

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

For 3rd Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	2014	2015	2016	2017	2018	
Number of Complaints Filed	89	93	93	91	120	81
Number of Complainants	85	92	92	90	119	81
Repeat Filers	4	1	1	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	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	31
Color	12	18	28	20	34	17
Religion	7	5	8	4	6	7
Reprisal	51	53	59	47	74	51
Sex	37	36	37	31	54	36
PDA	0	1	1	0	1	0
National Origin	19	22	21	23	24	21
Equal Pay Act	0	0	0	0	0	0
Age	32	42	43	31	47	37
Disability	37	30	26	45	51	37
Genetics	0	0	0	0	0	0
Non-EEO	7	6	2	4	6	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 30-Jun
	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>						
Appointment/Hire	8	7	14	3	3	4
Assignment of Duties	0	6	4	0	5	1
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	1
Reprimand	1	6	5	2	8	4
Suspension	5	3	2	6	6	2
Removal	0	0	0	2	5	4
Duty Hours	1	0	2	1	1	2

Perf. Eval./ Appraisal	14	13	14	19	25	24						
Examination/Test	0	0	0	0	0	0						
Harassment												
Non-Sexual	36	43	39	37	62	40						
Sexual	1	1	0	2	3	2						
Medical Examination	0	0	0	0	0	0						
Pay including overtime	3	1	1	3	3	4						
Promotion/Non-Selection	32	37	36	27	27	20						
Reassignment												
Denied	2	0	2	1	3	1						
Directed	3	4	4	3	1	4						
Reasonable Accommodation Disability	7	13	5	16	22	14						
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	0						
Termination	6	3	6	11	14	13						
Terms/Conditions of Employment	13	16	12	10	15	9						
Time and Attendance	1	4	2	2	1	4						
Training	0	2	3	1	1	1						
Other												
	Comparative Data											
	Previous Fiscal Year Data					2019 Thru 30-Jun						
Processing Time	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	231.71						
Average number of days in final action	74.48	50.28	93.61	97.33	100.3	136.46						
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	223.57						
Average number of days in final action	38.79	47.62	52.9	61.45	53.03	105.27						
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	244.06						
Average number of days in final action	99.59	54.56	156.23	150.62	187.37	226.56						
	Comparative Data											
	Previous Fiscal Year Data					2019 Thru 30-Jun						
Complaints Dismissed by Agency	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	5						
	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Jun	
	2014		2015		2016		2017		2018			
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
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
	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 30-Jun	
Findings of Discrimination Rendered by Basis	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
Sex	0	0	0	0	1	33	0	0	0	0	1	50
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	2	100
Disability	0	0	0	0	1	33	1	100	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 After Hearing	0		0		1		0		1		0	
Race	0	0	0	0	1	100	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	1	100	0	0	1	100	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
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	1	100	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	0		0		2		1		0		2	
Race	0	0	0	0	0	0	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	50	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	1	50
Sex	0	0	0	0	1	50	0	0	0	0	1	50
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	2	100
Disability	0	0	0	0	0	0	1	100	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
	Comparative Data											

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													
	Comparative Data												
	Previous Fiscal Year Data												
Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018		2019 Thru 30-Jun						
Total complaints from previous Fiscal Years	97	89	116	122	119		169						
Total Complainants	87	81	105	109	107		156						
Number complaints pending													
Investigation	1	0	0	1	0		6						
ROI issued, pending Complainant's action	0	0	0	0	0		2						
Hearing	87	80	101	104	100		124						
Final Agency Action	6	8	14	16	19		34						
Appeal with EEOC Office of Federal Operations	68	29	55	67	75		82						
	Comparative Data												
	Previous Fiscal Year Data												
Complaint Investigations	2014	2015	2016	2017	2018		2019 Thru 30-Jun						
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	4	2		0						