

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

## FS (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	153	158	143	141	100	70
Number of Complainants	148	143	126	130	88	67
Repeat Filers	5	11	14	9	10	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	40	34	52	33	29	22
Color	5	3	6	3	4	2
Religion	4	16	8	7	3	4
Reprisal	96	92	91	86	61	44
Sex	57	48	52	58	33	32
PDA	0	0	1	0	0	1

National Origin	24	13	16	16	8	8
Equal Pay Act	1	0	1	1	1	1
Age	45	49	59	42	30	20
Disability	58	55	53	58	40	25
Genetics	0	0	1	0	0	2
Non-EEO	11	10	12	12	7	9
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	10	5	11	10	5	6
Assignment of Duties	31	27	19	28	21	12
Awards	6	1	0	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	2	0	0
Reprimand	28	11	4	10	6	4
Suspension	25	8	18	13	10	7
Removal	4	3	3	9	9	7
Other	0	5	1	6	3	7
Duty Hours	3	2	6	0	5	4
Perf. Eval./ Appraisal	21	25	16	17	17	12
Examination/Test	0	0	1	1	1	1
<b>Harassment</b>						
Non-Sexual	98	103	92	96	53	39

Sexual	4	3	0	6	3	5
Medical Examination	3	1	2	0	1	0
Pay including overtime	10	7	8	2	3	6
Promotion/Non-Selection	51	32	24	18	22	17
<b>Reassignment</b>						
Denied	9	7	2	6	3	2
Directed	8	1	6	7	12	0
Reasonable Accommodation Disability	27	26	23	24	7	6
Reinstatement	1	0	0	0	1	3
Religious Accommodation	0	2	0	0	1	0
Retirement	0	0	3	1	6	0
Sex-Stereotyping	0	1	0	0	0	0
Telework	0	7	3	2	5	2
Termination	12	5	8	11	9	8
Terms/Conditions of Employment	54	28	31	34	39	9
Time and Attendance	29	20	16	23	14	7
Training	19	21	12	12	11	5
<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					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	198.55	202.23	148.77	171.14	197.39	188.51
Average number of days in final action	101.19	131.90	330.49	28.53	35.75	23.99
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.82	209.71	147.32	151.70	210.79	208.53
Average number of days in final action	160.00	39.10	159.03	18.95	26.59	14.78
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	180.09	188.21	152.19	192.08	183.75	162.92
Average number of days in final action	87.13	229.46	467.67	44.33	49.26	35.58
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	18	16	34	23	11	10
Average days pending prior to dismissal	95	85	61	15	54	19
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	5	6	9	6	9	8





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>2020Thru09-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</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>	3		0		1		1		1		7	
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	3	43
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	0	0	0	0	1	14
Suspension	0	0	0	0	0	0	0	0	1	100	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	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	1	33	0	0	0	0	0	0	1	100	4	57
Sexual	0	0	0	0	0	0	1	100	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	1	14









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>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>						
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	211	181	199	159	138	114						
Total Complainants	184	170	170	135	111	92						
<b>Number complaints pending</b>												
Investigation	11	4	2	5	4	3						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	180	152	177	146	129	102						
Final Agency Action	19	19	21	11	7	8						
Appeal with EEOC Office of Federal Operations	4	25	40	52	67	102						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>						
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	13	1	2	6	2	1						