

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

RHS

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	33	38	23	21	31	13
Number of Complainants	33	37	23	21	31	13
Repeat Filers	0	1	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>	2012	2013	2014	2015	2016	31
Race	14	9	11	10	18	6
Color	2	3	0	2	5	0
Religion	1	1	0	0	0	1
Reprisal	15	24	13	8	13	4
Sex	19	12	5	9	13	7
PDA	0	0	0	0	0	0
National Origin	2	2	5	4	2	1

Equal Pay Act	1	2	0	0	0	0
Age	11	12	9	7	16	7
Disability	10	4	6	7	7	6
Genetics	0	0	0	0	0	0
Non-EEO	5	4	2	2	2	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
<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	
Appointment/Hire	0	0	0	1	1	0
Assignment of Duties	3	8	8	6	9	0
Awards	3	1	1	1	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	6	0	0	0	1	0
Suspension	3	1	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	5	5	3
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	19	19	10	9	14	9
Sexual	1	0	0	1	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	3	3	0	0	0

Promotion/Non-Selection	5	10	9	6	10	3
Reassignment						
Denied	1	0	2	2	1	0
Directed	4	1	1	3	2	0
Reasonable Accommodation Disability	4	4	1	5	3	3
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	2	0
Termination	1	2	4	1	5	1
Terms/Conditions of Employment	4	8	4	9	6	1
Time and Attendance	7	3	4	2	4	1
Training	2	2	3	0	2	0
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	396.64	292.95	207.08	243.62	187.33	168.00
Average number of days in final action	143.38	90.32	180.12	370.00	59.00	23.50
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	399.92	289.78	204.44	211.89	195.19	0						
Average number of days in final action	27.25	137.50	214.60	154.67	42.10	23.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	393.08	298.14	213.00	303.90	171.62	168.00						
Average number of days in final action	195.00	77.73	130.86	628.40	83.14	0						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	2	3	5	1	1						2	
Average days pending prior to dismissal	73	67	111	63	90						48	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	0	3	1	1						0	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	3	100	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	33	0	0	0	0	0	0
Findings Without Hearing	1		1		0		0		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	1	100	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	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012		2013		2014		2015		2016		31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		3		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	33	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2017Thru12-31						
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	28	34	37	30	25	43						
Total Complainants	28	34	36	30	25	43						
Number complaints pending												
Investigation	5	3	2	2	0	7						
ROI issued, pending Complainant's action	2	0	0	0	0	0						
Hearing	14	23	31	26	19	28						
Final Agency Action	8	8	5	3	6	7						
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	3						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2017Thru12-31						
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	10	3	2	2	0	2						