



Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
Number of Complaints Filed	93	91	120	115	139	88
Number of Complainants	92	90	119	114	134	87
Repeat Filers	1	1	1	1	5	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	46	40	65	46	70	45
Color	28	20	34	22	36	16
Religion	8	4	6	7	14	7
Reprisal	59	47	74	76	89	51
Sex	37	31	54	48	73	44
PDA	1	0	1	0	0	2
National Origin	21	23	24	25	31	21
Equal Pay Act	0	0	0	0	0	0
Age	43	31	47	46	67	24
Disability	26	45	51	58	71	35
Genetics	0	0	0	0	1	1
Non-EEO	2	4	6	7	18	9
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 30-Sep
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	14	3	3	6	3	1
Assignment of Duties	4	0	5	1	3	0
Awards	1	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	3	2	1	2
Reprimand	5	2	8	5	6	1
Suspension	2	6	6	3	6	8
Removal	0	2	5	4	2	3
Duty Hours	2	1	1	2	0	1
Perf. Eval./Appraisal	14	19	25	25	21	28
Examination/Test	0	0	0	0	0	0

Harassment												
Non-Sexual	39	37	62	56	85	56						
Sexual	0	2	3	5	7	3						
Medical Examination	0	0	0	0	0	0						
Pay including overtime	1	3	3	4	2	2						
Promotion/Non-Selection	36	27	27	26	29	8						
Reassignment												
Denied	2	1	3	1	6	2						
Directed	4	3	1	5	1	2						
Reasonable Accommodation Disability	5	16	22	29	36	16						
Reinstatement	0	0	1	0	0	0						
Religious Accommodation	0	0	0	1	1	3						
Retirement	0	0	0	0	0	0						
Sex-Stereotyping	0	0	0	0	0	0						
Telework	1	4	4	0	2	1						
Termination	6	11	14	20	22	17						
Terms/Conditions of Employment	12	10	15	13	10	6						
Time and Attendance	2	2	1	3	1	3						
Training	3	1	1	2	4	1						
Other												
Processing Time	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 30-Sep	
	2016	2017	2018	2019	2020							
Complaints pending during fiscal year												
Average number of days in investigation	220.63	244.13	222.58	231.13	220.8	224.79						
Average number of days in final action	93.61	97.33	100.3	133.89	148.3	159.53						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	223.14	251.15	226.06	226.43	221.11	225.17						
Average number of days in final action	52.9	61.45	53.03	95.08	73.79	84.27						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	223.14	238.15	215.3	239.69	230.77	233.7						
Average number of days in final action	156.23	150.62	187.37	244.79	373.95	333.23						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 30-Sep	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	6	6	6	3	8	4						
Average days pending prior to dismissal	303	228	148	176	232	123						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	9	12	5	8	16	6						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 30-Sep	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		1		2		5		0	
Without Hearing	2	67	1	100	0	0	2	100	1	20	0	0

With Hearing	1	33	0	0	1	100	0	0	4	80	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 30-Sep	
	2016		2017		2018		2019		2020		#	%
<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	3		1		1		2		5		0	
Race	1	33	0	0	0	0	2	100	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	33	0	0	0	0	0	0	0	0	0	0
Reprisal	1	33	1	100	1	100	1	50	3	60	0	0
Sex	1	33	0	0	0	0	1	50	1	20	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	2	100	1	20	0	0
Disability	1	33	1	100	0	0	0	0	3	60	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	1		0		1		0		4		0	
Race	1	100	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	100	0	0	1	100	0	0	3	75	0	0
Sex	0	0	0	0	0	0	0	0	1	25	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	1	25	0	0
Disability	1	100	0	0	0	0	0	0	2	50	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		1		0		2		1		0	
Race	0	0	0	0	0	0	2	100	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	50	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	1	50	0	0	0	0
Sex	1	50	0	0	0	0	1	50	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	2	100	0	0	0	0
Disability	0	0	1	100	0	0	0	0	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
	Comparative Data											
	Previous Fiscal Year Data										2021	

Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										Thru	
	2016		2017		2018		2019		2020		30-Sep	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		1		2		5		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	1	20	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	1	50	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	20	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	1	50	1	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	100	1	100	1	100	1	50	2	40	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	1	20	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	20	0	0
Directed	1	33	0	0	0	0	0	0	1	20	0	0
Reasonable Accommodation Disability	1	33	0	0	0	0	0	0	2	40	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	1	100	0	0	2	100	1	20	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												
Findings After Hearing	1		0		1		0		4		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	1	25	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	1	25	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	1	25	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	1	100	0	0	0	0	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						2021 Thru 30-Sep					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	116	122	119	146	142	133						
Total Complainants	105	109	107	135	131	127						
Number complaints pending												
Investigation	0	1	0	1	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	101	104	100	110	103	95						
Final Agency Action	14	16	19	35	37	32						
Appeal with EEOC Office of Federal Operations	55	67	75	85	108	24						
Complaint Investigations	Comparative Data						2021 Thru 30-Sep					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	0	4	2	1	2	0						