

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

RHS

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	33	38	23	21	31	45
Number of Complainants	33	37	23	21	31	45
Repeat Filers	0	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	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	14	9	11	10	18	18
Color	2	3	0	2	5	1
Religion	1	1	0	0	0	1
Reprisal	15	24	13	8	13	20
Sex	19	12	5	9	13	14
PDA	0	0	0	0	0	0
National Origin	2	2	5	4	2	4
Equal Pay Act	1	2	0	0	0	0

Age	11	12	9	7	16	17
Disability	10	4	6	7	7	13
Genetics	0	0	0	0	0	0
Non-EEO	5	4	2	2	2	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
<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	2
Assignment of Duties	3	8	8	6	9	3
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	1
Suspension	3	1	0	2	0	0
Removal	1	0	0	0	0	0
Other	0	0	0	0	1	1
Duty Hours	2	0	0	1	2	0
Perf. Eval./ Appraisal	3	7	5	5	5	7
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	19	19	10	9	14	27
Sexual	1	0	0	1	1	1
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	10
Reassignment						
Denied	1	0	2	2	1	0

Directed	4	1	1	3	2	1
Reasonable Accommodation Disability	4	4	1	5	3	6
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	2
Termination	1	2	4	1	5	2
Terms/Conditions of Employment	4	8	4	9	6	2
Time and Attendance	7	3	4	2	4	2
Training	2	2	3	0	2	3
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					2017Thru09-30
	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	167.10
Average number of days in final action	143.38	90.32	180.12	370.00	59.00	118.19
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	167.53
Average number of days in final action	27.25	137.50	214.60	154.67	42.10	79.38
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	166.57

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										2017Thru09-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		3		0		0		1	
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												
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	0	0	1	33	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	1	33	0	0	0	0	1	100
Reassignment												

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	33	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	1	33	0	0	0	0	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	67	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		1		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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru09-30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	28	34	37	30	25	25						
Total Complainants	28	34	36	30	25	25						
Number complaints pending												
Investigation	5	3	2	2	0	0						
ROI issued, pending Complainant's action	2	0	0	0	0	0						
Hearing	14	23	31	26	19	25						
Final Agency Action	8	8	5	3	6	0						
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	8						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016	2017Thru09-30						
Pending Complaints Where Investigations Exceed Required Time Frames	10	3	2	2	0	1						