



Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CEO (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

****This report is based on the Complaint Against hierarchy.****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	61	32	45	32	24	<u>8</u>
Number of Complainants	61	32	45	31	24	8
Repeat Filers	0	0	0	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	
Race	18	11	15	8	6	4
Color	2	0	1	1	0	0
Religion	0	0	2	4	0	0
Reprisal	19	17	20	13	8	3
Sex	13	8	13	9	6	4
PDA	0	0	0	1	0	0
National Origin	1	2	2	1	0	0
Equal Pay Act	12	0	0	1	0	1
Age	26	12	22	18	10	3
Disability	11	10	12	7	4	2
Genetics	0	0	1	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	
Appointment/Hire	3	0	3	4	3	<u>1</u>
Assignment of Duties	1	1	7	3	1	<u>0</u>
Awards	0	0	0	0	0	<u>0</u>
Conversion to Full Time/Perm Status	0	0	0	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	0	1	0	0	<u>0</u>
Reprimand	0	0	1	0	0	<u>0</u>
Suspension	4	1	4	3	1	<u>0</u>
Removal	0	0	0	0	0	<u>0</u>
Other	0	0	0	0	0	<u>0</u>
Duty Hours	0	0	0	0	0	<u>0</u>
Perf. Eval./ Appraisal	2	3	7	5	1	<u>1</u>
Examination/Test	0	0	4	0	0	<u>0</u>
Harassment						
Non-Sexual	6	7	16	7	3	<u>0</u>
Sexual	1	0	2	1	0	<u>0</u>
Medical Examination	1	0	3	3	1	<u>0</u>
Pay including overtime	7	2	4	5	0	<u>2</u>
Promotion/Non-Selection	20	9	11	4	10	<u>1</u>
Reassignment						
Denied	0	0	0	0	0	<u>0</u>
Directed	0	0	0	0	0	<u>0</u>
Reasonable Accommodation Disability	2	1	5	1	1	<u>1</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	1	0	<u>0</u>
Retirement	0	1	0	1	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2016	2017	2018	2019	2020	
Telework	0	0	0	0	0	<u>0</u>
Termination	13	4	12	8	3	<u>1</u>
Terms/Conditions of Employment	32	20	16	11	11	<u>3</u>
Time and Attendance	0	0	4	0	0	<u>0</u>
Training	2	1	0	0	0	<u>0</u>
Other						
Layoff	0	0	0	0	0	<u>0</u>
Expense Reimbursement Denied	0	0	0	0	0	<u>0</u>
User Defined - Other 3	0	0	0	0	0	<u>0</u>
User Defined - Other 4	0	0	0	0	0	<u>0</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	263.25	378.45	293.71	267.50	250.80	274.26
Average number of days in final action	149.56	105.82	46.04	74.61	39.76	114.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	352.12	385.21	291.93	274.29	254.30	279.75
Average number of days in final action	112.00	140.50	15.62	92.33	28.17	163.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	213.00	367.93	295.50	258.08	247.30	270.27
Average number of days in final action	166.64	92.77	60.35	62.60	46.09	51.29

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	9	5	8	6	1	<u>1</u>
Average days pending prior to dismissal	120	96	92	50	327	114
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	2	3	4	0	<u>0</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		0		0		1		1	
Without Hearing	3	100	2	100	0	0	0	0	1	100	<u>0</u>	0
With Hearing	0	0	0	0	0	0	0	0	0	0	<u>1</u>	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
<u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0	1	100
Sex	1	50	0	0	0	0	0	0	0	0	1	100
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	1	50	0	0	0	0	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 After Hearing	0		0		0		0		0		1	
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	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	0	0	0	0	1	100
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	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
<u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	2		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	1	50	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	1	50	0	0	0	0	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		0		1		1	
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	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	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	1	50	0	0	0	0	0	0	1	100	0	0
Sexual	1	50	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	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	50	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%		
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define												
Layoff	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Expense Reimbursement Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>1</u>	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define												
Layoff	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Expense Reimbursement Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	2		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2021 Thru 06-30		
	2016		2017		2018		2019		2020				
	#	%	#	%	#	%	#	%	#	%	#	%	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Harassment													
Non-Sexual	1	50	0	0	0	0	0	0	1	100	<u>0</u>	0	
Sexual	1	50	0	0	0	0	0	0	0	0	<u>0</u>	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reasonable Accommodation Disability	1	50	0	0	0	0	0	0	0	0	<u>0</u>	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Telework	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	<u>0</u>	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Other - User Define												
Layoff	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Expense Reimbursement Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	44	40	30	31	26	23
Total Complainants	41	35	25	27	23	21
Number complaints pending						
Investigation	12	9	1	0	0	0
ROI issued, pending Complainant's action	1	1	0	0	0	3
Hearing	26	28	27	28	24	20
Final Agency Action	4	2	3	3	2	0
Appeal with EEOC Office of Federal Operations	34	45	50	5	4	10

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06- 30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	23	14	1	0	0	<u>0</u>

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