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

CEO (and below)

		Comparative Data												
Complaint Activity	Pı	reviou	s Fisca	l Year	Data		019Thru09-30							
	2014	2015	5 201	6 201	17 20		019111ru09 - 30							
Number of Complaints Filed	48	42	61	32	2 4	5	32							
Number of Complainants	48	36	61	32	2 4	5	31							
Repeat Filers	0	6	0	0	()	1							
		Comparative Data												
Complaints by Basis		Pre	vious]	Fiscal	Year D	Data								
Note: Complaints can be filed alleging multiple bases. The su the bases may not equal total complaints filed.	m of	2014	2015	2016	2017	2018	2019Thru09- 30							
Race		15	17	18	11	15	8							
Color		0	0	2	0	1	1							
Religion		1	0	0	0	2	4							
Reprisal		19	22	19	17	20	13							
Sex		12	8	13	8	13	9							
PDA		0	0	0	0	0	1							
National Origin		2	2	1	2	2	1							

For 4th Quarter 2019 for period ending September 30, 2019

Equal Pay Act	4	0	12	0	0	1
Age	19	23	26	12	22	18
Disability	20	10	11	10	12	7
Genetics	0	0	0	0	1	0
Non-EEO	1	0	0	0	0	0
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru(30
Appointment/Hire	4	6	3	0	3	4
Assignment of Duties	3	3	1	1	7	3
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action	-	-			-	-
Demotion	0	1	0	0	1	0
Reprimand	0	0	0	0	1	0
Suspension	2	2	4	1	4	3
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	3	0	0	0	0	0
Perf. Eval./ Appraisal	6	7	2	3	7	5
Examination/Test	3	0	0	0	4	0
Harassment						
Non-Sexual	11	9	6	7	16	7
Sexual	1	1	1	0	2	1
Medical Examination	2	0	1	0	3	3
Pay including overtime	7	2	7	2	4	5

Promotion/Non-Selection						11	4
Reassignment							
Denied		1	0	0	0	0	0
Directed		1	0	0	0	0	0
Reasonable Accommodation Disability	1	2	4	2	1	5	1
Reinstatement		1	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	1
Retirement		0	0	0	1	0	1
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	0	0	0	0
Termination		15	12	13	4	12	8
Terms/Conditions of Emplo	yment	19	25	32	20	16	11
Time and Attendance		0	2	0	0	4	0
Training		2	1	2	1	0	0
Other							
Layoff		0	0	0	0	0	0
Expense Reimbursemen	nt Denied	0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Cor	npar	ative	Data	
Processing Time	P	Previous	Fiscal	Year	r Dat	a	2019Thru09-
	2014	2015	2016	2	017	2018	30
Complaints pending during	fiscal year	r					
Average number of days in investigation	198.13	226.93	263.2	5 37	8.45	293.71	267.50
Average number of days in final action					5.82	46.04	77.94
Complaint pending during f	scal year	where h	earing	was r	eques	ited	l

Average number of days in investigation	202.00		223	5.00	3	52.	.12	385	5.21	291	.93	27	74.29
Average number of days in final action	39.	39.67		43.73		12	.00	140).50	15.	.62	9	2.33
Complaint pending during fis	cal y	year	whe	ere h	nea	rin	g wa	s no	ot req	uest	ted	-	
Average number of days in investigation	193	.83	230).12	2	213.00		367.93		295	5.50	25	58.08
Average number of days in final action	59.	59.75 75.1			1	66	.64	92	.77	60.	.35	6	2.60
							Co	Data	a				
Complaints Dismissed by A	gen	cy	P	rev	ioı	us I	Fisca	l Y	ear I)ata	ı	2019]	Fhru09-
			201	4	20	15	201	6	2017	20	18		30
Total Complaints Dismissed Agency	by		3		5	5 9		5		8	8		6
Average days pending prior t dismissal	0		10:	5	80	6	120)	96	9	2		50
Compl	aint	s Wi	ithd	raw	vn by		Com	nplainan		ts			
Total Complaints Withdrawn Complainants	by		2		1		1	2		3		4	
						0	Comp	ara	ative	Dat	ta		
Total Final Agency Actions		-	Prev	viou	is I	Fisc	cal Y	ear	· Dat	a		2019	Thru09-
Finding Discrimination		014	2015 2016 2017		2017	20)18		30				
	#	%	, # (ó	#	%	#	%	#	%	#	%
Total Number Findings	1		1			3		2		0		0	
Without Hearing	0	0	0 0			3	100	2	100	0	0	0	0
With Hearing	1	100) 1	10	0	0	0	0	0	0	0	0	0
				4							-		

Findings of Discrimination	Duariana Figaal Vaan Data														
Rendered by Basis		Pı	rev	ious I	Tisc	al Y	ea	r Da	ta		-	Thru09			
Note: Complaints can be filed alleging multiple bases. The sum	20	014	2	015	2()16	2()17	2()18		30			
of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	2		1		2		0		0		0				
Race	0	0	1	100	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	1	100	0	0	0	0	0	0	0	0			
Sex	1	50	0	0	1	50	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	1	50	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	1	50	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		1		0		0		0		0				
Race	0	0	1	100	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	1	100	0	0	0	0	0	0	0	0			
Sex	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			
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			

Total Number Findings Appointment/Hire	# 2 0	%	# 1 0	%	# 2 0	%	# 0 0	%	# 0 0	%	# 0 0	%
Findings of Discrimination Rendered by Issue	2()14		015	1	al Y 16		Da 17		18	-	Fhru09 [.] 30
		р.	••••	ous I		omp al V				ata		
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	1	50	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	1	50	0	0	0	0	0	0	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	1	50	0	0	1	50	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
Findings Without Hearing	2		0		2		0		0		0	
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	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

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	1	100	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	1	100	1	50	0	0	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	50	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	1	100	0	0	0	0	0	0	0	0
Reassignment	1	1	1	1	1	1	1	1				
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	0	0	0	0	1	50	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
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	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	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 Define	0	0	0	0	0	0	0	0	0	0	0	0
Layoff	0	0	0	0	0	0	0	0	0	0	0	0
Expense Reimbursement Denied	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		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/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	1	100	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	1	100	0	0	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	1	100	0	0	0	0	0	0	0	0

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	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
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	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	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 Define												
Layoff	0	0	0	0	0	0	0	0	0	0	0	0
Expense Reimbursement Denied	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	2		0		2		0		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/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	0	0	0	0	1	50	0	0	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	50	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	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 Disability	0	0	0	0	1	50	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
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 Define					<u>.</u>							
Layoff	0	0	0	0	0	0	0	0	0	0	0	0

Expense Reimbursement Denied	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
						Con	np	arat	ive	Dat	a	
Pending Complaints Filed in Previous Fiscal Years by Stat			Pre	evious	F	ˈiscal	Ye	ear I	Dat	a	2019	Fhru09-
		20)14	2015	;	2016	2	2017	2	018		30
Total complaints from previous Fiscal Years		3	80	29		44		40		30		32
Total Complainants		2	29	28		41		35		25		28
Number complaints pending												
Investigation			0	3		12		9		1		0
ROI issued, pending Complainant's action			0	0		1		1		0		0
Hearing		2	25	23		26		28		27		28
Final Agency Action			5	4		4		2		3		3
Appeal with EEOC Office of Federal Operations		3	80	19		34		45		50		5
						Con	np	arat	ive	Dat	a	
Complaint Investigations		Previous Fiscal Year Data 2019Thru									Thru09-	
		20)14	2015	5	2016	2	2017	2	018		30
Pending Complaints Where Investigations Exceed Required Time Frames			1	11		23		14		1		0