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

Civilian (and below)

For 4th Quarter 2019 for period ending September 30, 2019

	Comparative Data											
Complaint Activity	Pr	evious	ıta	2010Th00 20								
	2014	2015	2016	2017	2018	2019Thru09-30						
Number of Complaints Filed	39	35	45	41	58	49						
Number of Complainants	38	33	45	37	53	48						
Repeat Filers	1	2	0	4	5	1						

Completed by Dorto		Comparative Data											
Complaints by Basis	Pro	evious											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30							
Race	11	15	15	24	23	20							
Color	5	2	4	5	8	3							
Religion	0	0	0	1	1	3							
Reprisal	26	22	28	24	32	27							
Sex	13	16	12	16	23	13							
PDA	1	0	0	0	1	0							

National Origin	3	2	4	5	3	6
Equal Pay Act	1	0	0	1	2	0
Age	11	13	17	11	18	10
Disability	20	10	13	17	24	19
Genetics	0	0	0	0	0	0
Non-EEO	1	1	0	0	1	3

			Com	parativ	ve Data	ı
Complaints by Issue	Pre	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	0	2	1	2	2	3
Assignment of Duties	3	4	1	1	8	4
Awards	1	0	0	2	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	3	3	1	5	2
Suspension	1	6	1	3	4	2
Removal	0	1	0	0	0	2
Duty Hours	3	0	1	0	0	0
Perf. Eval./ Appraisal	4	6	2	2	8	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	22	19	26	25	25	22

Sexual	1	1	1	1	3	0			
Medical Examination	1	0	0	0	0	0			
Pay including overtime	1	1	2	3	2	0			
Promotion/Non-Selection	5	5	11	10	9	13			
Reassignment									
Denied	0	0	2	0	0	1			
Directed	0	5	2	2	2	2			
Reasonable Accommodation Disability	9	5	9	6	10	8			
Reinstatement	0	0	0	0	1	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	0	0	3	1	2			
Termination	7	2	4	4	6	5			
Terms/Conditions of Employment	5	3	4	9	13	6			
Time and Attendance	1	1	3	1	11	4			
Training	3	1	2	3	1	2			
Other									

		Comparative Data												
Processing Time		2019Thru09-												
	2014	2015	2018	30										
Complaints pending during fiscal year														
Average number of days in investigation	201.70	164.83	203.41	207.48	141.62	139.38								
Average number of days in final action	50.41	53.31	42.50	61.18	155.40	116.04								

Complaint pending during	fiscal year	ar where	hearing v	vas reque	sted	
Average number of days in investigation	211.22	171.67	188.23	213.71	151.56	135.46
Average number of days in final action	33.75	32.71	36.75	26.80	34.67	63.06
Complaint pending during	fiscal year	ar where	hearing v	vas not re	quested	
Average number of days in investigation	182.67	149.91	214.80	200.76	114.00	136.00
Average number of days in final action	90.40	69.33	54.00	89.83	254.18	216.11

			Con	parati	ve Data	ì
Complaints Dismissed by Agency	Pro	evious l	2019Thru09-			
	2014	2015	2016	2017	2018	30
Total Complaints Dismissed by Agency	6	1	1	5	4	2
Average days pending prior to dismissal	89	95	100	129	138	140
Complaints	Withdr	awn by	y Comp	olainan	its	
Total Complaints Withdrawn by Complainants	4	0	1	1	3	5

	Comparative Data											
Total Final Agency		Pı	2019Thru09-									
Actions Finding Discrimination	2	014	20)15	20)16	20)17	20)18	30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination					(Com	par	ative	D a	ıta		
Rendered by Basis		P	rev	ious	Fis	cal Y	Zea1	r Da	ta		2019Thru09-	
Note: Complaints can be filed	20)14	2015		20	2016		2017)18	30	
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		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	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	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
	I		I		1		1		1		I	
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
						- <u>- </u>						
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
Findings Without Hearing	2		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	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	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										2019Thru09-		
	2014		2015		2016		2017		2018		30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		0		0		0		0		

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
		<u> </u>										
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
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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	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												

	Comparative Data							
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	2019Thru09-					
·	2014	2015	2016	2017	2018	30		
Total complaints from previous Fiscal Years	17	19	29	62	61	61		
Total Complainants	16	18	26	56	55	52		
Number complaints pending								
Investigation	0	0	0	0	0	0		

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	17	18	24	50	56	43
Final Agency Action	0	1	3	8	3	17
Appeal with EEOC Office of Federal Operations	36	7	10	9	13	18

Complaint Investigations	Comparative Data							
	Pro	evious]	2019Thru09-					
	2014	2015	2016	2017	2018	30		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	1	1		