



Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
Number of Complaints Filed	93	93	91	120	115	139
Number of Complainants	92	92	90	119	114	134
Repeat Filers	1	1	1	1	1	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	47	46	40	65	46	70
Color	18	28	20	34	22	36
Religion	5	8	4	6	7	14
Reprisal	53	59	47	74	76	89
Sex	36	37	31	54	48	73
PDA	1	1	0	1	0	0
National Origin	22	21	23	24	25	31
Equal Pay Act	0	0	0	0	0	0
Age	42	43	31	47	46	67
Disability	30	26	45	51	58	71
Genetics	0	0	0	0	0	1
Non-EEO	6	2	4	6	7	18
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	7	14	3	3	6	3
Assignment of Duties	6	4	0	5	1	3
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	2	3	2	1
Reprimand	6	5	2	8	5	6
Suspension	3	2	6	6	3	6
Removal	0	0	2	5	4	2

Duty Hours	0	2	1	1	2	0
Perf. Eval./ Appraisal	13	14	19	25	25	21
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	43	39	37	62	56	85
Sexual	1	0	2	3	5	7
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	3	3	4	2
Promotion/Non-Selection	37	36	27	27	26	29
<b>Reassignment</b>						
Denied	0	2	1	3	1	6
Directed	4	4	3	1	5	1
Reasonable Accommodation Disability	13	5	16	22	29	36
Reinstatement	0	0	0	1	0	0
Religious Accommodation	0	0	0	0	1	1
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	4	4	0	2
Termination	3	6	11	14	20	22
Terms/Conditions of Employment	16	12	10	15	13	10
Time and Attendance	4	2	2	1	3	1
Training	2	3	1	1	2	4
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 30-Sep</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	189.25	220.63	244.13	222.58	231.13	220.8
Average number of days in final action	50.28	93.61	97.33	100.3	133.89	148.3
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	202.16	223.14	251.15	226.06	226.43	221.11
Average number of days in final action	47.62	52.9	61.45	53.03	95.08	73.79
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	164	223.14	238.15	215.3	239.69	230.77
Average number of days in final action	54.56	156.23	150.62	187.37	244.79	373.95
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 30-Sep</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total Complaints Dismissed by Agency	7	6	6	6	3	8
Average days pending prior to dismissal	231	303	228	148	176	232
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	18	9	12	5	8	16
<b>Comparative Data</b>						

Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data										2020 Thru 30-Sep	
	2015		2016		2017		2018		2019		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		3		1		1		2		5	
Without Hearing	0	0	2	67	1	100	0	0	2	100	1	20
With Hearing	0	0	1	33	0	0	1	100	0	0	4	80
Findings of Discrimination Rendered by Basis	Comparative Data										2020 Thru 30-Sep	
	Previous Fiscal Year Data										#	%
	2015		2016		2017		2018		2019			
<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		3		1		1		2		5	
Race	0	0	1	33	0	0	0	0	2	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	33	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	1	100	1	100	1	50	3	60
Sex	0	0	1	33	0	0	0	0	1	50	1	20
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	2	100	1	20
Disability	0	0	1	33	1	100	0	0	0	0	3	60
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		1		0		1		0		4	
Race	0	0	1	100	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	0	0	1	100	0	0	1	100	0	0	3	75
Sex	0	0	0	0	0	0	0	0	0	0	1	25
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	1	25
Disability	0	0	1	100	0	0	0	0	0	0	2	50
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		2		1		0		2		1	
Race	0	0	0	0	0	0	0	0	2	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	50	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	1	50	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	2	100	1	100	0	0	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	1	50	0	0	0	0	0	0	1	100
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	100
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	1	100	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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2020 Thru 30-Sep</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
	Total complaints from previous Fiscal Years	89	116	122	119	146	143					
	Total Complainants	81	105	109	107	135	132					
	<b>Number complaints pending</b>											
	Investigation	0	0	1	0	1	0					
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	80	101	104	100	110	103						
Final Agency Action	8	14	16	19	35	37						
Appeal with EEOC Office of Federal Operations	29	55	67	75	85	108						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2020 Thru 30-Sep</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
	Pending Complaints Where Investigations Exceed Required Time Frames	0	0	4	2	1	2					