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

CEO (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity		Previous	Fiscal Y	Year Dat	ta	2018
	2013	2014	2015	2016	2017	Thru 09-30
Number of Complaints Filed	45	48	42	61	32	45
Number of Complainants	43	48	36	61	32	45
Repeat Filers	2	0	6	0	0	0

Complaints by Basis		C	ompara	ative D	ata	
Complaints by Basis	Pro	evious	Fiscal \	Year D	ata	2018
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	Thru 09- 30
Race	19	15	17	18	11	15
Color	1	0	0	2	0	1
Religion	1	1	1	0	0	2
Reprisal	17	19	22	19	17	20
Sex	18	12	8	13	8	13
PDA	0	0	0	0	0	0
National Origin	0	2	2	1	2	2

Equal Pay Act	1	4	0	12	0	0
Age	20	19	23	26	12	22
Disability	11	20	10	11	10	12
Genetics	0	0	0	0	0	1
Non-EEO	0	0	1	0	0	0
		C	ompara	ative D	ata	I
Complaints by Issue	Pro	evious	Fiscal `	Year D	ata	2018
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	Thru 09- 30
Appointment/Hire	6	4	6	3	0	3
Assignment of Duties	3	3	3	1	1	7
Awards	0	2	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	0	1
Reprimand	0	0	0	0	0	1
Suspension	0	2	2	4	1	4
Removal	0	0	0	0	0	0
Other	1	1	0	0	0	0
Duty Hours	1	3	0	0	0	0
Perf. Eval./Appraisal	3	6	7	2	3	7
Examination/Test	0	3	0	0	0	4
Harassment						
Non-Sexual	12	11	9	6	7	16
Sexual	1	1	1	1	0	2
Medical Examination	3	2	0	1	0	3

Pay (Including Overtime)		11	7	2	7	2	4
Promotion/Non-Selection		11	17	15	20	9	11
Reassignment							
Denied		1	1	0	0	0	0
Directed		3	1	0	0	0	0
Reasonable Accommodation		1	2	4	2	1	5
Reinstatement		0	1	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		1	0	0	0	1	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	0	0	0	0
Termination		5	15	12	13	4	12
Terms/Conditions of Employment		7	19	25	32	20	16
Time and Attendance		0	0	2	0	0	4
Training		2	2	1	2	1	0
Other		0	1	1	1	0	0
		(Compar	ative !	Data	l	
Processing Time		Previous	Fiscal '	Year I	Data		2018
	2013	2014	2015	201	16	2017	Thru 09-30
Complaints pending during fiscal	year						
Average number of days in investigation	173.68	198.13	226.93	263	.25	378.45	293.71
Average number of days in final action	85.47	52.52	56.95	149	.56	105.82	46.04
Complaint pending during fiscal y	ear where	e hearing	was rec	uestec	l		
Average number of days in investigation	178.84	202.00	223.00	352	.12	385.21	291.93

32	.60	3	9.67	43	3.73	112	2.00	14	0.50	15	.62
ear v	where	e he	earing	wa	s not	requ	ested				
168	68.22 193.83 230.12 213.00 367.93 29										5.50
1	35	12	23.24	59	9.75	16	6.64	92	2.77	60	.35
					Con	ıpar	ative	Da	ta		
Previous Fiscal Year Data 201											_
,ciic	y	2	2013	20	14 2	015	201	6	2017	0	hru 9- 30
geno	y		5	3	3	5	9		5		8
niss	al									ç	92
Wit	thdra	ıwn	by C	Com	plain	ants	8				
			3	2	2	1	1		2		3
				Cor	npara	ative	e Data	a			
		Pr	eviou	s Fi	scal \	Year	Data	a		1)18
20)13	2	014	2	015	2	016	2	2017		nru -30
#	%	#	%	#	%	#	%	#	%	#	%
3		1		1		3		0		0	
2	67	0	0	0	0	3	100	0	100	0	0
1	33	1	100	1	100	0	0	0	0	0	0
	168 1 1 20 # 3 2	168.22 135 ency gency missal Withdra 2013 # % 3	ear where he 168.22 19 135 12 ency 2 gency 7 withdrawr 7 2013 2 # % # 3 1 2 67 0	Preciou	ear where hearing was 168.22 193.83 23 23 24 59 59 39 59 39 30 30 30 30 30 30 3	ear where hearing was not at 168.22 193.83 230.12 135 123.24 59.75 Comparation of the previous Fiscal Matter Section 1	ear where hearing was not required at the sear where hearing was not required at the search and search are search as a search at the search at	ear where hearing was not requested 168.22	Comparative Data Previous Fiscal Year Data Previous	ear where hearing was not requested 168.22	ear where hearing was not requested 168.22

Findings of Discrimination												
Rendered by Basis		-	Pre	vious	Fis	cal Y	ear	Data			1	018
Note: Complaints can be filed alleging multiple bases.The	2	013	2	014	2	015	2	016	20)17	1	hru)-30
sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		1		2		0		0	
Race	2	67	0	0	1	100	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	1	100	0	0	0	0
Sex	0	0	1	33	1	50	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	1	50	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	1	50	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		1		0		0		0	
Race	0	0	0	0	1	100	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	0	0
Sex	1	100	1	100	1	100	0	0	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	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	2		2			0		2		0		0	
Race	2	100	0		0	2	100	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	0	0
Sex	0	0	1		50	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	1		50	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	1	50	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
						Co	mpar	ativ	ve Da	ta			
Findings of Discrimination		Previous Fiscal Year Data											018
Rendered by Issue		2013 2014 2015 2016 2017								017		hru)-30	
		#	%	#	%)	# %	,	# %	#	%	#	%
Total Number Findings		3		2			1		2	0		0	
Appointment/Hire		1	33	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	1	100	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	1	0	100	1	50	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	50	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	50	1	100	0	0	0	0	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	1	50	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
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	1	100	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	100	1	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	1	33	0	00	0	0	0	0	0	0	0	0
											1	
Findings After Hearing	0		0		0		1		0		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	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
Perf. Eval./Appraisal	0	0	0	0	1	100	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	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	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	2	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	1	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
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	1	100	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 Defined	0	0	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	0		2		0		2		0		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	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
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	0	0	0	0	1	50	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	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	1	50	0	0	0	0	0	0
Promotion/Non-Selection	1	50	1	50	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	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	50	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
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	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	1	50	0	0	0	0	0	0	0	0	0	0

				Con	ıpar	ative	Data	l	
Pending Complaints Filed in Previous		Pro	eviou	ıs Fi	scal	Year	Data	ı	2018
Fiscal Years by Status	20	13	201	4 2	2015	201	20	017	Thru 09- 30
Total complaints from previous Fiscal Years	20	0	30		29	44	ļ ,	40	30
Total Complainants	6	1	29		28	41		35	25
Number complaints pending									
Investigation	2)	0		3	12	2	9	1
ROI issued, pending Complainant's action	C)	0		0	1		1	0
Hearing	20	0	25		23	26	5	28	27
Final Agency Action	C)	5		4	4		2	3
Appeal with EEOC Office of Federal Operations	1		30		19	34	ļ ,	45	50
			(Comp	para	tive l	Data		
Complaint Investigations	Pr	evi	ous l	Fisca	ıl Ye	ar D	ata		2018
	2013	20	014	201	5 2	2016	201′		Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	3		1	11		23	14		1