

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

## CEO (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
	2011	2012	2013	2014	2015	
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	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 09-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 09- 30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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	15	20
<b>Reassignment</b>						
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	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016 Thru 09-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	123.12	131.73	173.68	198.13	226.93	263.25
Average number of days in final action	86.20	42.93	85.47	52.52	56.95	149.56
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	115.83	140.38	178.84	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 year where hearing was not requested						
Average number of days in	145	123.08	168.22	193.83	230.12	213.00



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
<b>Findings After Hearing</b>	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
<b>Findings Without Hearing</b>	0		0		2		2		0		2	











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	0	0	0	0
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	50	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016 Thru 09- 30</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	20	22	20	30	29	44						
Total Complainants	19	21	61	29	28	41						
<b>Number complaints pending</b>												
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						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016</b>	

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