quarter 2017 for period ending December 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	9	3	9	14	8	2
Number of Complainants	9	3	9	14	8	2
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	2	6	7	5	1
Color	2	2	2	6	1	0
Religion	3	1	2	2	1	1
Reprisal	4	1	6	8	4	2
Sex	5	2	1	8	3	1
PDA	0	1	0	0	0	0
National Origin	1	1	4	2	1	0

Equal Pay Act	0	0	0	0	0	0
Age	4	2	4	7	4	1
Disability	3	0	2	6	2	1
Genetics	0	0	0	0	0	0
Non-EEO	1	0	1	2	1	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	0	0	0	0	1	0
Assignment of Duties	0	0	4	2	1	0
Awards	1	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	0	0	0	1	0	0
Suspension	0	0	0	3	1	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	1	1	0	0
Perf. Eval./ Appraisal	0	0	1	2	2	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	2	4	7	2	2
Sexual	1	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	2	0	0	0

Promotion/Non-Selection	6	1	3	4	3	0
<b>Reassignment</b>						
Denied	1	0	1	1	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	1	0	1	2	0	0
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	0
Termination	0	0	1	1	0	0
Terms/Conditions of Employment	0	0	3	0	1	0
Time and Attendance	1	0	0	1	0	0
Training	0	0	0	0	1	1
<b>Other</b>						
User Defined - Other 1	0	0	0	0	1	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Complaints pending during fiscal year						
Average number of days in investigation	149.50	163.25	177.00	157.90	269.50	383.00
Average number of days in final action	228.40	18.00	0	52.17	84.25	.50
Complaint pending during fiscal year where hearing was requested						





Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	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
<b>Findings Without Hearing</b>	1		0		0		0		0		0	
Race	1	100	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	1	100	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	1	100	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	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru12-31</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	1		0		0		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												











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>2017Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	8	11	11	13	13	12						
Total Complainants	8	11	11	13	13	12						
<b>Number complaints pending</b>												
Investigation	2	3	3	2	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	6	9	8	12	13	12						
Final Agency Action	0	0	1	0	0	0						
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	1						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2017Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	3	3	0	0						