

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

FS (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	158	143	141	100	70	19
Number of Complainants	143	126	130	88	67	19
Repeat Filers	11	14	9	10	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	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	34	52	33	29	22	4
Color	3	6	3	4	2	1
Religion	16	8	7	3	4	0
Reprisal	92	91	86	61	44	9
Sex	48	52	58	33	32	3
PDA	0	1	0	0	1	1
National Origin	13	16	16	8	8	1
Equal Pay Act	0	1	1	1	1	0

Age	49	59	42	30	20	5
Disability	55	53	58	40	25	5
Genetics	0	1	0	0	2	0
Non-EEO	10	12	12	7	9	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<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	5	11	10	5	6	3
Assignment of Duties	27	19	28	21	12	2
Awards	1	0	0	0	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	2	0	0	0
Reprimand	11	4	10	6	4	0
Suspension	8	18	13	10	7	3
Removal	3	3	9	9	7	0
Other	5	1	6	3	7	1
Duty Hours	2	6	0	5	4	0
Perf. Eval./ Appraisal	25	16	17	17	12	2
Examination/Test	0	1	1	1	1	0
Harassment						
Non-Sexual	103	92	96	53	39	9
Sexual	3	0	6	3	5	0
Medical Examination	1	2	0	1	0	0
Pay including overtime	7	8	2	3	6	0
Promotion/Non-Selection	32	24	18	22	17	6
Reassignment						
Denied	7	2	6	3	2	1

Directed	1	6	7	12	0	0
Reasonable Accommodation Disability	26	23	24	7	6	0
Reinstatement	0	0	0	1	3	0
Religious Accommodation	2	0	0	1	0	0
Retirement	0	3	1	6	0	1
Sex-Stereotyping	1	0	0	0	0	0
Telework	7	3	2	5	2	0
Termination	5	8	11	9	8	2
Terms/Conditions of Employment	28	31	34	39	9	1
Time and Attendance	20	16	23	14	7	1
Training	21	12	12	11	5	2
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	202.23	148.77	171.14	197.39	188.51	145.67
Average number of days in final action	131.90	330.49	28.53	35.75	23.99	22.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	209.71	147.32	151.70	210.79	208.53	143.14
Average number of days in final action	39.10	159.03	18.95	26.59	14.78	12.62
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	188.21	152.19	192.08	183.75	162.92	147.27

Average number of days in final action	229.46	467.67	44.33	49.26	35.58	42.25		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2021Thru12-31		
	2016	2017	2018	2019	2020			
Total Complaints Dismissed by Agency	16	34	23	11	10	0		
Average days pending prior to dismissal	85	61	15	54	19	0		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	6	9	6	9	8	2		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2021Thru12-31		
	2016	2017	2018	2019	2020			
	#	%	#	%	#	%	#	%
Total Number Findings	0	1	3	1	7	0		
Without Hearing	0	100	2	67	2	29	0	0
With Hearing	0	0	1	33	5	71	0	0
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2021Thru12-31		
	2016	2017	2018	2019	2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%
Total Number Findings	0	1	1	1	7	0		
Race	0	100	0	0	1	14	0	0
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	5	71	0	0
Sex	0	0	1	100	3	43	0	0
PDA	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	1	50	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		1		7		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	3	43	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	1	14	0	0
Suspension	0	0	0	0	0	0	1	100	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	1	14	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	100	4	57	0	0
Sexual	0	0	0	0	1	100	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	1	14	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	1	14	0	0
Reassignment												

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						2021Thru12-31					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	181	199	159	138	114	151						
Total Complainants	170	170	135	111	92	117						
Number complaints pending												
Investigation	4	2	5	4	3	8						
ROI issued, pending Complainant's action	0	0	0	0	0	5						
Hearing	152	177	146	129	102	124						
Final Agency Action	19	21	11	7	8	13						
Appeal with EEOC Office of Federal Operations	25	40	52	67	102	109						
Complaint Investigations	Comparative Data						2021Thru12-31					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	6	2	1	0						