

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

RD (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	30	45	62	39	29	4
Number of Complainants	30	45	62	37	26	4
Repeat Filers	0	0	0	2	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	14	27	26	16	16	1
Color	2	9	2	3	4	1
Religion	1	1	2	1	3	0
Reprisal	11	19	29	25	11	2
Sex	13	19	20	11	13	3
PDA	0	0	0	0	0	0
National Origin	4	3	4	2	3	1
Equal Pay Act	0	0	0	2	0	0

Age	11	21	22	8	11	0
Disability	9	9	18	18	12	2
Genetics	0	0	0	0	0	0
Non-EEO	3	2	6	2	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<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	
Appointment/Hire	1	1	4	3	1	0
Assignment of Duties	7	12	5	4	5	0
Awards	1	1	1	0	0	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	0	1	2	2	2	0
Suspension	2	0	1	5	0	0
Removal	0	0	0	1	0	0
Other	1	1	1	2	0	0
Duty Hours	1	2	0	1	2	0
Perf. Eval./ Appraisal	6	8	11	9	4	1
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	14	21	34	28	11	2
Sexual	1	2	1	1	0	0
Medical Examination	0	0	1	0	0	0
Pay including overtime	2	0	0	1	0	0
Promotion/Non-Selection	8	15	16	2	12	0
Reassignment						
Denied	2	1	2	2	0	0

Directed	4	3	1	2	1	0
Reasonable Accommodation Disability	7	4	10	12	10	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	5	5	0	2	0
Termination	1	6	3	2	0	1
Terms/Conditions of Employment	10	8	6	9	3	0
Time and Attendance	2	8	4	4	4	0
Training	1	3	5	3	2	1
Other						
User Defined - Other 1	1	2	1	0	0	0
User Defined - Other 2	1	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	233.24	187.58	166.34	200.57	221.50	155.00
Average number of days in final action	259.94	116.89	119.89	34.65	48.45	38.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.27	191.10	168.95	208.58	244.74	115.67
Average number of days in final action	142.57	142.67	106.47	18.25	51.33	46.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	266.93	181.42	165.78	194.56	192.07	214.00

Average number of days in final action	342.10	84.67	135.81	52.13	45.36	26.00		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2020Thru12-31		
	2015	2016	2017	2018	2019			
Total Complaints Dismissed by Agency	2	2	13	10	1	1		
Average days pending prior to dismissal	59	94	25	40	14	25		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	2	2	2	6	3	0		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2020Thru12-31		
	2015	2016	2017	2018	2019			
	#	%	#	%	#	%	#	%
Total Number Findings	0	1	1	0	1	0		
Without Hearing	0	1	0	0	0	0	0	
With Hearing	0	0	1	0	1	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2020Thru12-31		
	2015	2016	2017	2018	2019			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%
Total Number Findings	0	1	1	0	1	0		
Race	0	0	1	0	0	0	0	
Color	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	
Reprisal	0	1	0	0	1	0	0	
Sex	0	0	0	0	0	0	0	
PDA	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		0		1		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	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	1	100	0	0
Promotion/Non-Selection	0	0	1	100	1	100	0	0	0	0	0	0
Reassignment												

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru12-31					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	35	28	28	35	27	45						
Total Complainants	35	28	28	35	26	40						
Number complaints pending												
Investigation	2	0	0	0	0	9						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	30	21	27	34	25	35						
Final Agency Action	5	7	1	2	2	1						
Appeal with EEOC Office of Federal Operations	6	7	14	20	24	26						
Complaint Investigations	Comparative Data						2020Thru12-31					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	2	0	1	1	0	1						