

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

HQ (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
Number of Complaints Filed	49	33	40	29	39	31
Number of Complainants	48	33	31	25	31	28
Repeat Filers	1	0	7	4	7	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	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	18	10	10	8	16	5
Color	4	5	4	2	5	3
Religion	1	4	1	3	0	3
Reprisal	24	19	17	17	22	18
Sex	14	11	15	11	17	16
PDA	0	0	0	0	0	0
National Origin	7	7	7	7	5	7
Equal Pay Act	0	0	0	0	0	0
Age	21	14	16	8	11	18
Disability	17	15	18	9	18	7
Genetics	0	0	0	0	0	0
Non-EEO	0	0	3	1	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	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>						
Appointment/Hire	1	2	0	0	1	1
Assignment of Duties	3	3	4	8	9	5
Awards	1	0	0	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	4	1	2	2	4	1
Suspension	4	1	2	2	3	3
Removal	0	0	0	0	0	0
Other	0	0	2	0	1	0
Duty Hours	1	0	1	0	1	1
Perf. Eval./ Appraisal	17	10	19	14	17	13
Examination/Test	1	0	0	0	0	1
Harassment						
Non-Sexual	25	16	23	19	25	20
Sexual	0	1	2	0	1	0
Medical Examination	0	1	0	3	1	1
Pay including overtime	3	0	3	2	8	4
Promotion/Non-Selection	12	7	10	10	0	8
Reassignment						
Denied	5	0	1	4	7	2
Directed	2	1	1	2	1	2
Reasonable Accommodation Disability	8	4	6	5	7	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	4	4	4	5	1
Termination	8	3	10	7	8	9
Terms/Conditions of Employment	13	9	2	6	3	5
Time and Attendance	3	2	4	7	10	5
Training	3	3	4	5	8	5
Other						
User Defined - Other 1	0	0	1	0	0	0

Processing Time	Comparative Data						2020 Thru 30-Sep					
	Previous Fiscal Year Data					2020 Thru 30-Sep						
	2015	2016	2017	2018	2019							
Complaints pending during fiscal year												
Average number of days in investigation	249.02	260.74	293.61	260.64	266.7	262.04						
Average number of days in final action	36.67	146.86	56.33	244.75	198.23	56.17						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	256.28	230.57	318.33	276.3	284.6	248						
Average number of days in final action	36.67	210.75	56.33	147.71	49.57	25.86						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	237.69	293.23	247.25	269.6	259.43	278.67						
Average number of days in final action	0	61.67	0	380.6	289.9	61.67						
Complaints Dismissed by Agency	Comparative Data						2020 Thru 30-Sep					
	Previous Fiscal Year Data					2020 Thru 30-Sep						
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	7	4	4	1	3	2						
Average days pending prior to dismissal	107	167	63	100	69	33						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	3	5	10	5	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 30-Sep	
	2015		2016		2017		2018		2019		30-Sep	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		0		0		0	
Without Hearing	0	0	1	50	1	100	0	0	0	0	0	0
With Hearing	0	0	1	50	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 30-Sep	
	2015		2016		2017		2018		2019		30-Sep	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases.</i>												
<i>The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	0		1		0		0		0		0	
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 30-Sep	
	2015		2016		2017		2018		2019		30-Sep	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Telework	0	0	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Telework	0	0	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020 Thru 30-Sep					
	Previous Fiscal Year Data					2020 Thru 30-Sep						
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	26	25	39	37	26	24						
Total Complainants	22	22	33	33	25	23						
Number complaints pending												
Investigation	1	0	0	1	1	3						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	24	19	30	23	19	22						
Final Agency Action	1	3	7	6	6	1						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint Investigations	Comparative Data						2020 Thru 30-Sep					
	Previous Fiscal Year Data					2020 Thru 30-Sep						
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	7	2	1	2	2	4						