

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	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
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	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
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 year where hearing was requested						
Average number of days in investigation	178.84	202.00	223.00	352.12	385.21	291.93

Average number of days in final action	32.60	39.67	43.73	112.00	140.50	15.62						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	168.22	193.83	230.12	213.00	367.93	295.50						
Average number of days in final action	135	123.24	59.75	166.64	92.77	60.35						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2018 Thru 09-30						
	2013	2014	2015	2016	2017							
Total Complaints Dismissed by Agency	5	3	5	9	5	8						
Average days pending prior to dismissal	46	105	86	120	96	92						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	2	1	1	2	3						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018 Thru 09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		1		3		0		0	
Without Hearing	2	67	0	0	0	0	3	100	0	100	0	0
With Hearing	1	33	1	100	1	100	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	20	30	29	44	40	30
Total Complainants	61	29	28	41	35	25
Number complaints pending						
Investigation	2	0	3	12	9	1
ROI issued, pending Complainant's action	0	0	0	1	1	0
Hearing	20	25	23	26	28	27
Final Agency Action	0	5	4	4	2	3
Appeal with EEOC Office of Federal Operations	1	30	19	34	45	50
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	3	1	11	23	14	1