

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Civilian, HQU (Civilian) (and below)

For 1st Quarter 2015 for period ending December 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
Number of Complaints Filed	52	44	49	53	39	8
Number of Complainants	51	42	45	2	38	8
Repeat Filers	1	3	2	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	21	18	19	26	11	3
Color	6	6	6	11	5	1
Religion	3	0	3	2	0	0
Reprisal	24	16	30	32	26	5
Sex	22	13	18	15	13	3
PDA	0	0	0	1	1	0
National Origin	4	5	8	3	3	0
Equal Pay Act	0	0	1	1	1	0
Age	9	18	13	14	11	1
Disability	18	20	18	17	20	4
Genetics	0	0	0	0	0	0
Non-EEO	1	2	3	2	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	5	9	4	2	0	1

Assignment of Duties	6	1	4	9	3	2
Awards	4	0	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	1	0	0
Reprimand	4	0	5	5	3	1
Suspension	6	1	4	6	1	0
Removal	2	3	3	2	0	0
Other	3	1	2	4	2	0
Duty Hours	2	0	0	4	3	0
Evaluation Appraisal	13	6	8	8	4	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	25	15	22	25	22	7
Sexual	4	0	3	0	1	0
Medical Examination	0	0	0	1	1	0
Pay (Including Overtime)	1	0	3	0	1	1
Promotion/Non-Selection	11	6	8	15	5	1
Reassignment						
Denied	1	0	0	1	0	0
Directed	0	0	0	2	0	0
Reasonable Accommodation	6	9	5	7	9	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	3	8	6	3	7	0
Terms/Conditions of Employment	3	1	3	5	5	1
Time and Attendance	4	2	2	4	1	0
Training	3	0	0	2	3	0
Other	7	3	8	9	10	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 31-Dec
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	175.32	227.04	203.74	187.08	201.7	141.5
Average number of days in final action	193.88	158.15	47.62	47.67	50.41	41
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	180.9	240.11	212.74	190.38	211.22	149.67
Average number of days in final action	13.88	30.06	25.7	26.91	33.75	32
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	168.41	199.44	190.81	181.8	182.67	136.6				
Average number of days in final action	353.89	278.71	63.29	65.23	90.4	50				
Complaints Dismissed by Agency	Comparative Data									
	Previous Fiscal Year Data					2015 Thru 31-Dec				
	2010	2011	2012	2013	2014					
Total Complaints Dismissed by Agency	8	7	8	6	6	0				
Average days pending prior to dismissal	194	265	210	78	89	0				
Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by Complainants	5	9	7	6	4	0				
Total Final Agency Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data									
	2010		2011		2012		2013	2014	2015	
	#	%	#	%	#	%	#	%	#	
Total Number Findings	0		0		1		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	1	100	0	0	1	
Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2010		2011		2012		2013	2014	2015	
	#	%	#	%	#	%	#	%	#	
Total Number Findings	0		0		1		0		2	
Race	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	1	
Sex	0	0	0	0	0	0	0	0	1	
PDA	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	1	100	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	
Findings After Hearing										
	0		0		1		0		0	

Retirement	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	0	
Findings Without Hearing										
Findings Without Hearing	0		0		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	0	0	0	0	
Disciplinary Action										
Demotion	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	0	
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	
Harassment										
Non-Sexual	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	
Reinstatement	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	1	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2015 Thru 31-Dec			
	Previous Fiscal Year Data									
	2010	2011	2012	2013	2014					
Total complaints from previous Fiscal Years	34	25	20	16	17	45				

Total Complainants	33	24	19	16	16	41
Number complaints pending						
Investigation	4	0	0	0	0	11
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	18	24	18	14	17	27
Final Agency Action	11	1	2	2	0	3
Appeal with EEOC Office of Federal Operations	4	11	21	30	36	37
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru
	2010	2011	2012	2013	2014	31-Dec
Pending Complaints Where Investigations Exceed Required Time Frames	7	1	0	0	0	0

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