

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

FPAC (Includes Sub-Level Offices)

For 2nd Quarter 2021 for period ending March 31, 2021

**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 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 03-31)
Number of Complaints Filed	52	68	81	62	63	21
Number of Complainants	52	67	81	62	63	21
Repeat Filers	0	1	0	0	0	0

Part 2 Complaints by Basis						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 03-31)
Race	23	33	34	28	26	8
Color	7	14	15	16	8	4
Religion	4	5	4	6	5	1
Reprisal	20	37	44	33	33	8
Sex	22	30	51	30	25	9
PDA	0	0	1	0	1	1
National Origin	2	10	11	8	4	2
Equal Pay Act	0	0	4	0	0	1
Age	19	26	30	23	26	5
Disability	14	15	23	19	26	8
Genetics	0	0	0	0	0	0
Non-EEO	7	10	13	6	12	5

Part 3 Complaints By Issue						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 03-31)
Appointment/Hire	4	10	2	5	13	1
Assignment of Duties*	9	10	9	12	6	0
Awards	0	1	2	2	1	0
Conversion to Full Time/Perm Status*	0	0	1	0	0	0
Disciplinary Action: Demotion	0	1	0	0	1	0
Disciplinary Action: Reprimand**	5	9	17	7	4	0
Disciplinary Action: Suspension	1	4	6	5	6	0
Disciplinary Action: Removal	0	2	4	4	8	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	0	0	0	0
Perf. Eval./ Appraisal	10	8	13	14	15	2
Examination/Test	0	1	0	0	0	0
Harassment: Non-Sexual	25	36	50	28	29	2
Harassment: Sexual	1	4	6	1	2	1
Medical Examination	0	0	0	1	0	0
Pay including overtime	2	1	5	1	1	0
Promotion/Non-Selection	16	18	17	13	11	5
Reassignment: Denied/Directed	1	2	3	5	0	2
Reassignment: Directed	0	2	1	11	5	0
Reasonable Accommodation Disability	5	5	11	11	10	3
Reinstatement*	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	1	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	4	16	2	0	0
Termination	3	6	6	2	3	4
Terms/Conditions of Employment*	9	15	33	19	5	0
Time and Attendance	4	3	10	12	9	1
Training	4	3	9	2	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	5

Part 4 Processing Time (Complaints Pending During FY)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 03-31)
Average days in Investigation for all cases pending during FY	225.71	164.91	175.57	190.84	211.5	147.18
Average days in Final Action for all cases pending during FY	49.73	90.59	36.36	38.7	39.58	46.45
Average days in Investigation with Hearing	226.97	186.67	168.52	198.0	226.91	188.40
Average days in Final Action with Hearing	61.4	112.17	15.73	22.23	29.91	23.71
Average Days in Investigation without Hearing	219.63	140.07	185.8	182.45	198.5	130.00
Average Days in Final Action without Hearing	46.21	59.61	57.0	55.18	50.0	65.18

Part 5 Complaints Dismissed or Withdrawn

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 03-31)
Total Complaints Dismissed by Agency	7	7	7	6	3	0
Average Days Pending Prior to Dismissal	89	44	13	237	37	0.00
Total Complaints Withdrawn by Complainants	6	5	3	2	7	2

Part 6 Total Final Agency Actions Finding Discrimination

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 03-31)	FY 2021 % (thru 03-31)
Total Number Findings	0		1		0		0		2		0	
Findings Without Hearing	0	0	1	100	0	0	0	0	1	50	0	0
Findings With Hearing	0	0	0	0	0	0	0	0	1	50	0	0

Part 7 Finding of Discrimination by Basis

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 03- 31)	FY 2021 % (thru 03- 31)
Total Number Findings	0		1		0		0		2		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	100.00	0	0.00	0	0.00	1	50.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00









Part 9 Complaints Pending from Previous FY By Status

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 03-31)
Total complaints from previous Fiscal Years	50	50	57	72	52	63
Total Complainants	50	49	57	72	51	58
Complaints Pending Investigation	0	0	0	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	45	47	54	65	48	52
Complaints Pending Final Agency Action	6	3	3	8	4	4
Complaints Pending Appeal with EEOC Office of Federal Operations	18	24	28	33	44	30

Part 10 Complaint Investigations

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	1	0	0