

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

FPAC (Includes Sub-Level Offices)

For 1st Quarter 2020 for period ending December 31, 2019

**Notes:**

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Number of Complaints Filed	58	52	68	81	62	19
Number of Complainants	50	52	67	81	62	19
Repeat Filers	5	0	1	0	0	0

Part 2 Complaints by Basis						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Race	22	23	33	34	28	6
Color	9	7	14	15	16	1
Religion	3	4	5	4	6	2
Reprisal	27	20	37	44	33	12
Sex	29	22	30	51	30	7
PDA	0	0	0	1	0	1
National Origin	6	2	10	11	8	1
Equal Pay Act	0	0	0	4	0	0
Age	22	19	26	30	23	8
Disability	14	14	15	23	19	8
Genetics	1	0	0	0	0	0
Non-EEO	8	7	10	13	6	3

Part 3 Complaints By Issue						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Appointment/Hire	5	4	10	2	5	7
Assignment of Duties*	14	9	10	9	12	0
Awards	2	0	1	2	2	0
Conversion to Full Time/Perm Status*	0	0	0	1	0	0
Disciplinary Action: Demotion	0	0	1	0	0	0
Disciplinary Action: Reprimand**	7	5	9	17	7	0
Disciplinary Action: Suspension	2	1	4	6	5	2
Disciplinary Action: Removal	1	0	2	4	4	2
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	1	0	0	0
Perf. Eval./ Appraisal	11	10	8	13	14	5
Examination/Test	0	0	1	0	0	0
Harassment: Non-Sexual	30	25	36	50	28	9
Harassment: Sexual	3	1	4	6	1	1
Medical Examination	1	0	0	0	1	0
Pay including overtime	5	2	1	5	1	0
Promotion/Non-Selection	20	16	18	17	13	7
Reassignment: Denied/Directed	3	1	2	3	5	0
Reassignment: Directed	5	0	2	1	11	1
Reasonable Accommodation Disability	6	5	5	11	11	3
Reinstatement*	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	1	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	1	4	16	2	0
Termination	1	3	6	6	2	1
Terms/Conditions of Employment*	22	9	15	33	19	0
Time and Attendance	9	4	3	10	12	3
Training	4	4	3	9	2	1
Other Terms/Conditions of Employment*	0	0	0	0	0	3













Part 9 Complaints Pending from Previous FY By Status

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Total complaints from previous Fiscal Years	40	50	50	57	72	105
Total Complainants	37	50	49	57	72	93
Complaints Pending Investigation	0	0	0	0	1	21
ROI issued, pending Complainant's action	0	0	0	0	0	2
Complaints Pending in Hearing	36	45	47	54	65	68
Complaints Pending Final Agency Action	3	6	3	3	8	8
Complaints Pending Appeal with EEOC Office of Federal Operations	17	18	24	28	33	18

Part 10 Complaint Investigations

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	1	1	5