

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

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
Number of Complaints Filed	89	93	93	91	120	59
Number of Complainants	85	92	92	90	119	59
Repeat Filers	4	1	1	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	41	47	46	40	65	19
Color	12	18	28	20	34	11
Religion	7	5	8	4	6	5
Reprisal	51	53	59	47	74	36
Sex	37	36	37	31	54	24
PDA	0	1	1	0	1	0
National Origin	19	22	21	23	24	16
Equal Pay Act	0	0	0	0	0	0
Age	32	42	43	31	47	26
Disability	37	30	26	45	51	22
Genetics	0	0	0	0	0	0
Non-EEO	7	6	2	4	6	3

Complaints by Issue	Comparative Data					2019 Thru 31-Mar
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	8	7	14	3	3	4
Assignment of Duties	0	6	4	0	5	0
Awards	2	0	1	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	0	2	2	3	2
Reprimand	1	6	5	2	8	4
Suspension	5	3	2	6	6	1
Removal	0	0	0	2	5	1
Duty Hours	1	0	2	1	1	1
Perf. Eval./ Appraisal	14	13	14	19	25	20
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	36	43	39	37	62	25
Sexual	1	1	0	2	3	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	1	1	3	3	2
Promotion/Non-Selection	32	37	36	27	27	10
Reassignment						
Denied	2	0	2	1	3	2
Directed	3	4	4	3	1	2
Reasonable Accommodation Disability	7	13	5	16	22	9
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	1
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	4	4	1
Termination	6	3	6	11	14	9
Terms/Conditions of Employment	13	16	12	10	15	8
Time and Attendance	1	4	2	2	1	1
Training	0	2	3	1	1	1
Other						

Processing Time	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
Complaints pending during fiscal year												
Average number of days in investigation	194.63	189.25	220.63	244.13	222.58	234.19						
Average number of days in final action	74.48	50.28	93.61	97.33	100.3	126.84						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	199.81	202.16	223.14	251.15	226.06	210.06						
Average number of days in final action	38.79	47.62	52.9	61.45	53.03	116.25						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	180.33	164	223.14	238.15	215.3	252.29						
Average number of days in final action	99.59	54.56	156.23	150.62	187.37	183.33						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
Total Complaints Dismissed by Agency	13	7	6	6	6	1						
Average days pending prior to dismissal	85	231	303	228	148	172						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	6	18	9	12	5	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		3		1		1		2	
Without Hearing	0	0	0	0	2	67	1	100	0	0	2	100
With Hearing	0	0	0	0	1	33	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
<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		0		3		1		1		2	
Race	0	0	0	0	1	33	0	0	0	0	2	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	33	0	0	0	0	0	0
Reprisal	0	0	0	0	1	33	1	100	1	100	1	50

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 31-Mar	
	2014		2015		2016		2017		2018		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		3		1		1		2	
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	1	50
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	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	3	100	1	100	1	100	1	50
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	1	33	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	33	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	1	100	0	0	2	100
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												
Findings After Hearing	0		0		1		0		1		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	1	50
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	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	100	1	100	0	0	1	50
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	1	50	0	0	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	1	100	0	0	2	100
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					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	97	89	116	122	119	190
Total Complainants	87	81	105	109	107	173
Number complaints pending						
Investigation	1	0	0	1	0	22
ROI issued, pending Complainant's action	0	0	0	0	0	8
Hearing	87	80	101	104	100	121
Final Agency Action	6	8	14	16	19	34
Appeal with EEOC Office of Federal Operations	68	29	55	67	75	79

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 31-Mar
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	4	0	0