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

FS (and below)

				Сог	npa	rative	Data	
Complaint Activity		Previo	ous Fi	scal Y	Yea	r Data		2010Th00 20
	201	4 20	15 2	016	20	017 2	018	2019Thru09-30
Number of Complaints Filed	15	0 15	53	158	14	43 1	41	100
Number of Complainants	14	1 14	8	143	12	26 1	30	88
Repeat Filers	7	5	5	11	1	4	9	10
				C	Com	parati	ve Da	ta
Complaints by Basis		Pr	eviou	s Fiso	cal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.	m	2014	2015	5 20)16	2017	2018	2019Thru09- 8 30
Race		60	40	3	64	52	33	29
Color		7	5		3	6	3	4
Religion		1	4	1	6	8	7	3
Reprisal		91	96	9	2	91	86	61
Sex		65	57	4	8	52	58	33
PDA		1	0		0	1	0	0

For 4th Quarter 2019 for period ending September 30, 2019

National Origin	25	24	13	16	16	8
Equal Pay Act	0	1	0	1	1	1
Age	49	45	49	59	42	30
Disability	34	58	55	53	58	40
Genetics	0	0	0	1	0	0
Non-EEO	15	11	10	12	12	7

Comulainta hu Isauc			Com	parativ	ve Data	l
Complaints by Issue	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.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	8	10	5	11	10	5
Assignment of Duties	46	31	27	19	28	21
Awards	5	6	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	0	0	0	2	0
Reprimand	8	28	11	4	10	6
Suspension	12	25	8	18	13	10
Removal	3	4	3	3	9	9
Other	0	0	5	1	6	3
Duty Hours	4	3	2	6	0	5
Perf. Eval./ Appraisal	26	21	25	16	17	17
Examination/Test	2	0	0	1	1	1
Harassment						
Non-Sexual	91	98	103	92	96	53

Sexual	7	4	3	0	6	3
Medical Examination	1	3	1	2	0	1
Pay including overtime	17	10	7	8	2	3
Promotion/Non-Selection	33	51	32	24	18	22
Reassignment						
Denied	11	9	7	2	6	3
Directed	20	8	1	6	7	12
Reasonable Accommodation Disability	15	27	26	23	24	7
Reinstatement	0	1	0	0	0	1
Religious Accommodation	0	0	2	0	0	1
Retirement	0	0	0	3	1	6
Sex-Stereotyping	0	0	1	0	0	0
Telework	0	0	7	3	2	5
Termination	19	12	5	8	11	9
Terms/Conditions of Employment	61	54	28	31	34	39
Time and Attendance	16	29	20	16	23	14
Training	13	19	21	12	12	11
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

				С	omp	ar	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	ear	. Data		2019Thru09
	2014	2015	;	201	16	2	017	2018	30
Complaints pending durin	g fiscal y	ear							1
Average number of days in investigation	209.69	198.5	5	202	.23	14	8.77	171.14	197.39
Average number of days in final action	173.22	101.1	9	131	.90	33	0.49	28.53	35.75
Complaint pending during	fiscal ye	ar when	re ł	neari	ng v	vas	reques	sted	1
Average number of days in investigation	205.90	215.8	2	209	.71	14	7.32	151.70	210.79
Average number of days in final action	189.56	160.0	0	39.	10	15	9.03	18.95	26.59
Complaint pending during	fiscal ye	ar when	re ł	neari	ng v	vas	not re	quested	1
Average number of days in investigation	215.34	180.0	9	188	.21	15	52.19	192.08	183.75
Average number of days in final action	152.93	87.13	3	229	.46	46	67.67	44.33	49.26
					С	om	parati	ive Data	· ·
Complaints Dismisse Agency	d by	Pre	evi	ous l	Fisca	al Y	ar D	ata	2019Thru09
0 V		2014	20	015	201	16	2017	2018	30
Total Complaints Dismiss Agency	ed by	19		18	16	5	34	23	11
Average days pending prid dismissal	or to	88	(95	85	5	61	15	54
Con	plaints V	Withdr	aw	vn by	v Co	mp	lainaı	nts	
Total Complaints Withdra Complainants	wn by	8		5	6		9	6	9

					(Com	par	ative	Dat	a		
Total Final Agency]	Pre	vious	Fis	cal Y	ear	r Data	l		2019	Thru09-
Actions Finding Discrimination		2014		2015	2	016	2	2017	2	018		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		0		1		3		1	
Without Hearing	0	0	0	0	0	0	1	100	2	67	0	0
With Hearing	1	100	3	100	0	0	0	0	1	33	1	100
Findings of					(Comp	oara	ative I	Dat	a		
Discrimination Rendered by Basis	Previous Fiscal Year Data 2019Thru									Thru09		
Note: Complaints can be	30											
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		0		1		1		1	
Race	0	0	0	0	0	0	1	100	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	1	50	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0
Disability	2	100	3	100	0	0	0	0	0	0	1	100
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 After Hearing	0		3		0		0		1		1	
Race	0	0	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	1	100	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	0	0	0	0	0	0	0	0
Disability	0	0	3	100	0	0	0	0	0	0	1	100
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	2		0		0		1		0		0	
Race	0	0	0	0	0	0	1	100	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	1	50	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Disability	2	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
						Con	npa	rative	e Da	ita		
Findings of Discrimination Rendered			Pre	viou	s Fi	scal	Yea	ar Da	ta		2019	Thru09-
by Issue		014	2	015	20)16	2	017	2	018	30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		0		1		1		1	
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								<u> </u>				
Demotion	1	50	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	1	100
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	1	50	1	33	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	100	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	50	2	67	0	0	0	0	0	0	1	100
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	1	100	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		3		0		0		1		1	
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	1	100
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	1	33	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	1	100	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	1	100	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	0	0	0	0	1	100
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	1	100	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	2		0		0		1		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	1	50	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	1	50	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	1	100	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	1	50	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	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					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Total complaints from previous Fiscal Years	196	211	181	199	159	138
Total Complainants	158	184	170	170	135	111
Number complaints pending						
Investigation	13	11	4	2	5	4
ROI issued, pending Complainant's action	2	0	0	0	0	0
Hearing	154	180	152	177	146	129
Final Agency Action	27	19	19	21	11	7
Appeal with EEOC Office of Federal Operations	19	4	25	40	52	67
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Pending Complaints Where Investigations Exceed Required Time Frames	13	13	1	2	6	2