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

RD (and below)

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

			Coı	mparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2017Th12 21
	2012	2013	2014	2015	2016	2017Thru12-31
Number of Complaints Filed	37	49	28	30	45	16
Number of Complainants	37	48	28	30	45	16
Repeat Filers	0	1	0	0	0	0

Complaints by Posis			Com	parati	ve Data	a
Complaints by Basis	Pre	vious]	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	2017Thru12- 31
Race	16	16	15	14	27	9
Color	3	5	0	2	9	0
Religion	1	1	0	1	1	1
Reprisal	17	30	15	11	18	5
Sex	20	21	8	13	19	8
PDA	0	0	0	0	0	0
National Origin	3	4	5	4	3	1

Equal Pay Act	1	2	0	0	0	0
Age	13	14	12	11	19	9
Disability	11	6	7	9	9	7
Genetics	0	0	0	0	0	0
Non-EEO	5	4	2	3	2	1
Compleints by Issue			Com	parati	ve Data	a
Complaints by Issue	Pre	vious]	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	2017Thru12- 31
Appointment/Hire	0	0	0	1	1	1
Assignment of Duties	6	12	8	7	12	0
Awards	3	2	1	1	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	1	0
Reprimand	8	0	0	0	1	0
Suspension	4	2	0	2	0	0
Removal	1	0	0	0	0	0
Other	0	0	0	0	1	0
Duty Hours	2	0	0	1	2	0
Perf. Eval./ Appraisal	3	7	5	6	8	3
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	22	29	11	14	21	9
Sexual	1	0	0	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	5	3	2	0	0

Promotion/Non-Selection		6	13	13	8	15	6
Reassignment							
Denied		1	0	2	2	1	0
Directed		4	1	1	4	3	0
Reasonable Accommodation Disability	l	4	5	1	7	4	3
Reinstatement	tatement				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	5	0
Termination		2	2	4	1	6	1
Terms/Conditions of Employ	yment	6	12	5	10	8	1
Time and Attendance		7	5	5	2	8	1
Training		4	4	3	1	3	0
Other							
User Defined - Other 1		0	0	0	0	2	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
			Con	ıpar	ative	Data	·
Processing Time	I	Previous	Fiscal	Yea	r Data	a	2017Thru12-
	2012	2013	2014	2	015	2016	31
Complaints pending during t	iscal year	•					1
Average number of days in investigation	367.68	288.96	5 196.03		33.24	187.58	184.50
Average number of days in final action	157.46	168.18	3 26	50.35	116.89	23.50	
Complaint pending during fi	scal year	where he	aring v	vas r	equest	ted	1

Average number of days in investigation	358	3.88	28	3.6	4 2	207	.05	210).27	19	1.10	20)1.00
Average number of days in final action	113	3.17	92	2.86	5 2	212	.93	143	3.57	14	2.67	2	3.50
Complaint pending during fis	scal y	year	whe	re l	hea	ring	g was	no	t req	ues	sted		
Average number of days in investigation	378	3.25	29	6.7	9 1	177	.67	266	266.93 181		31.42	168.00	
Average number of days in final action	167	7.08	.08 181.2			116	.54	342	2.10	84	4.67		0
							Co	m	para	tive	e Data	a	
Complaints Dismissed by A	Agen	cy]	Pre	vio	us l	Fisca	l Y	ear]	Dat	ta	2017	Thru12-
			20	12	20	13	201	14 2015		2016		31	
Total Complaints Dismissed Agency	by		5	,		1	6		2		2		2
Average days pending prior t dismissal	to		27	275		7	109)	59		94		48
Compl	laint	s W	ithd	rav	wn	by	Com	omplainan				1	
Total Complaints Withdrawn Complainants	by		3		2	2	3		2		2	0	
			-				Com	par	ativ	e D	ata		
Total Final Agency Action	ıs		Pro	evic	ous	Fis	cal Y	Zea	r Da	ta		2017	Thru12-
Finding Discrimination		2012	2 :	201	3	20	014	20	015	2	016		31
	#	# 9 /	ó #	(%	#	%	#	%	#	%	#	%
Total Number Findings	()	1			4		0		1		0	
Without Hearing	(0 0	0		0	0	0	0	0	1	100	0	0
With Hearing	(0 0) 1 1		00	4	100	0	0	0	0	0	0

Findings of Discrimination					C	omp	ara	ativ	e D	ata		
Rendered by Basis		Pı	revi	ious 1	Fisc	al Y	ea	r Da	ıta		2017	Thru12-
Note: Complaints can be filed	2	012	2	013	20	014	20)15	2	016		31
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		4		0		1		0	
Race	0	0	0	0	2	50	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	1	25	2	50	0	0	1	100	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	2	50	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	100	2	50	0	0	0	0	0	0	0	0
Disability	1	100	1	25	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	1	25	0	0	0	0	0	0
Findings After Hearing	0		1		4		0		0		0	
Race	0	0	0	0	2	50	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	2	50	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	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	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	1	25	0	0	0	0	0	0
Findings Without Hearing	1		3		0		0		1		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	1	33	0	0	0	0	1	100	0	0
Sex	0	0	1	33	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	2	67	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	100	2	67	0	0	0	0	0	0	0	0
Disability	1	100	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
					C	omp	ara	ative	e Da	ata		
Findings of Discrimination		Pr	evi	ous F	isc	al Y	ear	Da	ta		20177	Γhru12-
Rendered by Issue	20	012	20	013	20	14	20	15	2()16		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		4		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	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	0
Perf. Eval./ Appraisal	1	100	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	1	100	1	25	1	25	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	2	50	0	0	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	25	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	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	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		1		4		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	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	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												
Non-Sexual	0	0	0	0	1	25	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	2	50	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	2	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	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
Findings Without Hearing	1		3		0		0		1		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			1									
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	1	100	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	1	100	1	33	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	1	33	0	0	0	0	1	100	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	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	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	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
						Co)m	para	tiv	e Dat	a	
Pending Complaints Filed Previous Fiscal Years by St		5	Pı	evio	us l	Fisca	al Y	/ear	Da	ata	2017	Γhru12-
,			2012	2012 2013 2014 2015 2010								31
Total complaints from previous Fiscal Years		57	5	57)	50		28		54	
Total Complainants			50	5	3	54	L	46		28		54
Number complaints pending												
Investigation			9	,	7	6		6		0		9
ROI issued, pending Complainant's action			3)	0		0		0		0
Hearing			31	3	4	46	5	39		21		36
Final Agency Action			17	1	7	9		7		7		8
Appeal with EEOC Office Federal Operations	Appeal with EEOC Office of Federal Operations		4	4	1	4		2		5		7
						Co	om]	para	tiv	e Dat	a	

	Complaint Investigations	Comparative Data					
		Previous Fiscal Year Data					2017Thru12-
		2012	2013	2014	2015	2016	31
	Pending Complaints Where Investigations Exceed Required Time Frames	14	7	6	6	0	2