

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

NASS (Includes Sub-Level Offices)

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

## 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 09-30) |
| Number of Complaints Filed | 2       | 2       | 3       | 0       | 4       | 2                    |
| Number of Complainants     | 2       | 2       | 3       | 0       | 4       | 2                    |
| Repeat Filers              | 0       | 0       | 0       | 0       | 0       | 0                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 (thru 09-30) |
| Race                       | 1       | 0       | 1       | 0       | 2       | 0                    |
| Color                      | 0       | 0       | 2       | 0       | 0       | 0                    |
| Religion                   | 1       | 0       | 0       | 0       | 0       | 0                    |
| Reprisal                   | 1       | 2       | 1       | 0       | 3       | 2                    |
| Sex                        | 0       | 0       | 2       | 0       | 0       | 0                    |
| PDA                        | 0       | 0       | 0       | 0       | 0       | 0                    |
| National Origin            | 0       | 0       | 0       | 0       | 2       | 0                    |
| Equal Pay Act              | 0       | 0       | 0       | 0       | 0       | 0                    |
| Age                        | 1       | 0       | 1       | 0       | 1       | 0                    |
| Disability                 | 1       | 0       | 1       | 0       | 0       | 2                    |
| Genetics                   | 0       | 0       | 0       | 0       | 0       | 0                    |
| Non-EEO                    | 1       | 0       | 0       | 0       | 0       | 0                    |

### Part 3 Complaints By Issue

|                                                      | FY<br>2015 | FY<br>2016 | FY<br>2017 | FY<br>2018 | FY<br>2019 | FY 2020<br>(thru<br>09-30) |
|------------------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Appointment/Hire                                     | 0          | 1          | 0          | 0          | 0          | 0                          |
| Assignment of Duties*                                | 2          | 1          | 0          | 0          | 0          | 0                          |
| Awards                                               | 0          | 0          | 0          | 0          | 0          | 0                          |
| Conversion to Full Time/Perm Status*                 | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Demotion                        | 1          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Reprimand**                     | 0          | 1          | 0          | 0          | 0          | 1                          |
| Disciplinary Action: Suspension                      | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Removal                         | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Other Disciplinary<br>Actions** | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Other 2**                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Duty Hours*                                          | 0          | 0          | 0          | 0          | 0          | 0                          |
| Perf. Eval./ Appraisal                               | 0          | 1          | 1          | 0          | 1          | 1                          |
| Examination/Test                                     | 1          | 0          | 0          | 0          | 0          | 0                          |
| Harassment: Non-Sexual                               | 2          | 2          | 2          | 0          | 3          | 1                          |
| Harassment: Sexual                                   | 0          | 0          | 1          | 0          | 0          | 0                          |
| Medical Examination                                  | 0          | 0          | 0          | 0          | 0          | 0                          |
| Pay including overtime                               | 0          | 0          | 1          | 0          | 0          | 0                          |
| Promotion/Non-Selection                              | 0          | 0          | 3          | 0          | 0          | 0                          |
| Reassignment: Denied/Directed                        | 0          | 0          | 0          | 0          | 0          | 0                          |
| Reassignment: Directed                               | 0          | 0          | 0          | 0          | 0          | 0                          |
| Reasonable Accommodation Disability                  | 1          | 1          | 0          | 0          | 0          | 1                          |
| Reinstatement*                                       | 0          | 1          | 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          | 0          | 0          | 0                          |
| Termination                                          | 1          | 0          | 1          | 0          | 0          | 0                          |
| Terms/Conditions of Employment*                      | 1          | 2          | 2          | 0          | 0          | 0                          |
| Time and Attendance                                  | 1          | 1          | 0          | 0          | 0          | 0                          |
| Training                                             | 1          | 0          | 1          | 0          | 0          | 0                          |
| Other Terms/Conditions of Employment*                | 0          | 0          | 0          | 0          | 0          | 0                          |

|                                                               | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 (thru 09-30) |
|---------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
| Average days in Investigation for all cases pending during FY | 0.0     | 255.0   | 157.67  | 0.0     | 0.0     | 182.0                |
| Average days in Final Action for all cases pending during FY  | 0.0     | 26.0    | 25.0    | 13.0    | 53.0    | 29.25                |
| Average days in Investigation with Hearing                    | 0.0     | 324.0   | 148.0   | 0.0     | 0.0     | 174.5                |
| Average days in Final Action with Hearing                     | 38.0    | 0.0     | 0.0     | 13.0    | 53.0    | 6.0                  |
| Average Days in Investigation without Hearing                 | 125.0   | 186.0   | 177.0   | 0.0     | 0.0     | 187.0                |
| Average Days in Final Action without Hearing                  | 0.0     | 26.0    | 25.0    | 0.0     | 0.0     | 37.0                 |

|                                               | FY<br>2015 | FY<br>2016 | FY<br>2017 | FY<br>2018 | FY<br>2019 | FY 2020<br>(thru<br>09-30) |
|-----------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Total Complaints Dismissed by Agency          | 0          | 0          | 0          | 0          | 1          | 0                          |
| Average Days Pending Prior to Dismissal       | 0          | 0          | 0          | 0          | 13         | 0                          |
| Total Complaints Withdrawn by<br>Complainants | 0          | 0          | 0          | 0          | 0          | 0                          |

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# Part 7 Finding of Discrimination by Basis

|                       | FY<br>2015<br>Count | FY<br>2015<br>% | FY<br>2016<br>Count | FY<br>2016<br>% | FY<br>2017<br>Count | FY<br>2017<br>% | FY<br>2018<br>Count | FY<br>2018<br>% | FY<br>2019<br>Count | FY<br>2019<br>% | FY 2020<br>Count<br>(thru 09-30) | FY 2020<br>%<br>(thru 09-30) |
|-----------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| Total Number Findings | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 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            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Sex                   | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 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            | 0                   | 0.00            | 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            | 0                   | 0.00            | 0                                | 0.00                         |

### Part 7 Finding of Discrimination by Basis (with Hearing)

|                        | FY<br>2015<br>Count | FY<br>2015<br>% | FY<br>2016<br>Count | FY<br>2016<br>% | FY<br>2017<br>Count | FY<br>2017<br>% | FY<br>2018<br>Count | FY<br>2018<br>% | FY<br>2019<br>Count | FY<br>2019<br>% | FY 2020<br>Count<br>(thru 09-<br>30) | FY 2020<br>%<br>(thru 09-<br>30) |
|------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Findings After Hearing | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 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            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Sex                    | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 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            | 0                   | 0.00            | 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            | 0                   | 0.00            | 0                                    | 0.00                             |

### Part 7 Finding of Discrimination by Basis (without Hearing)

|                         | FY<br>2015<br>Count | FY<br>2015<br>% | FY<br>2016<br>Count | FY<br>2016<br>% | FY<br>2017<br>Count | FY<br>2017<br>% | FY<br>2018<br>Count | FY<br>2018<br>% | FY<br>2019<br>Count | FY<br>2019<br>% | FY 2020<br>Count<br>(thru 09-<br>30) | FY 2020<br>%<br>(thru 09-<br>30) |
|-------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Finding Without Hearing | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 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            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Sex                     | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 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            | 0                   | 0.00            | 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            | 0                   | 0.00            | 0                                    | 0.00                             |

## Part 8 Finding of Discrimination by Issue

[illegible]

|                                                          |
|----------------------------------------------------------|
| Part 8 Finding of Discrimination by Issue (with Hearing) |
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[illegible]

|                                                             |
|-------------------------------------------------------------|
| Part 8 Finding of Discrimination by Issue (without Hearing) |
|-------------------------------------------------------------|

[illegible]

| Part 9 Complaints Pending from Previous FY By Status                |         |         |         |         |         |                            |
|---------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                     | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020<br>(thru<br>09-30) |
| Total complaints from previous Fiscal Years                         | 0       | 1       | 1       | 2       | 1       | 0                          |
| Total Complainants                                                  | 0       | 1       | 1       | 2       | 1       | 0                          |
| Complaints Pending Investigation                                    | 0       | 0       | 0       | 0       | 0       | 0                          |
| ROI issued, pending Complainant's action                            | 0       | 0       | 0       | 0       | 0       | 0                          |
| Complaints Pending in Hearing                                       | 0       | 1       | 1       | 2       | 0       | 0                          |
| Complaints Pending Final Agency Action                              | 0       | 0       | 0       | 0       | 1       | 0                          |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 0       | 0       | 0       | 0       | 0       | 3                          |

| Part 10 Complaint Investigations                                       |         |         |         |         |         |                            |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                        | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020<br>(thru<br>09-30) |
| Pending Complaints Where Investigations Exceed<br>Required Time Frames | 0       | 0       | 0       | 0       | 0       | 0                          |