

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

## GIPSA

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	9	3	9	14	8	4
Number of Complainants	9	3	9	14	8	4
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	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>	2012	2013	2014	2015	2016	2017Thru03-31
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	3
Disability	3	0	2	6	2	2
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>2017Thru03-31</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	3

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	1
<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	1
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	149.50	163.25	177.00	157.90	269.50	242.00
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						
Average number of days in investigation	159.20	151.33	174.00	156.62	294.20	383.00
Average number of days in final action	146.67	18.00	0	47.20	27.67	.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	101.00	199.00	180.00	163.00	146.00	101.00
Average number of days in final action	351.00	0	0	77.00	254.00	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	0	1	0	4	2	0
Average days pending prior to dismissal	0	39	0	78	102	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	1	0	2	2	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>2017Thru03- 31</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Sexual	1	100	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











<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru03-31</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	11
Final Agency Action	0	0	1	0	0	1
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	1
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru03-31</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