

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

For 2nd Quarter 2018 for period ending March 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
Number of Complaints Filed	131	85	90	90	91	63
Number of Complainants	120	81	89	89	90	63
Repeat Filers	10	4	1	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	54	38	46	44	40	34
Color	25	12	18	26	21	11
Religion	8	6	5	8	5	3
Reprisal	82	47	51	57	49	35
Sex	56	33	35	37	33	26
PDA	0	0	1	1	0	2
National Origin	34	19	22	20	23	14

Equal Pay Act	0	0	0	0	0	0
Age	63	31	42	43	32	27
Disability	43	38	29	27	46	21
Genetics	0	0	0	0	0	0
Non-EEO	10	7	6	2	4	3
	Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2018 Thru 31-Mar
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	5	8	7	14	3	3
Assignment of Duties	4	0	6	3	0	3
Awards	5	1	0	1	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	0	2	2	1
Reprimand	11	1	6	4	3	2
Suspension	4	4	3	3	6	1
Removal	2	0	1	0	1	1
Duty Hours	2	1	0	2	0	0
Perf. Eval./ Appraisal	21	13	13	15	22	22
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	57	31	42	37	39	33
Sexual	9	1	1	0	3	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	3	1	1	2	1
Promotion/Non-Selection	46	33	38	36	27	13
Reassignment						
Denied	6	1	0	1	1	1

Directed	5	3	4	4	2	1
Reasonable Accommodation Disability	16	7	12	6	17	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	5	2
Termination	12	7	3	6	11	6
Terms/Conditions of Employment	29	14	17	11	11	4
Time and Attendance	4	1	4	2	3	0
Training	3	0	2	2	1	0
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in	158.92	198.62	189.78	220.63	243.75	239.22
Average number of days in final	63.27	73.48	48.67	81.41	97.33	148.54
Complaint pending during fiscal year where hearing was requested						
Average number of days in	160.63	202.16	201.09	225.17	250.05	238.84
Average number of days in final	47	37.79	45.13	30.21	61.45	75
Complaint pending during fiscal year where hearing was not requested						
Average number of days in	159.65	180.33	164	218.1	238.15	239.65
Average number of days in final	86.42	98.59	54.56	156.23	150.62	210.77
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 31-Mar
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	10	13	7	6	6	4
Average days pending prior to dismissal	91	85	231	303	228	166
Complaints Withdrawn by Complainants						

Total Complaints Withdrawn by	17	6	18	10	12	4							
Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2018 Thru 31-Mar		
	2013		2014		2015		2016		2017		2018 Thru 31-Mar		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		2		3		1		1		
Without Hearing	0	0	0	0	2	100	2	67	1	100	0	0	
With Hearing	2	100	0	0	0	0	1	33	0	0	1	100	
Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2018 Thru 31-Mar		
	2013		2014		2015		2016		2017		2018 Thru 31-Mar		
	#	%	#	%	#	%	#	%	#	%	#	%	
<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	2		0		0		3		1		1		
Race	0	0	0	0	0	0	1	33	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	1	33	0	0	0	0	
Reprisal	2	100	0	0	0	0	1	33	1	100	1	100	
Sex	0	0	0	0	0	0	1	33	0	0	1	100	
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	1	100	
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	1	33	1	100	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													
Race	0	0	0	0	0	0	1	100	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	1	50	0	0	0	0	0	0	0	0	0	0
Suspension	1	50	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	3	100	1	100	1	100
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	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	33	0	0	0	0
Reasonable Accommodation Disability	1	50	0	0	0	0	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100	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												

Other - User Define												
Findings Without Hearing	0		0		0		2		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
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	2	100	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	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100	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												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2018 Thru 31-Mar					
	Previous Fiscal Year Data											
	2013	2014	2015	2016	2017							
Total complaints from previous Fiscal	56	95	85	113	122	162						
Total Complainants	51	85	77	103	110	143						
Number complaints pending												
Investigation	0	1	0	0	0	10						
ROI issued, pending Complainant's	0	0	0	0	0	5						
Hearing	52	87	80	99	104	121						
Final Agency Action	4	6	5	15	16	20						
Appeal with EEOC Office of Federal	50	65	62	54	67	71						
Complaint Investigations	Comparative Data						2018 Thru 31-Mar					
	Previous Fiscal Year Data											
	2013	2014	2015	2016	2017							
Pending Complaints Where Investigations Exceed Required Time	0	0	0	0	1	0						