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

FS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2020Thru06-30						
	2015	2016	2017	2018	2019	2020 I III u00-30						
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 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.	2015	2016	2017	2018	2019	2020Thru06- 30
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
		-	Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru06- 30
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
Disciplinary Action						
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
Harassment						
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
Reassignment						
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
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

				Co	mp	ar	ative I	Data	
Processing Time		Previo	us F	isca	ıl Y	ear	r Data		2020Thru06-
	2015	2016		201	7	2	018	2019	30
Complaints pending durir	ng fiscal y	ear							
Average number of days in investigation	198.55	202.2	3 1	48.	77	17	71.14	197.39	188.51
Average number of days in final action	101.19	131.9	0 3	30.	49	2	8.53	35.75	23.99
Complaint pending during	g fiscal ye	ear whe	ere h	eari	ng v	vas	s reque	ested	
Average number of days in investigation	215.82	209.7	1 1	47.	32	15	51.70	210.79	208.53
Average number of days in final action	160.00	39.10) 1	59.	03	1	8.95	26.59	14.78
Complaint pending during	g fiscal yo	ear whe	ere h	eari	ng v	vas	s not re	equested	
Average number of days in investigation	180.09	188.2	1 1	52.	19	19	92.08	183.75	162.92
Average number of days in final action	87.13	229.4	6 4	67.	67	4	4.33	49.26	35.58
					C	om	parat	ive Data	l
Complaints Dismisse Agency	d by	Pre	eviou	ıs F	isca	ıl Y	Year D)ata	2020Thru06-
		2015	201	6	201	7	2018	2019	30
Total Complaints Dismiss Agency	sed by	18	16	5	34		23	11	10
Average days pending pri dismissal	or to	95	85	5	61		15	54	19
Con	nplaints '	Withdi	awn	ı by	⁷ Co	mj	plaina	nts	
Total Complaints Withdra Complainants	awn by	5	6	6 9		6		9	8

						Com	par	ative	Dat	ta		
Total Final Agency]	Pre	viou	s Fi	scal Y	eai	r Data	a		20207	Thru06-
Actions Finding Discrimination		2015	2	016	2	2017	2	018	2	019		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		1		3		1		7	
Without Hearing	0	0	0	0	1	100	2	67	0	0	2	29
With Hearing	3	100	0	0	0	0	1	33	1	100	5	71
Findings of	Comparative Data											
Discrimination Rendered by Basis		J	Pre	vious	Fi	scal Y	'ear	· Data	ì		2020	
Note: Complaints can	2015 2016 2017 2018 2019											30
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		1		1		1		7	
Race	0	0	0	0	1	100	0	0	0	0	1	14
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	1	100	0	0	5	71
Sex	0	0	0	0	0	0	1	100	0	0	3	43
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	3	100	0	0	0	0	0	0	1	100	1	14
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	3		0		0		1		1		5	
Race	0	0	0	0	0	0	0	0	0	0	1	20
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	1	100	0	0	4	80
Sex	0	0	0	0	0	0	1	100	0	0	3	60
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	3	100	0	0	0	0	0	0	1	100	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		1		0		0		2	
Race	0	0	0	0	1	100	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	0	0	1	50
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	0	0	0	0	0	0	0	0	0	0	1	50
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
			•			Com	pai	ative	Da	ta		
Findings of			Pre	eviou	ıs F	iscal	Yea	r Dat	a		20207	Γhru06-
Discrimination Rendered by Issue	20	015	20	016	2	017	2	018	2	019		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
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	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
Harassment	-											
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
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	1	14
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	67	0	0	0	0	0	0	1	100	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	1	14
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	14
Other - User Define												
User Defined - Other	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	3		0		0		1		1		5	

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	2	40
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	1	20
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	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	0	0	0	0	0	0	1	100	3	60
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	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	20
Reassignment							ı					
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	67	0	0	0	0	0	0	1	100	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	1	20
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	20
Other - User Define												
User Defined - Other	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		1		0		0		2	
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	1	50
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	1	50
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	1	50
Promotion/Non-Selection	0	0	0	0	1	100	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	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
Other - User Define													
User Defined - Other 1	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
User Defined - Other 3	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
			Comparative Data									-	
Pending Complaints Filed in Previous Fiscal Years by Status		Previous Fiscal Year Data									20207	2020Thru06-	
Trevious riseur rears by		icus	20	15	201	6	20	17	2018	3	2019		30
Total complaints from previous Fiscal Years		2	11	18	1	19	99	159		138	114		
Total Complainants		18	84	17	0	1′	70	135	Ì	111	92		
Number complaints pend	ling								-				
Investigation		11		4		2		5		4		3	
ROI issued, pending Complainant's action		0		0		0		0		0		0	
Hearing			18	80	15	2	1′	77	146		129	102	
Final Agency Action		19		19		21		11		7	8		
Appeal with EEOC Office of Federal Operations		4		25	;	40		52		67	7 102		
							(Com	para	tiv	e Data	Į.	
Complaint Investigations			Previous Fiscal Year Data						ta	2020Thru06-			
		20	15	201	6	20	17	2018	3	2019	30		
Pending Complaints Where Investigations Exceed Required Time Frames		1	3	1		,	2	6		2		1	