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

OCFO (and below)

For 4th Quarter 2018 for period ending September 30, 2018

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2018Thru09-30						
	2013	2014	2015	2016	2017	20101 III u 09-30						
Number of Complaints Filed	28	17	29	48	35	42						
Number of Complainants	27	17	27	42	34	41						
Repeat Filers	1	0	2	6	1	1						

Complaints by Dasis			Com	parativ	e Data	l
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Race	16	10	17	32	20	34
Color	8	3	7	13	12	23
Religion	0	2	1	1	4	0
Reprisal	19	10	15	27	18	24
Sex	14	6	16	20	15	13
PDA	0	0	0	0	0	0

National Origin	2	1	5	6	3	5
Equal Pay Act	0	0	0	0	0	1
Age	19	5	9	17	13	7
Disability	3	5	11	13	14	14
Genetics	0	0	0	0	0	0
Non-EEO	0	0	5	3	4	4
			Com	parativ	ve Data	<u>. </u>
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Appointment/Hire	2	0	1	4	3	0
Assignment of Duties	8	5	8	10	12	12
Awards	0	0	0	3	4	10
Conversion to Full Time/Perm Status	0	0	0	0	2	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	0	0	1	4	2
Suspension	2	1	0	0	1	1
Removal	1	0	0	0	0	0
Other	0	0	0	0	0	1
Duty Hours	1	1	5	2	1	3
Perf. Eval./ Appraisal	5	5	5	9	7	9
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	10	19	28	24	26

Sexual	1	0	1	3	0	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	3	6	3	3	1
Promotion/Non-Selection	15	5	11	16	13	3
Reassignment						
Denied	1	0	2	0	1	2
Directed	1	2	2	1	3	2
Reasonable Accommodation Disability	1	1	5	5	7	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	2	2	3
Termination	1	1	3	1	1	1
Terms/Conditions of Employment	7	4	10	3	6	2
Time and Attendance	1	1	7	5	8	6
Training	2	2	6	8	2	4
Other						
User Defined - Other 1	0	0	0	1	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

			(Comp	ar	ative I	Data	
Processing Time		Previo	us Fisc	cal Y	eai	r Data		2018Thru09-
	2013	2014	20	15	2	2016	2017	30
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	215.58	188.1	5 166	5.17	20)5.70	160.53	152.16
Average number of days in final action	174.19	145.4	2 78	.21	15	52.30	99.18	42.92
Complaint pending during	fiscal ye	ar whe	re hear	ing v	vas	reques	sted	
Average number of days in investigation	193.11	198.5	0 175	5.50	21	17.20	161.89	148.33
Average number of days in final action	69.71	59.17	7 70	.71	33	33.25	103.95	48.75
Complaint pending during	fiscal ye	ar whe	re hear	ing v	vas	not re	quested	
Average number of days in investigation	224.77	172.6	2 150	5.83	17	78.44	159.30	155.79
Average number of days in final action	210.75	185.2	3 85	.71	3	1.67	93.89	40.00
				C	om	parat	ive Data	l
Complaints Dismissed Agency	d by	Pro	evious	Fisc	al Y	Year D	ata	2018Thru09-
Ç		2013	2014	201	15	2016	2017	30
Total Complaints Dismisse Agency	ed by	0	4	3		5	3	4
Average days pending prid dismissal	or to	0	1529	71	l	79	33	6
Con	plaints V	aints Withdrawn by Complainants						
Total Complaints Withdra Complainants	wn by	3	2	2 2		1	5	1

						C	omp	ara	tive]	Dat	a		
Total Final Agency			Pr	evi	ous F	isc	al Y	ear	Data	ı		20187	Thru09.
Actions Finding Discrimination	20)13	,	201	14	20	15	20)16	20	17	•	30
	#	%	#		%	#	%	#	%	#	%	#	%
Total Number Findings	0		1			0		2		0		1	
Without Hearing	0	0	0		0	0	0	2	100	0	0	1	100
With Hearing	0	0	1	1	00	0	0	0	0	0	0	0	0
Findings of Discrimination		Comparative Data											
Rendered by Basis		Previous Fiscal Year D						r Dat	a		2018	Thru09	
Note: Complaints can be		2013		3 2014		2	2015		2016	20	017	20	
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	4 9/	6	#	%	#	%	#	%	#	%	#	%
Total Number Findings	()		1		0		2		0		0	
Race	() ()	1	100	0	0	1	50	0	0	0	0
Color	() ()	1	100	0	0	1	50	0	0	0	0
Religion	() ()	0	0	0	0	0	0	0	0	0	0
Reprisal	() ()	1	100	0	0	1	50	0	0	0	0
Sex	() ()	1	100	0	0	1	50	0	0	0	0
PDA	() ()	0	0	0	0	0	0	0	0	0	0
National Origin	() ()	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	() ()	1	100	0	0	0	0	0	0	0	0
Age) ()	0	0	0	0	0	0	0	0	0	0

 $0 \mid 0$

 $0 \mid 0 \mid 0$

 $0 \mid 0$

0 0 0 0 0

0 0 0 0 0 0

1 | 50 | 0

Disability

Genetics

Non-EEO

Findings After Hearing	0		1		0		0		0		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	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	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	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	1	100	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	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	0		0		0		2		0		0	
Race	0	0	0	0	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	1	50	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	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
				0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	_						
Equal Pay Act Age	0	0	0	0	0	0	0	0	0	0	0	0
			<u> </u>				0	50	0	0	0	0

Non-EEO	(0 0	(0	(0 0	(0	0	0	0	0
					(Com	par	ative	Dat	a		
Findings of]	Pre	vious	Fis	cal Y	eai	r Data	ì		2018	Γhru09-
Discrimination Rendered by Issue	20)13	2	014	20)15	2	016	20)17		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	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	1	50	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	0	0	1	50	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	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	0	0	2	100	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		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	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	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	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 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	0		0		0		2		0		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		-				-						
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	1	50	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	0	0	1	50	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	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	0	0	2	100	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					
	Previous Fiscal Year Data					2018Thru09-
	2013	2014	2015	2016	2017	30
Total complaints from previous Fiscal Years	16	11	7	15	6	5
Total Complainants	15	11	7	15	6	5
Number complaints pending		-	-		-	
Investigation	2	0	0	1	1	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	9	6	6	7	4	4
Final Agency Action	4	5	1	5	0	1
Appeal with EEOC Office of Federal Operations	1	1	1	2	7	8
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-
	2013	2014	2015	2016	2017	30
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	3	1	0