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

## **OCFO** (and below)

For 4th Quarter 2021 for period ending September 30, 2021

|                            | Comparative Data |        |             |      |      |               |  |  |  |  |  |
|----------------------------|------------------|--------|-------------|------|------|---------------|--|--|--|--|--|
| Complaint Activity         | Pr               | evious | 2021Th00 20 |      |      |               |  |  |  |  |  |
|                            | 2016             | 2017   | 2018        | 2019 | 2020 | 2021Thru09-30 |  |  |  |  |  |
| Number of Complaints Filed | 48               | 35     | 42          | 35   | 27   | 17            |  |  |  |  |  |
| Number of Complainants     | 42               | 34     | 41          | 32   | 25   | 15            |  |  |  |  |  |
| Repeat Filers              | 6                | 1      | 1           | 3    | 2    | 2             |  |  |  |  |  |

| Complaints by Basis   |      | Comparative Data |      |      |      |                   |  |  |  |  |  |  |
|---|------|------------------|------|------|------|-------------------|--|--|--|--|--|--|
| Complaints by basis   | Pre  | vious ]          |      |      |      |                   |  |  |  |  |  |  |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2016 | 2017             | 2018 | 2019 | 2020 | 2021Thru09-<br>30 |  |  |  |  |  |  |
| Race  | 32   | 20               | 34   | 24   | 10   | 8                 |  |  |  |  |  |  |
| Color   | 13   | 12               | 23   | 19   | 4    | 3                 |  |  |  |  |  |  |
| Religion  | 1    | 4                | 0    | 0    | 0    | 1                 |  |  |  |  |  |  |
| Reprisal  | 27   | 18               | 24   | 17   | 14   | 11                |  |  |  |  |  |  |
| Sex   | 20   | 15               | 13   | 11   | 7    | 2                 |  |  |  |  |  |  |
| PDA   | 0    | 0                | 0    | 0    | 0    | 0                 |  |  |  |  |  |  |
| National Origin   | 6    | 3                | 5    | 1    | 3    | 1                 |  |  |  |  |  |  |

| Equal Pay Act   | 0                | 0       | 1        | 0      | 0    | 0                 |  |  |  |  |  |
|---|------------------|---------|----------|--------|------|-------------------|--|--|--|--|--|
| Age   | 17               | 13      | 7        | 13     | 20   | 7                 |  |  |  |  |  |
| Disability  | 13               | 14      | 14       | 13     | 7    | 3                 |  |  |  |  |  |
| Genetics  | 0                | 0       | 0        | 0      | 0    | 0                 |  |  |  |  |  |
| Non-EEO   | 3                | 4       | 4        | 3      | 1    | 1                 |  |  |  |  |  |
|   | Comparative Data |         |          |        |      |                   |  |  |  |  |  |
| Complaints by Issue   | Pre              | vious l | Fiscal ` | Year D | ata  |                   |  |  |  |  |  |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. |                  | 2017    | 2018     | 2019   | 2020 | 2021Thru09-<br>30 |  |  |  |  |  |
| Appointment/Hire  | 4                | 3       | 0        | 1      | 1    | 2                 |  |  |  |  |  |
| Assignment of Duties  | 10               | 12      | 12       | 4      | 9    | 3                 |  |  |  |  |  |
| Awards  | 3                | 4       | 10       | 1      | 0    | 1                 |  |  |  |  |  |
| Conversion to Full Time/Perm Status   | 0                | 2       | 0        | 0      | 0    | 0                 |  |  |  |  |  |
| <b>Disciplinary Action</b>  |                  |         |          |        |      |                   |  |  |  |  |  |
| Demotion  | 0                | 0       | 0        | 0      | 1    | 0                 |  |  |  |  |  |
| Reprimand   | 1                | 4       | 2        | 3      | 1    | 2                 |  |  |  |  |  |
| Suspension  | 0                | 1       | 1        | 1      | 0    | 0                 |  |  |  |  |  |
| Removal   | 0                | 0       | 0        | 1      | 1    | 0                 |  |  |  |  |  |
| Disciplinary Warning  | 0                | 0       | 0        | 0      | 0    | 0                 |  |  |  |  |  |
| Other Disciplinary Actions  | 0                | 0       | 1        | 1      | 0    | 0                 |  |  |  |  |  |
| Other 2   | 0                | 0       | 0        | 0      | 0    | 0                 |  |  |  |  |  |
| Duty Hours  | 2                | 1       | 3        | 3      | 0    | 0                 |  |  |  |  |  |
| Perf. Eval./ Appraisal  | 9                | 7       | 9        | 11     | 11   | 6                 |  |  |  |  |  |
| Examination/Test  | 0                | 0       | 0        | 0      | 0    | 0                 |  |  |  |  |  |
| Harassment  |                  |         |          |        |      |                   |  |  |  |  |  |
| Non-Sexual  | 28               | 24      | 26       | 20     | 10   | 9                 |  |  |  |  |  |
| Sexual  | 3                | 0       | 2        | 0      | 1    | 0                 |  |  |  |  |  |

| Medical Examination                     |                                | 0        | 0     | 0    | 0       | 0      | 0           |  |
|---|--------------------------------|----------|-------|------|---------|--------|-------------|--|
| Pay including overtime                  | y including overtime           |          |       | 1    | 2       | 3      | 0           |  |
| Promotion/Non-Selection                 |                                | 16       | 13    | 3    | 6       | 7      | 5           |  |
| Reassignment                            |                                |          |       | ı    |         | I      | '           |  |
| Denied                                  |                                |          | 1     | 2    | 0       | 0      | 0           |  |
| Directed                                |                                | 1        | 3     | 2    | 0       | 2      | 1           |  |
| Reasonable Accommodation Disability     | l                              | 5        | 7     | 6    | 2       | 5      | 1           |  |
| Reinstatement                           |                                | 0        | 0     | 0    | 1       | 0      | 0           |  |
| Religious Accommodation                 |                                | 0        | 1     | 0    | 0       | 0      | 0           |  |
| Retirement                              |                                | 0        | 0     | 0    | 1       | 0      | 0           |  |
| Sex-Stereotyping                        |                                | 0        | 0     | 0    | 0       | 0      | 0           |  |
| Telework                                |                                | 2        | 2     | 3    | 3       | 0      | 0           |  |
| Termination                             | `ermination                    |          |       | 1    | 0       | 0      | 0           |  |
| Terms/Conditions of Employ              | Γerms/Conditions of Employment |          |       | 2    | 6       | 2      | 0           |  |
| Time and Attendance                     |                                | 5        | 8     | 6    | 2       | 2      | 1           |  |
| Training                                |                                | 8        | 2     | 4    | . 2     | 1      | 1           |  |
| Other Terms/Conditions of Employment    |                                | 0        | 0     | 0    | 0       | 0      | 0           |  |
| User Defined - Other 1                  |                                | 1        | 0     | 1    | 0       | 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           |  |
|   |                                |          | Co    | mpa  | arative | Data   |             |  |
| <b>Processing Time</b>                  | I                              | Previous | Fisca | l Ye | ar Dat  | a      | 2021Thru09- |  |
|   | 2016                           | 2017     | 2018  | 3    | 2019    | 2020   | 30          |  |
| Complaints pending during f             | iscal yea                      | r        |       |      |         |        |             |  |
| Average number of days in investigation | 205.70                         | 160.53   | 152.1 | .6   | 176.29  | 188.20 | 141.82      |  |

| Average number of days in final action                         | 152.   | .30  | 99                     | .18           | 4     | 2.9      | 2 3                | 39.5        | 88          | 46.        | .38        | 28.06       |                    |
|--|--------|------|------------------------|---------------|-------|----------|--------------------|-------------|-------------|------------|------------|-------------|--------------------|
| Complaint pending during fi                                    | scal y | /ear | whe                    | ere           | hear  | ing      | , was              | req         | uest        | ed         |            |             |                    |
| Average number of days in investigation                        | 217.   | .20  | 161.89                 |               | 9 14  | 148.33   |                    | 160.33      |             | 3 178.82   |            | 133.50      |                    |
| Average number of days in final action                         | 333.   | .25  | 103.95                 |               | 5 4   | 48.75    |                    | 38.05       |             | 3.05 45.92 |            | 20.17       |                    |
| Complaint pending during fi                                    | scal y | ear  | whe                    | ere           | hear  | ing      | was                | not         | req         | uesi       | ted        | -           |                    |
| Average number of days in investigation                        | 178.   | .44  | 159                    | 159.30 155.79 |       |          | 79 2               | 223.20      |             |            | .57        | 144.38      |                    |
| Average number of days in final action                         | 31.6   | 67   | 93                     | .89           | 4     | 0.0      | 00 2               | 45.40       |             | 0 46.83    |            | 32.36       |                    |
|  |        |      |                        |               |       |          | Cor                | npa         | arat        | ive        | Data       | a           |                    |
| Complaints Dismissed by A                                      | Agene  | cy   | Previous Fiscal Year D |               |       |          |                    |             |             | ata        | ı          | 2021Thru09- |                    |
|  |        |      | 201                    | 2016 2017 201 |       | 2018     | 20                 | 2019        |             | 20         | 30         |             |                    |
| Total Complaints Dismissed<br>Agency                           | by     |      | 5                      |               | 3     |          | 4                  |             | 7           | 3          | 3          |             | 1                  |
| Average days pending prior dismissal                           | to     |      | 79                     | )             | 33    |          | 6                  | 17          |             | 2          | 7          | 55          |                    |
| Comp   | laints | s W  | ithd                   | rav           | wn b  | y (      | Comp               | lai         | nan         | ts         |            |             |                    |
|  |        |      |                        |               |       |          |                    |             |             |            |            |             |                    |
| Total Complaints Withdrawn Complainants                        | n by   |      | 1                      |               | 5     |          | 1                  |             | 0           | (          | 5          |             | 1                  |
|  | n by   |      | 1                      |               | 5     |          |                    |             |             |            |            |             | 1                  |
| Complainants   |        |      |                        |               |       |          | 1                  | ara         | ativo       | e Da       |            | 2021        |                    |
|  | ns     | 201  | Pro                    | evi           |       | Fis      | 1<br>Comp          | oara<br>ear | ativo       | e Da       |            |             | 1<br>Γhru09-<br>30 |
| Complainants  Total Final Agency Action                        | ns     |      | Pro                    | evi           | ous l | Fis      | 1<br>Comp          | oara<br>ear | ative<br>Da | e Da       | ata        |             | -<br>Γhru09-       |
| Complainants  Total Final Agency Action                        | ns     |      | Pro                    | evic          | ous 1 | Fis      | 1<br>Comp<br>cal Y | ear<br>20   | ative<br>Da | e Da       | nta<br>)20 |             | Γhru09-<br>30      |
| Complainants  Total Final Agency Action Finding Discrimination | ns     | # 2  | Pro                    | evice 20      | ous 1 | Fis<br>2 | 1<br>Comp<br>cal Y | ear<br>20   | ative<br>Da | ta 20      | nta<br>)20 | #           | Γhru09-<br>30      |

| Findings of Discrimination   | Comparative Data |    |      |     |      |       |      |      |      |   |             |   |  |
|--|------------------|----|------|-----|------|-------|------|------|------|---|-------------|---|--|
| Rendered by Basis  |                  | Pr | evi  | ous | Fis  | cal ' | Yea  | ır D | ata  |   | 2021Thru09- |   |  |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | 2016             |    | 2017 |     | 2018 |       | 2019 |      | 2020 |   | 30          |   |  |
|  | #                | %  | #    | %   | #    | %     | #    | %    | #    | % | #           | % |  |
| Total Number Findings  | 2                |    | 0    |     | 0    |       | 0    |      | 0    |   | 0           |   |  |
| Race   | 1                | 50 | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Color  | 1                | 50 | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Religion   | 0                | 0  | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Reprisal   | 1                | 50 | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Sex  | 1                | 50 | 0    | 0   | 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   | 1                | 50 | 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 |  |
|  |                  |    |      |     |      |       |      |      |      |   |             |   |  |
| Findings After Hearing   | 0                |    | 0    |     | 0    |       | 0    |      | 0    |   | 0           |   |  |
| Race   | 0                | 0  | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Color  | 0                | 0  | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Religion   | 0                | 0  | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Reprisal   | 0                | 0  | 0    | 0   | 0    | 0     | 0    | 0    | 0    | 0 | 0           | 0 |  |
| Sex  | 0                | 0  | 0    | 0   | 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 |  |

|                          | _ | _  |   |   |   |   | 1 |   |   |   |   |   |
|--------------------------|---|----|---|---|---|---|---|---|---|---|---|---|
| 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 |
|                          |   |    |   |   |   |   |   |   |   |   |   |   |
| Findings Without Hearing | 2 |    | 0 |   | 0 |   | 0 |   | 0 |   | 0 |   |
| Race                     | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color                    | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion                 | 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal                 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex                      | 1 | 50 | 0 | 0 | 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               | 1 | 50 | 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 |