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

## CEO (and below)

For 4th Quarter 2016 for period ending September 30, 2016

		(	Compar	ative Da	ta	
Complaint Activity		Previous	Fiscal Y	ear Dat	a	2016
	2011	2012	2013	2014	2015	Thru 09-30
Number of Complaints Filed	67	56	45	48	42	61
Number of Complainants	70	58	43	48	36	61
Repeat Filers	2	2	2	0	6	0

Complaints by Basis		C	ompara	ative D	ata	
Complaints by Basis	Pro	evious l	Fiscal '	Year D	ata	2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	Thru 09- 30
Race	24	22	19	15	17	18
Color	1	0	1	0	0	2
Religion	2	2	1	1	1	0
Reprisal	28	24	17	19	22	19
Sex	25	13	18	12	8	13
PDA	0	0	0	0	0	0
National Origin	1	1	0	2	2	1

Equal Pay Act	2	7	1	4	0	12
Age	25	25	20	19	23	26
Disability	15	11	11	20	10	11
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0
		C	ompara	ative D	ata	
Complaints by Issue	Pro	evious l	Fiscal '	Year D	ata	2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	Thru 09- 30
Appointment/Hire	7	53	6	4	6	3
Assignment of Duties	6	6	3	3	3	1
Awards	0	0	0	2	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	1	0
Reprimand	1	0	0	0	0	0
Suspension	0	3	0	2	2	4
Removal	0	0	0	0	0	0
Other	3	5	1	1	0	0
Duty Hours	1	1	1	3	0	0
Evaluation Appraisal	0	4	3	6	7	2
Examination/Test	0	0	0	3	0	0
Harassment						
Non-Sexual	7	11	12	11	9	6
Sexual	4	3	1	1	1	1
Medical Examination	0	0	3	2	0	1

Pay (Including Overtime)		2	10	11	7	2	7
Promotion/Non-Selection		23	25	11	17	7 15	20
Reassignment						,	
Denied		0	0	1	1	0	0
Directed		1	0	3	1	0	0
Reasonable Accommodation		1	1	1	2	4	2
Reinstatement		0	0	0	1	0	0
Retirement		0	0	1	0	0	0
Termination		1	8	5	15	5   12	13
Terms/Conditions of Employment		18	12	7	19	25	32
Time and Attendance		0	0	0	0	2	0
Training		0	2	2	2	1	2
Other		2	10	0	1	1	0
		(	Compa	rative	Data	ì	
<b>Processing Time</b>	]	Previous	Fiscal	Year l	Data		2016
	2011	2012	2013	20	14	2015	Thru 09-30
Complaints pending during fiscal	year	ı					ı
Average number of days in investigation	123.12	131.73	173.6	8 198	.13	226.93	263.25
Average number of days in final action	86.20	42.93	85.47	7 52.	52	56.95	149.56
Complaint pending during fiscal y	ear where	hearing	was re	questec	1		
Average number of days in investigation	115.83	140.38	178.8	4 202	.00	223.00	352.12
Average number of days in final action	0	39.40	32.60	39.	67	43.73	112.00
Complaint pending during fiscal y	ear where	e hearing	was no	ot reque	ested		

investigation												
Average number of days in final action	1	78	]	127		135	1:	23.24	5	9.75	16	6.64
						Co	mpa	rativ	e D	ata		
Complaints Dismissed by Ag	enc	v		Pro	evio	us F	isca	l Yea	r D	ata		2016
	50110	J	2	2011	20	12	201	3 20	14	2015	Ι.	hru 09- 30
Total Complaints Dismissed by A	geno	су		9	(	5	5		3	5		9
Average days pending prior to dis	miss	al		49	5	0	46	10	05	86		120
Complaints	Wi	thdra	ıwn	by (	Con	ıplai	inan	ts				
Total Complaints Withdrawn by Complainants				5		3	3		2	1		1
					Co	mpa	rativ	ve Da	ta			
Total Final Agency Actions											016	
Finding Discrimination	20	011	2	012	2	013	2	014	2	015		hru )-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		3		1		1		3	
Without Hearing	2	67	2	100	2	67	0	0	0	0	3	100
With Hearing	1	33	0	0	1	33	1	100	1	100	0	
Findings of Discrimination					Cor	npai	rativ	e Dat	a			
Rendered by Basis			Pre	vious	Fi	scal	Yea	r Dat	a		l .	016
Note: Complaints can be filed	20	)11	20	012	20	013	2	014	2	2015	1	hru )-30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	# % # % # %						#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		3		2		1		2	
Race	1	50	0	0	2	67	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	1	100	0	0
Sex	0	0	1	50	0	0	1	33	1	50	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	1	50	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	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 After Hearing	0		0		0		0		1		0	
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	0	0
Sex	0	0	0	0	1	100	1	100	1	100	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	1	100	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		2		2		0		2	

					Co	mnar	atix	zo Dot	ło.			
Non-EEO	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
Disability	0	0	0	0	0	0	0	0	0	0	1	50
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	1	50	0	0	0	0
National Origin	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
Sex	0	0	0	0	0	0	1	50	0	0	1	50
Reprisal	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
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	2	100	0	0	2	100	0	0

				C	Com	para	tive	e Data	a			
Findings of Discrimination			Pre	vious	Fis	cal Y	Zea1	r Data	a			)16
Rendered by Issue	2	011	2	012	20	013	2	014	2	015	Th 09.	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		3		2		1		2	
Appointment/Hire	0	0	0	0	1	33	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	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	50
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	50	0	0	0	0
Promotion/Non-Selection	2	100	0	0	1	33	1	50	1	100	0	0
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	0	0	0	0	0	0	0	0	0	0	1	50
Reinstatement	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
Termination	0	0	1	100	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	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 Defined	0	0	0	0	1	33	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		1		0	
Appointment/Hire	0	0	1	100	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	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				-						-		
Non-Sexual	0	0	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0	1	100	0	0
Reassignment												
Denied	0	0	0	0	2	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	0
Reinstatement	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
Termination	0	0	1	100	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	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 Defined	0	0	0	0	0	0	1	100	0	0	0	0
Findings Without Hearing	0		0		0		2		0		2	
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	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
Evaluation 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	0	0	0	0	0	0	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	50
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	1	50	0	0
Promotion/Non-Selection	2	100	0	0	1	50	1	50	0	0	0	0
Reassignment	1	I	1		1	I	1	I	1	<u> </u>	1	<u> </u>
Denied	2	50	0	0	0	0	0	0	0	0	0	0

				Comparative Data										
Other - User Defined	0	0	0	0	1	50	0	0	0	0	0	0		
Training	0	0	0	0	0	0	0	0	0	0	0	0		
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0		
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0		
Termination	0	0	1	100	0	0	0	0	0	0	0	0		
Retirement	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		
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	50		
Directed	0	0	0	0	0	0	0	0	0	0	0	0		

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data							
	Pro	2016						
	2011	2012	2013	2014	2015	Thru 09- 30		
Total complaints from previous Fiscal Years	20	22	20	30	29	44		
Total Complainants	19	21	61	29	28	41		
Number complaints pending								
Investigation	0	0	2	0	3	12		
ROI issued, pending Complainant's action	0	0	0	0	0	1		
Hearing	14	12	20	25	23	26		
Final Agency Action	0	3	0	5	4	4		
Appeal with EEOC Office of Federal Operations	0	0	1	30	19	34		
Complaint Investigations	Comparative Data							
	Pre	2016						

	2011	2012	2013	2014	2015	Thru 09- 30
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	3	1	11	23