

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

For 1st Quarter 2019 for period ending December 31, 2018

| Complaint Activity   | Comparative Data          |      |      |      |      |                        |
|--|---------------------------|------|------|------|------|------------------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2019<br>Thru<br>31-Dec |
|  | 2014                      | 2015 | 2016 | 2017 | 2018 |                        |
| Number of Complaints Filed   | 89                        | 93   | 93   | 91   | 120  | 33                     |
| Number of Complainants   | 85                        | 92   | 92   | 90   | 119  | 33                     |
| Repeat Filers  | 4                         | 1    | 1    | 1    | 1    | 0                      |
| Complaints by Basis  | Comparative Data          |      |      |      |      |                        |
|  | Previous Fiscal Year Data |      |      |      |      | 2019<br>Thru<br>31-Dec |
|  | 2014                      | 2015 | 2016 | 2017 | 2018 |                        |
| <i>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |                        |
| Race   | 41                        | 47   | 46   | 40   | 65   | 11                     |
| Color  | 12                        | 18   | 28   | 20   | 34   | 9                      |
| Religion   | 7                         | 5    | 8    | 4    | 6    | 3                      |
| Reprisal   | 51                        | 53   | 59   | 47   | 74   | 19                     |
| Sex  | 37                        | 36   | 37   | 31   | 54   | 16                     |
| PDA  | 0                         | 1    | 1    | 0    | 1    | 0                      |
| National Origin  | 19                        | 22   | 21   | 23   | 24   | 9                      |
| Equal Pay Act  | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Age  | 32                        | 42   | 43   | 31   | 47   | 17                     |
| Disability   | 37                        | 30   | 26   | 45   | 51   | 12                     |
| Genetics   | 0                         | 0    | 0    | 0    | 0    | 0                      |
| Non-EEO  | 7                         | 6    | 2    | 4    | 6    | 2                      |
| Complaints by Issue  | Comparative Data          |      |      |      |      |                        |
|  | Previous Fiscal Year Data |      |      |      |      | 2019<br>Thru<br>31-Dec |
|  | 2014                      | 2015 | 2016 | 2017 | 2018 |                        |
| <i>Note: Complaints can be filed alleging multiple bases.<br/>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    | 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    | 1                      |
| Reprimand  | 1                         | 6    | 5    | 2    | 8    | 2                      |

|  |                                  |             |             |             |             |                    |
|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------|
| Suspension   | 5                                | 3           | 2           | 6           | 6           | 2                  |
| Removal  | 0                                | 0           | 0           | 2           | 5           | 2                  |
| Duty Hours   | 1                                | 0           | 2           | 1           | 1           | 0                  |
| Perf. Eval./ Appraisal   | 14                               | 13          | 14          | 19          | 25          | 6                  |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                  |
| <b>Harassment</b>  |                                  |             |             |             |             |                    |
| Non-Sexual   | 36                               | 43          | 39          | 37          | 62          | 16                 |
| Sexual   | 1                                | 1           | 0           | 2           | 3           | 1                  |
| 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          | 6                  |
| <b>Reassignment</b>  |                                  |             |             |             |             |                    |
| Denied   | 2                                | 0           | 2           | 1           | 3           | 0                  |
| Directed   | 3                                | 4           | 4           | 3           | 1           | 1                  |
| Reasonable Accommodation Disability                                  | 7                                | 13          | 5           | 16          | 22          | 6                  |
| Reinstatement  | 0                                | 0           | 0           | 0           | 1           | 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           | 1           | 4           | 4           | 0                  |
| Termination  | 6                                | 3           | 6           | 11          | 14          | 2                  |
| Terms/Conditions of Employment                                       | 13                               | 16          | 12          | 10          | 15          | 4                  |
| Time and Attendance  | 1                                | 4           | 2           | 2           | 1           | 0                  |
| Training   | 0                                | 2           | 3           | 1           | 1           | 0                  |
| <b>Other</b>   |                                  |             |             |             |             |                    |
|  | <b>Comparative Data</b>          |             |             |             |             |                    |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2019</b>        |
| <b>Processing Time</b>   | <b>2014</b>                      | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Thru 31-Dec</b> |
| Complaints pending during fiscal year                                |                                  |             |             |             |             |                    |
| Average number of days in investigation                              | 194.63                           | 189.25      | 220.63      | 244.13      | 222.58      | 238.67             |
| Average number of days in final action                               | 74.48                            | 50.28       | 93.61       | 97.33       | 100.3       | 74.62              |
| 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      | 214.4              |
| Average number of days in final action                               | 38.79                            | 47.62       | 52.9        | 61.45       | 53.03       | 44.29              |
| 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       | 260.73             |
| Average number of days in final action                               | 99.59                            | 54.56       | 156.23      | 150.62      | 187.37      | 287                |
|  | <b>Comparative Data</b>          |             |             |             |             |                    |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2019</b>        |
| <b>Complaints Dismissed by Agency</b>                                | <b>2014</b>                      | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Thru 31-Dec</b> |
| Total Complaints Dismissed by Agency                                 | 13                               | 7           | 6           | 6           | 6           | 0                  |
| Average days pending prior to dismissal                              | 85                               | 231         | 303         | 228         | 148         | 0                  |
| <b>Complaints Withdrawn by Complainants</b>                          |                                  |             |             |             |             |                    |
| Total Complaints Withdrawn by Complainants                           | 6                                | 18          | 9           | 12          | 5           | 2                  |

| Total Final Agency Actions Finding Discrimination   | Comparative Data          |   |      |   |      |     |      |     |      |     |                        |   |
|---|---------------------------|---|------|---|------|-----|------|-----|------|-----|------------------------|---|
|   | Previous Fiscal Year Data |   |      |   |      |     |      |     |      |     | 2019<br>Thru<br>31-Dec |   |
|   | 2014                      |   | 2015 |   | 2016 |     | 2017 |     | 2018 |     |                        |   |
|   | #                         | % | #    | % | #    | %   | #    | %   | #    | %   | #                      | % |
| Total Number Findings   | 0                         |   | 0    |   | 3    |     | 1    |     | 1    |     | 0                      |   |
| Without Hearing   | 0                         | 0 | 0    | 0 | 2    | 67  | 1    | 100 | 0    | 0   | 0                      | 0 |
| 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<br>Thru<br>31-Dec |   |
|   | 2014                      |   | 2015 |   | 2016 |     | 2017 |     | 2018 |     |                        |   |
|   | #                         | % | #    | % | #    | %   | #    | %   | #    | %   | #                      | % |
| <i>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints and findings.</i> |                           |   |      |   |      |     |      |     |      |     |                        |   |
| Total Number Findings   | 0                         |   | 0    |   | 3    |     | 1    |     | 1    |     | 0                      |   |
| Race  | 0                         | 0 | 0    | 0 | 1    | 33  | 0    | 0   | 0    | 0   | 0                      | 0 |
| 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 | 0                      | 0 |
| Sex   | 0                         | 0 | 0    | 0 | 1    | 33  | 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    | 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    |     | 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 | 1    | 50  | 0    | 0   | 0    | 0   | 0                      | 0 |
| Reprisal  | 0                         | 0 | 0    | 0 | 0    | 0   | 1    | 100 | 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 | 2 | 100 | 1 | 100 | 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              | 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 | 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          |      |      |      |      |                        |
|---|---------------------------|------|------|------|------|------------------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2019<br>Thru<br>31-Dec |
|   | 2014                      | 2015 | 2016 | 2017 | 2018 |                        |
| Total complaints from previous Fiscal Years                         | 97                        | 89   | 116  | 122  | 119  | 211                    |
| Total Complainants  | 87                        | 81   | 105  | 109  | 107  | 192                    |
| <b>Number complaints pending</b>                                    |                           |      |      |      |      |                        |
| Investigation   | 1                         | 0    | 0    | 1    | 0    | 44                     |
| ROI issued, pending Complainant's action                            | 0                         | 0    | 0    | 0    | 0    | 5                      |
| Hearing   | 87                        | 80   | 101  | 104  | 100  | 128                    |
| Final Agency Action   | 6                         | 8    | 14   | 16   | 19   | 32                     |
| Appeal with EEOC Office of Federal Operations                       | 68                        | 29   | 55   | 67   | 75   | 78                     |
| Complaint Investigations  | Comparative Data          |      |      |      |      |                        |
|   | Previous Fiscal Year Data |      |      |      |      | 2019<br>Thru<br>31-Dec |
|   | 2014                      | 2015 | 2016 | 2017 | 2018 |                        |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1                         | 0    | 0    | 4    | 0    | 0                      |













