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

## OCFO (and below)

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

			Compar	ative Data		
<b>Complaint Activity</b>		Previo	ous Fiscal Yea	r Data		2020
	2015	2016	2017	2018	2019	Thru 12-31
Number of Complaints Filed	29	48	35	42	35	<u>7</u>
Number of Complainants	27	42	34	41	32	6
Repeat Filers	2	6	1	1	3	1

Complaints by Dasis			Compar	ative Data	l	
Complaints by Basis		Previou	s Fiscal Y	ear Data		2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 12-31
Race	17	32	20	34	24	<u>4</u>
Color	7	13	12	23	19	<u>2</u>
Religion	1	1	4	0	0	<u>0</u>
Reprisal	15	27	18	24	17	<u>6</u>
Sex	16	20	15	13	11	<u>3</u>
PDA	0	0	0	0	0	<u>0</u>
National Origin	5	6	3	5	1	<u>3</u>

Complaints by Pasis			Compar	ative Data		
Complaints by Basis		Previou	s Fiscal Y	ear Data		2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 12-31
Equal Pay Act	0	0	0	1	0	<u>0</u>
Age	9	17	13	7	13	<u>4</u>
Disability	11	13	14	14	13	<u>0</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	5	3	4	4	3	<u>1</u>

Compleints by Issue			Compar	ative Data	l	
Complaints by Issue		Previou	s Fiscal Y	ear Data		2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 12-31
Appointment/Hire	1	4	3	0	1	<u>0</u>
Assignment of Duties	8	10	12	12	4	<u>6</u>
Awards	0	3	4	10	1	<u>0</u>
Conversion to Full Time/Perm Status	0	0	2	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	0	1	4	2	3	<u>1</u>
Suspension	0	0	1	1	1	<u>0</u>
Removal	0	0	0	0	1	<u>0</u>
Other	0	0	0	1	1	<u>0</u>

			Compar	ative Data	L	
Complaints by Issue		Previou	s Fiscal Y	ear Data		2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 12-31
Duty Hours	5	2	1	3	3	<u>0</u>
Perf. Eval./ Appraisal	5	9	7	9	11	<u>3</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	19	28	24	26	20	<u>6</u>
Sexual	1	3	0	2	0	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay including overtime	6	3	3	1	2	1
Promotion/Non-Selection	11	16	13	3	6	2
Reassignment				1		1
Denied	2	0	1	2	0	<u>0</u>
Directed	2	1	3	2	0	<u>0</u>
Reasonable Accommodation Disability	5	5	7	6	2	<u>0</u>
Reinstatement	0	0	0	0	1	<u>0</u>
Religious Accommodation	0	0	1	0	0	<u>0</u>
Retirement	0	0	0	0	1	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	0	2	2	3	3	<u>0</u>
Termination	3	1	1	1	0	<u>0</u>

Compleints by Issue			Compar	ative Data	l	
Complaints by Issue		Previou	s Fiscal Y	ear Data		2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 12-31
Terms/Conditions of Employment	10	3	6	2	6	<u>2</u>
Time and Attendance	7	5	8	6	2	<u>1</u>
Training	6	8	2	4	2	<u>0</u>
Other						
User Defined - Other 1	0	1	0	1	0	<u>0</u>
User Defined - Other 2	0	0	0	0	0	<u>0</u>
User Defined - Other 3	0	0	0	0	0	<u>0</u>
User Defined - Other 4	0	0	0	0	0	<u>0</u>

			Compara	tive Data		
<b>Processing Time</b>		Previo	ous Fiscal Yea	ır Data		2020
	2015	2016	2017	2018	2019	Thru 12-31
Complaints pending during fiscal year		1	1	1	1	1
Average number of days in investigation	166.17	205.70	160.53	152.16	176.29	166.67
Average number of days in final action	78.21	152.30	99.18	42.92	39.58	35.33
Complaint pending during fiscal year where hearing was	requested	1		1		
Average number of days in investigation	175.50	217.20	161.89	148.33	160.33	167.00
Average number of days in final action	70.71	333.25	103.95	48.75	38.05	26.44
Complaint pending during fiscal year where hearing was	not requested	-	-	-	-	

			Compara	tive Data						
Processing Time	Previous Fiscal Year Data									
2015 2016		2017	2018	2019	Thru 12-31					
Average number of days in investigation	156.83	178.44	159.30	155.79	223.20	166.50				
Average number of days in final action	85.71	31.67	93.89	40.00	45.40	62.00				

			Compar	ative Data						
<b>Complaints Dismissed by Agency</b>	Previous Fiscal Year Data									
	2015	Thru 12-31								
Total Complaints Dismissed by Agency	3	5	3	4	7	2				
Average days pending prior to dismissal	71	79	33	6	17	21				
Complaints Withdrawn b	y Complain	ants								
Total Complaints Withdrawn by Complainants	2	1	5	1	0	<u>0</u>				

					Со	mpara	ntive	Data				
	Previous Fiscal Year Data											
Total Final Agency Actions Finding Discrimination	2	015		2016	20	017		2018	20	019		hru 2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		1		0		0	
Without Hearing	0	0	2	100	0	0	1	100	0	0	<u>0</u>	0
With Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

	Comparative Data												
Findings of Discrimination Rendered by Basis			P	reviou	s Fis	cal Ye	ear D	Data				020	
Note: Complaints can be filed alleging multiple bases.	2	015	2016		2017		2018		2	019		hru 2-31	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		2		0		0		0		0		
Race	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0	
Color	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0	
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reprisal	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0	
Sex	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0	
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Disability	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0	
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
				-	- 1	-	- 1				- 1		
Findings After Hearing	0		0		0		0		0		0		
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	

					Cor	npara	tive	Data				
Findings of Discrimination Rendered by Basis			P	reviou	s Fis	cal Ye	ear D	Data				020
Note: Complaints can be filed alleging multiple bases.	2	2015		016	20	017	20	018	20	019		hru 2-31
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		2		0		0		0		0	
Race	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data													
Findings of Discrimination Kendered by Basis			Р	reviou	s Fis	cal Ye	ear D	ata				020		
Note: Complaints can be filed alleging multiple bases.	2	015	2	016	20	)17	20	018	20	)19		hru 2-31		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Disability	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0		
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0		
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0		

					Cor	nparat	ive D	ata				
				Previou	s Fisc	al Yea	r Data	a				020
Findings of Discrimination Rendered by Issue	20	2015 2016		2016	2017		2018		2019			hru 2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

				Comparative Data												
				Previou	s Fisc	al Yea	r Data	a				020				
Findings of Discrimination Rendered by Issue	2	015		2016	20	017	2	018	20	019		hru 2-31				
	#	%	#	%	#	%	#	%	#	%	#	%				
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Duty Hours	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0				
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Harassment																
Non-Sexual	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0				
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Reassignment																
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0				

					Cor	nparat	ive D	ata				
				Previou	s Fisc	al Yea	r Data	a			202 ———————————————————————————————————	
Findings of Discrimination Rendered by Issue	2	015		2016	2	017	20	018	20	019		nru 2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	2	100	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

	Comparative Data												
E's d'an ef D'acciacia d'an Dandara d'ha larra				Previou	s Fisc	al Yea	r Data	a				020	
Findings of Discrimination Rendered by Issue	20	015		2016	2	017	20	018	20	019		hru 2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	

					Cor	nparat	ive D	ata				
				Previou	s Fisc	al Yea	r Data	a				020
Findings of Discrimination Rendered by Issue		015		2016	20	017	20	018	20	019		hru 2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

					Cor	nparat	ive D	ata				
Findings of Discuining tion Dondousd by Issue				Previou	s Fisc	al Yea	r Data	a				020
Findings of Discrimination Rendered by Issue	2	015		2016	20	017	20	018	20	019		hru 2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	1	50	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

		<b>Comparative Data</b>													
				Previou	s Fisc	al Yea	r Data	a			2020				
Findings of Discrimination Rendered by Issue	2	2015 2016		2	017	2018		2019			hru 2-31				
	#	%	#	%	#	%	#	%	#	%	#	%			
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
Terms/Conditions of Employment	0	0	2	100	0	0	0	0	0	0	<u>0</u>	0			
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
Other - User Define												<u>.</u>			
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0			

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status		Previous Fiscal Year Data										
	2015	2016	2017	2018	2019	Thru 12-31						
Total complaints from previous Fiscal Years	7	15	6	5	8	<u>21</u>						
Total Complainants	7	15	6	5	8	21						
Number complaints pending												

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status		2020										
	2015	2016	2017	2018	2019	Thru 12-31						
Investigation	0	1	1	0	0	<u>12</u>						
ROI issued, pending Complainant's action	0	0	0	0	1	2						
Hearing	6	7	4	4	6	<u>7</u>						
Final Agency Action	1	5	0	1	0	1						
Appeal with EEOC Office of Federal Operations	1	2	7	8	8	<u>11</u>						

		(	Compara	ative Dat	ta	
<b>Complaint Investigations</b>	]	Previous	Fiscal Y	ear Data	a	2020
	2015	2016	2017	2018	2019	Thru 12-31
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	1	0	1	2