

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

FY 2019 for period ending September 30, 2020

Complaint Activity					
	2016	2017	2018	2019	2020
Number of Complaints Filed	531	561	522	436	394
Number of Complainants	508	531	497	414	381
Repeat Filers	19	24	21	18	11
Complaints by Basis					
	2016	2017	2018	2019	2020
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	222	243	216	195	170
Color	63	75	85	95	59
Religion	35	35	28	35	18
Reprisal	273	311	315	258	224
Sex	206	216	229	171	168
PDA	0	2	2	2	3
National Origin	47	67	68	58	46
Equal Pay Act	1	8	13	7	6
Age	185	207	155	157	144
Disability	157	185	195	170	141
Genetics	0	1	0	3	3

Non-EEO	39	55	40	37	38
Complaints by Issue					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020
Appointment/Hire	28	40	24	17	31
Assignment of Duties	92	87	82	72	58
Awards	8	17	14	8	7
Conversion to Full Time/Permanent Status	0	3	1	0	0
Demotion	4	4	3	1	4
Reprimand	27	45	43	41	24
Suspension	26	36	37	34	27
Removal	6	17	21	32	29
Other	7	4	3	3	5
Duty Hours	20	18	8	15	12
Performance. Evaluation/Appraisal	92	96	98	91	76
Examination/Test	1	2	1	1	1
Non-Sexual	285	343	351	239	199
Sexual	18	13	24	6	15
Medical Examination	1	4	0	3	0
Pay including Overtime	22	30	11	13	20
Promotion/Non-Selection	149	124	71	100	82
Reassignment					
Denied	14	17	21	17	8
Directed	18	20	26	39	16

Reasonable Accommodation Disability	68	84	94	75	56
Reinstatement	2	0	0	3	4
Religious Accommodation	3	4	1	1	2
Retirement	3	6	4	11	5
Sex-Stereotyping	1	1	1	0	0
Telework	29	25	31	20	14
Termination	27	36	35	27	24
Terms/Conditions of Employment	103	146	135	137	58
Time and Attendance	60	67	77	69	42
Training	54	40	45	30	17
User Defined - Other 1	5	2	0	1	2
User Defined - Other 2	0	1	0	0	0
User Defined - Other 3	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0

Processing Time					
	2016	2017	2018	2019	2020
Average Number of Days in Investigation	209.13	161.02	173.22	199.49	207.27
Average Number of Days in Final Action	97.53	151.66	36.78	40.62	32.40
Average Number of Days in Investigation	213.18	165.95	172.58	208.32	216.45
Average Number of Days in Final Action	69.31	108.76	21.90	29.15	25.95
Average Number of Days in Investigation	202.08	153.61	173.78	189.03	190.26
Average Number of Days in Final Action	124.03	181.49	50.90	55.94	40.90

National Origin	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0		0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0
Disability	2	33	0	0	0	0	1	100	2	67	
Genetics	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue											
			2016		2017		2018		FY 2019		FY 2020
Total Number Findings	7		4		1		3		10		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	2	50	0	0	0	0	3	30	
Awards	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/ Permanent Status	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0
Reprimand	2	29	0	0	0	0	0	0	1	10	
Suspension	1	14	0	0	0	0	1	33	0	0	
Removal	0	0	0	0	0	0	1	33	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	14	0	0	0	0	0	0	1	10	
Performance Evaluation/ Appraisal	0	0	0	0	0	0	1	33	2	20	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	29	0	0	0	0	3	100	5	50	
Sexual	0	0	0	0	1	100	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	1	33	1	10	

Promotion/Non-Selection	2	29	3	75	0	0	0	0	1	10
Denied	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	14	0	0	0	0	2	67	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	1	10
Termination	0	0	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	2	29	1	25	0	0	0	0	3	30
Time and Attendance	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	10
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		2		1		2		7	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	1	50	0	0	0	0	2	29
Awards	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
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	14
Suspension	0	0	0	0	0	0	1	50	0	0

Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	33	1	50	0	0	0	0	1	33
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status					
	2016	2017	2018	2019	2020
Total Complaints from Previous Fiscal Years	442	472	453	421	369
Total Complainants	417	429	410	368	321
Investigation	15	14	17	17	17
ROI Issued, Pending Complainant's Action	2	0	0	1	0
Hearing	375	434	426	410	333
Final Agency Action	59	27	24	36	26
Appeal with EEOC Office of Federal Operations	143	192	231	274	352

Complaint Investigations					
	2016	2017	2018	2019	2020
Pending Complaints Where Investigations Exceed Required Time Frames	10	8	21	16	16