



|                                                                                                                          |                                  |             |             |             |             |                      |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin                                                                                                          | 3                                | 3           | 1           | 3           | 2           | 1                    |
| Equal Pay Act                                                                                                            | 0                                | 0           | 1           | 1           | 0           | 1                    |
| Age                                                                                                                      | 11                               | 17          | 5           | 5           | 4           | 2                    |
| Disability                                                                                                               | 7                                | 8           | 12          | 5           | 7           | 3                    |
| Genetics                                                                                                                 | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Non-EEO                                                                                                                  | 4                                | 8           | 4           | 2           | 0           | 2                    |
| <b>Complaints by Issue</b>                                                                                               | <b>Comparative Data</b>          |             |             |             |             |                      |
|                                                                                                                          | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017Thru06-30</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                                                                                                         | 2                                | 4           | 3           | 1           | 2           | 1                    |
| Assignment of Duties                                                                                                     | 12                               | 8           | 2           | 8           | 5           | 3                    |
| Awards                                                                                                                   | 2                                | 3           | 0           | 1           | 0           | 0                    |
| Conversion to Full Time/Perm Status                                                                                      | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>                                                                                               |                                  |             |             |             |             |                      |
| 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           | 2                    |
| Examination/Test                                                                                                         | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>                                                                                                        |                                  |             |             |             |             |                      |
| Non-Sexual                                                                                                               | 16                               | 9           | 9           | 12          | 7           | 3                    |

|                                     |   |   |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|
| Sexual                              | 1 | 2 | 1 | 0 | 1 | 0 |
| Medical Examination                 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime              | 0 | 1 | 2 | 2 | 0 | 1 |
| Promotion/Non-Selection             | 4 | 8 | 5 | 5 | 6 | 3 |
| <b>Reassignment</b>                 |   |   |   |   |   |   |
| Denied                              | 3 | 3 | 0 | 2 | 0 | 1 |
| Directed                            | 0 | 2 | 2 | 0 | 2 | 1 |
| Reasonable Accommodation Disability | 1 | 2 | 9 | 4 | 4 | 1 |
| 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 | 0 |
| <b>Other</b>                        |   |   |   |   |   |   |
| 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 |        |        |        |        | 2017Thru06-30 |
|                                                                      | 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 | 165.82        |
| Average number of days in final action                               | 34.60                     | 558.67 | 112.46 | 161.44 | 136.29 | 48.78         |
| 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 | 188.00        |
| 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 | 147.33        |
| Average number of days in final action                               | 62.50                     | 209.00 | 137.44 | 255.33 | 202.67 | 65.67         |
| Complaints Dismissed by Agency                                       | Comparative Data          |        |        |        |        |               |
|                                                                      | Previous Fiscal Year Data |        |        |        |        | 2017Thru06-30 |
|                                                                      | 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             |
| <b>Complaints Withdrawn by Complainants</b>                          |                           |        |        |        |        |               |
| Total Complaints Withdrawn by Complainants                           | 2                         | 1      | 3      | 0      | 1      | 1             |





|                                                     |                                  |          |             |          |             |          |             |          |             |          |                      |          |
|-----------------------------------------------------|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| 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        |
| <b>Findings of Discrimination Rendered by Issue</b> | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                      |          |
|                                                     | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2017Thru06-30</b> |          |
|                                                     | <b>2012</b>                      |          | <b>2013</b> |          | <b>2014</b> |          | <b>2015</b> |          | <b>2016</b> |          |                      |          |
|                                                     | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>             | <b>%</b> |
| <b>Total Number Findings</b>                        | 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        |
| <b>Disciplinary Action</b>                          |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Demotion                                            | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Reprimand                                           | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 1           | 100      | 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        | 1           | 100      | 0           | 0        | 0                    | 0        |
| Examination/Test                                    | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| <b>Harassment</b>                                   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Non-Sexual                                          | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 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                              | 1                                | 100      | 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 |
| 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 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment      | 0 | 0 | 0 | 0 | 1 | 100 | 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 |
|                                     |   |   |   |   |   |     |   |   |   |   |   |   |
| <b>Findings After Hearing</b>       | 0 |   | 0 |   | 0 |     | 1 |   | 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 |
|                                     |   |     |   |   |   |   |   |   |   |     |   |   |
| <b>Findings Without Hearing</b>     | 1 |     | 0 |   | 1 |   | 0 |   | 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                 |   |     |   |   |   |   |   |   |   |     |   |   |
| Demotion                            | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Reprimand                           | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 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                          | 0 | 0   | 0 | 0 | 0 | 0   | 0 | 0 | 1 | 100 | 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              | 1 | 100 | 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 |
| 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   | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0   | 0 | 0 |
| Terms/Conditions of Employment      | 0 | 0   | 0 | 0 | 1 | 100 | 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 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b> | <b>Comparative Data</b>          |             |             |             |             |    | <b>2017Thru06-30</b> |   |   |   |   |   |
|                                                                    | <b>Previous Fiscal Year Data</b> |             |             |             |             |    |                      |   |   |   |   |   |
|                                                                    | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |    |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                        | 24                               | 36          | 30          | 26          | 25          | 25 |                      |   |   |   |   |   |
| Total Complainants                                                 | 24                               | 36          | 30          | 24          | 23          | 24 |                      |   |   |   |   |   |
| <b>Number complaints pending</b>                                   |                                  |             |             |             |             |    |                      |   |   |   |   |   |
| Investigation                                                      | 8                                | 6           | 1           | 7           | 8           | 8  |                      |   |   |   |   |   |
| ROI issued, pending Complainant's action                           | 0                                | 1           | 1           | 0           | 0           | 0  |                      |   |   |   |   |   |
| Hearing                                                            | 11                               | 26          | 24          | 20          | 16          | 18 |                      |   |   |   |   |   |
| Final Agency Action                                                | 5                                | 6           | 5           | 0           | 2           | 1  |                      |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                      | 1                                | 2           | 3           | 2           | 6           | 10 |                      |   |   |   |   |   |

| Complaint Investigations                                            | Comparative Data          |      |      |      |      |               |
|---------------------------------------------------------------------|---------------------------|------|------|------|------|---------------|
|                                                                     | Previous Fiscal Year Data |      |      |      |      | 2017Thru06-30 |
|                                                                     | 2012                      | 2013 | 2014 | 2015 | 2016 |               |
| Pending Complaints Where Investigations Exceed Required Time Frames | 14                        | 7    | 0    | 0    | 0    | 0             |