

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

## OCFO (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020T hru06- 30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	29	48	35	42	35	24
Number of Complainants	27	42	34	41	32	22
Repeat Filers	2	6	1	1	3	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 06- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	17	32	20	34	24	9
Color	7	13	12	23	19	4
Religion	1	1	4	0	0	0
Reprisal	15	27	18	24	17	14
Sex	16	20	15	13	11	6
PDA	0	0	0	0	0	0

National Origin	5	6	3	5	1	3
Equal Pay Act	0	0	0	1	0	0
Age	9	17	13	7	13	18
Disability	11	13	14	14	13	6
Genetics	0	0	0	0	0	0
Non-EEO	5	3	4	4	3	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 06- 30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	1	4	3	0	1	0
Assignment of Duties	8	10	12	12	4	7
Awards	0	3	4	10	1	0
Conversion to Full Time/Perm Status	0	0	2	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
Reprimand	0	1	4	2	3	1
Suspension	0	0	1	1	1	0
Removal	0	0	0	0	1	1
Other	0	0	0	1	1	0
Duty Hours	5	2	1	3	3	0
Perf. Eval./ Appraisal	5	9	7	9	11	11
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	19	28	24	26	20	9
Sexual	1	3	0	2	0	1

Medical Examination	0	0	0	0	0	0
Pay including overtime	6	3	3	1	2	3
Promotion/Non-Selection	11	16	13	3	6	7
<b>Reassignment</b>						
Denied	2	0	1	2	0	0
Directed	2	1	3	2	0	2
Reasonable Accommodation Disability	5	5	7	6	2	4
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	1	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	2	3	3	0
Termination	3	1	1	1	0	0
Terms/Conditions of Employment	10	3	6	2	6	2
Time and Attendance	7	5	8	6	2	2
Training	6	8	2	4	2	1
<b>Other</b>						
User Defined - Other 1	0	1	0	1	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020T hru06 -30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in	166.17	205.70	160.53	152.16	176.29	193.17

investigation							
Average number of days in final action	78.21	152.30	99.18	42.92	39.58	47.16	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	175.50	217.20	161.89	148.33	160.33	182.17	
Average number of days in final action	70.71	333.25	103.95	48.75	38.05	45.92	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	156.83	178.44	159.30	155.79	223.20	198.67	
Average number of days in final action	85.71	31.67	93.89	40.00	45.40	49.29	
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>						<b>2020 Thru 06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>		
Total Complaints Dismissed by Agency	3	5	3	4	7	3	
Average days pending prior to dismissal	71	79	33	6	17	27	
<b>Complaints Withdrawn by Complainants</b>							
Total Complaints Withdrawn by Complainants	2	1	5	1	0	0	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>						<b>2020 Thru 06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>		
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>
Total Number Findings	0	2	0	1	0	0	
Without Hearing	0	2	0	1	0	0	
With Hearing	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
<b>Findings Without Hearing</b>	0		2		0		0		0		0	
Race	0	0	1	50	0	0	0	0	0	0	0	0
Color	0	0	1	50	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	50	0	0	0	0	0	0	0	0
Sex	0	0	1	50	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	1	50	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 06-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		2		0		0		0		0	
Appointment/Hire	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	2	100	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
<b>Findings After Hearing</b>	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												







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	2	100	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2020 Thru 06-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	7	15	6	5	8	13						
Total Complainants	7	15	6	5	8	13						
<b>Number complaints pending</b>												
Investigation	0	1	1	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	1	0						
Hearing	6	7	4	4	6	9						
Final Agency Action	1	5	0	1	0	2						
Appeal with EEOC Office of Federal Operations	1	2	7	8	8	11						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2020</b>						

	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>Thru 06- 30</b>
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	1	0	1	1