

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

CCD (and below)

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	34	37	28	20	16	3
Number of Complainants	34	36	26	20	16	3
Repeat Filers	0	1	2	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	19	22	12	13	7	2
Color	5	13	4	4	5	1
Religion	4	0	1	0	2	0
Reprisal	14	18	10	12	8	1
Sex	16	21	10	10	7	2
PDA	0	0	0	0	0	0
National Origin	3	3	1	3	2	1

Equal Pay Act	0	0	1	1	0	0
Age	11	17	5	5	4	1
Disability	7	8	12	5	7	3
Genetics	0	0	0	0	0	0
Non-EEO	4	8	4	2	0	0
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	2	4	3	1	2	0
Assignment of Duties	12	8	2	8	5	2
Awards	2	3	0	1	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	1	0
Reprimand	3	4	0	3	0	1
Suspension	1	1	0	3	2	0
Removal	0	2	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	1	2	0	0	2	0
Perf. Eval./ Appraisal	7	6	4	4	4	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	9	9	12	7	2
Sexual	1	2	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	2	2	0	0

Promotion/Non-Selection	4	8	5	5	6	2
Reassignment						
Denied	3	3	0	2	0	0
Directed	0	2	2	0	2	0
Reasonable Accommodation Disability	1	2	9	4	4	2
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	1	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	3	0
Termination	5	3	1	0	1	0
Terms/Conditions of Employment	8	4	4	6	6	1
Time and Attendance	1	0	0	1	2	0
Training	3	1	1	1	2	1
Other						
User Defined - Other 1	0	0	0	0	0	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					2017Thru12-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	280.82	359.55	258.42	186.17	224.75	138.60
Average number of days in final action	34.60	558.67	112.46	161.44	136.29	41.75
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	298.27	384.26	274.00	183.50	226.38	175.00						
Average number of days in final action	16.00	628.60	56.25	114.50	86.50	15.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	248.83	288.50	240.25	199.50	221.50	129.50						
Average number of days in final action	62.50	209.00	137.44	255.33	202.67	122.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	0	7	4	3	0						0	
Average days pending prior to dismissal	0	173	189	75	0						0	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	1	3	0	1						1	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		1		0	
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0

Age	0	0	0	0	0	0	1	100	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
Findings Without Hearing	1		0		1		0		1		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	1	100	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	1	100	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			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	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
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	24	36	30	26	25	34						
Total Complainants	24	36	30	24	23	32						
Number complaints pending												
Investigation	8	6	1	7	8	13						
ROI issued, pending Complainant's action	0	1	1	0	0	3						
Hearing	11	26	24	20	16	18						
Final Agency Action	5	6	5	0	2	2						
Appeal with EEOC Office of Federal Operations	1	2	3	2	6	8						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2017Thru12-31						
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	14	7	0	0	0	0						