

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

## CEO (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	42	61	32	45	32	3
Number of Complainants	36	61	32	45	31	3
Repeat Filers	6	0	0	0	1	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	17	18	11	15	8	2
Color	0	2	0	1	1	0
Religion	0	0	0	2	4	0
Reprisal	22	19	17	20	13	0
Sex	8	13	8	13	9	0
PDA	0	0	0	0	1	0
National Origin	2	1	2	2	1	0
Equal Pay Act	0	12	0	0	1	0

Age	23	26	12	22	18	1
Disability	10	11	10	12	7	1
Genetics	0	0	0	1	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	6	3	0	3	4	0
Assignment of Duties	3	1	1	7	3	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	1	0	0
Reprimand	0	0	0	1	0	0
Suspension	2	4	1	4	3	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	7	2	3	7	5	0
Examination/Test	0	0	0	4	0	0
<b>Harassment</b>						
Non-Sexual	9	6	7	16	7	1
Sexual	1	1	0	2	1	0
Medical Examination	0	1	0	3	3	0
Pay including overtime	2	7	2	4	5	0
Promotion/Non-Selection	15	20	9	11	4	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0

Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	4	2	1	5	1	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	1	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	12	13	4	12	8	2
Terms/Conditions of Employment	25	32	20	16	11	2
Time and Attendance	2	0	0	4	0	0
Training	1	2	1	0	0	0
Other						
Layoff	0	0	0	0	0	0
Expense Reimbursement 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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	226.93	263.25	378.45	293.71	267.50	214.40
Average number of days in final action	56.95	149.56	105.82	46.04	74.61	45.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	223.00	352.12	385.21	291.93	274.29	180.33
Average number of days in final action	43.73	112.00	140.50	15.62	92.33	16.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	230.12	213.00	367.93	295.50	258.08	265.50

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Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	50	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		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	1	100	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	1	100	1	50	0	0	0	0	0	0	0	0
Sexual	0	0	1	50	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	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment												

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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												
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2020Thru12-31						
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	29	44	40	30	31	47						
Total Complainants	28	41	35	25	27	42						
Number complaints pending												
Investigation	3	12	9	1	0	11						
ROI issued, pending Complainant's action	0	1	1	0	0	0						
Hearing	23	26	28	27	28	34						
Final Agency Action	4	4	2	3	3	2						
Appeal with EEOC Office of Federal Operations	19	34	45	50	5	5						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2020Thru12-31						
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	11	23	14	1	0	2						