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

## **NIFA**

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

	Comparative Data												
Complaint Activity	Pro	evious ]	Fiscal Y	Year D	ata	- 2020Thru09-30							
	2015	2016	2017	2018	2019	2020 1 Hru09-30							
Number of Complaints Filed	0	3	2	3	3	0							
Number of Complainants	0	3	2	3	3	0							
Repeat Filers	0	0	0	0	0	0							

Complaints by Pasis	Comparative Data												
Complaints by Basis	Pre	vious l	Fiscal '	Year I	)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	2020Thru09- 30							
Race	0	1	1	2	3	0							
Color	0	2	0	2	2	0							
Religion	0	0	0	0	1	0							
Reprisal	0	0	1	3	0	0							
Sex	0	2	1	3	2	0							
PDA	0	0	0	0	0	0							
National Origin	0	0	0	1	0	0							
Equal Pay Act	0	0	0	0	0	0							

Age	0	1	2	1	1	0
Disability	0	0	0	2	2	0
Genetics	0	0	0	0	1	0
Non-EEO	0	0	0	2	1	0
Complaints by Issue			Com	parati	ve Dat	ta
Complaints by Issue	Pre	vious I	iscal '	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	2020Thru09- 30
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties	0	0	0	2	1	0
Awards	0	0	0	0	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	1	0	2	0
Suspension	0	0	0	1	1	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	0	0	0	2	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	1	2	3	2	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	3	0	0	2	0
Reassignment			_	_	_	-
Denied	0	0	0	2	1	0

Directed		0	0	0	0	)	0	0
Reasonable Accommodation D	isability	0	0	1	0		1	0
Reinstatement		0	0	0	0	)	0	0
Religious Accommodation		0	0	0	0	)	0	0
Retirement		0	0	0	0	)	0	0
Sex-Stereotyping		0	0	0	0	)	0	0
Telework		0	0	0	1		0	0
Termination		0	0	0	1		0	0
Terms/Conditions of Employme	ent	0	0	2	3	'	0	0
Time and Attendance		0	0	0	1		1	0
Training		0	0	0	1		1	0
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	mpa	arativ	e D	ata	
<b>Processing Time</b>	Pr	evious	Fisca	al Ye	ear Da	ıta		2020Thru09-
	2015	2016	20	17	2018	2	019	30
Complaints pending during fisc	al year							
Average number of days in investigation	212.00	135.50	147	7.00	0	24	16.00	133.00
Average number of days in final action	0	47.00	33.	.33	5.00	4.	3.50	57.00
Complaint pending during fisca	l year wl	nere hea	ring	was	reque	stec	1	
Average number of days in investigation	212.00	102.00	(	)	0		0	0
Average number of days in final action	0	0	(	)	5.00		0	0
Complaint pending during fisca	l year wl	nere hea	ring	was	not re	que	ested	
Average number of days in investigation	0	169.00	149	9.50	0	24	16.00	133.00

Average number of days in final action	0		47.0	00	26	5.50	0	0	4	56.0	00	57	7.00
						(	Com	pa	rati	ive	Dat	ta	
Complaints Dismissed by Age	ency		Pre	vio	us I	isc	cal Y	Yea	ır D	ata	a	20201	hru09-
		2	015	20	16	20	)17	20	18	20	19	3	30
Total Complaints Dismissed by Agency			0		0	(	0	(	)	1			0
Average days pending prior to dismissal			0		0	(	0	(	)	1:	2		0
Complain	ts Wi	thd	lraw	n l	oy C	Cor	npla	in	ants	5			
Total Complaints Withdrawn by Complainants	•	0 0 0 1						0					
						C	om	par	ati	ve l	Data	a	
Total Final Agency Actions	s		Prev	vio	us F	isc	al <b>Y</b>	Zea	r D	ata	ı	20207	Thru09-
Finding Discrimination		20	15	20	16	20	17	20	18	20	19	•	30
		#	%	#	%	#	<b>%</b>	#	<b>%</b>	#	%	#	%
Total Number Findings		0		0		0		0		0		0	
Without Hearing		0	0	0	0	0	0	0	0	0	0	0	0
With Hearing		0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination	1					(	Com	pa	rati	ve	Dat	a	
Rendered by Basis			Pre	vio	ous ]	Fis	cal	Ye	ar I	)at	a	2020	Thru09-
Note: Complaints can be filed	_	2	015	20	16	20	017	20	018	20	019		30
alleging multiple bases. The sun the bases may not equal total complaints and findings.	i of	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0		0		0		0		0		0	
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	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	0	0	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
indings After Hearing	0		0		0		0		0		0	
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	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	0	0	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
indings Without Hearing	0		0		0		0		0		0	
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	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	0	0	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
					(	Com	pa	rati	ve	Dat	a	
Findings of Discrimination		Pre	vio	us l	isc	cal Y	Yea	ar D	ata	ì	2020	- Chru09-
Rendered by Issue	20	15	20	16	20	17	20	18	20	19		30
	#	<b>%</b>	#	<b>%</b>	#	<b>%</b>	#	%	#	%	#	%
Total Number Findings	0		0		0		0		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	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	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	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	0
Other - User Define									_			ı
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		0		0		0		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									_			ı
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	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	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	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	0		0		0		0		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	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	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	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

Pending Complaints Where Investigations Exceed Required Time Frames	;	0		0		0		0		0		0		
D 11 G 11 W		201	5	2016		2017	2	018	2	019		30		
Complaint Investigations				ious	_		_		_		2020Thru0			
					_	Com					ta			
Appeal with EEOC Office of Federal Operations		0		0		3		3		3		5		
Final Agency Action		0		0		0		1		0		0		
Hearing		2		0		1		1		0		0		
ROI issued, pending Complainant's action		0		0		0		0		0		0		
Investigation		0		0		0		0		0		0		
Number complaints pending					_				_					
Total Complainants	T	2	T	0	Ť	1	Ī	1	Ī	0		0		
Total complaints from previous Fisca Years	1	2		0		1		1		0		0		
Trevious risear reary by Status		201	5	2016		2017	20	018	2	019		30		
Pending Complaints Filed in Previous Fiscal Years by Status		Pr	ev	ious	Fi	scal	Ye	ar I	)a	ta	2020	Thru09-		
						Com	ıpa	rat	ive	e Da	ta	-		
User Defined - Other 4	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 2	0	0	0	0	0	0	0	0	0	0	0	0		
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0		
Other - User Define														
Training	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		
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0		