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

CEO (and below)

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

Comparative Data

Complaint Activity	evious	Fiscal	1	2020Thru12-31										
	2015	2016	2017	201	8 201		0201 nru12-31							
Number of Complaints Filed	42	61	32	45	32	2	3							
Number of Complainants	36	61	32	45	31		3							
Repeat Filers	6	0	0	0	1		0							
Complaints by Dasis		Comparative Data												
Complaints by Basis		Pre	vious I	Fiscal	Year I)ata								
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	of	2015	2016	2017	2018	2019	2020Thru12- 31							
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					
			Com	parati	ve Dat	a					
Complaints by Issue	Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31					
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					
Disciplinary Action											
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					
Harassment	-	-	-	-	-						
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					
Reassignment	-	-		-	-						
Denied	0	0	0	0	0	0					

Directed		0	0	0	0	0	0
Reasonable Accommodation I	Disability	7 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 Employn	nent	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
			Cor	npara	tive	Data	
Processing Time	P	revious	Fiscal	Year	Dat	a	2020Thru12-
	2015	2016	2017	20	18	2019	31
Complaints pending during fis	cal year						
Average number of days in investigation	226.93	263.25	378.4	5 293	3.71	267.50	214.40
Average number of days in final action	56.95	149.56	105.8	2 46	.04	74.61	45.40
Complaint pending during fisc	al year v	where he	aring v	vas rec	quest	ted	
Average number of days in investigation	223.00	352.12	385.2	1 291	.93	274.29	180.33
Average number of days in final action	43.73	112.00	140.5	0 15	.62	92.33	16.50
Complaint pending during fisc	al year v	where he	aring v	vas no	t req	uested	
Average number of days in investigation	230.12	213.00	367.93 29		5.50	258.08	265.50

Average number of days in final action	75.1	2	166	5.64	1	92.7	77	60).35	5	62.	60	64.67		
							(Com	pa	rati	ve	Dat	a		
Complaints Dismissed by A	gency	. [P	rev	vious Fiscal Year D							1	2020Thru12-		
			201	15	20	16	20	17	20	18	20	19	•	31	
Total Complaints Dismissed by Agency	у		5		Ò)	4	5	8	3	6	-		0	
Average days pending prior to dismissal			86	6	12	20	9	6	9	2	5(0		0	
Compla	ints V	Vitl	hdr	aw	n t	y (Con	npla	in	ants	5				
Total Complaints Withdrawn b Complainants	ру		1]	1	2	2	3	3	4	-		0	
			Comparative Data												
Total Final Agency Action	s		Pre	evio	ous	Fis	cal	l Ye	ar	Dat	a		20207	Γhru12-	
Finding Discrimination		2015		20	016		2017		20	18	20	19	31		
	#	0	%	#	%	, #	4	%	#	%	#	%	#	%	
Total Number Findings	1			3		2	,		0		0		0		
Without Hearing	0		0	3	10	0 2	1	00	0	0	0	0	0	0	
With Hearing	1	10	00	0	0	0		0	0	0	0	0	0	0	
Findings of Discrimination	on						C	omj	oar	ativ	e I	Data	ı		
Rendered by Basis			Previous Fiscal Year Data 2020Thrui											Γhru12-	
Note: Complaints can be filed			201:	5	20	16	20)17	20	018	20	019		31	
alleging multiple bases. The st the bases may not equal total complaints and findings.	ım of	#	9,	6	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		1			2		0		0		0		0		
Race		1	10	00	0	0	0	0	0	0	0	0	0	0	
Color		0	()	0	0	0	0	0	0	0	0	0	0	
Religion		0)	0	0	0	0	0	0	0	0	0	0	
Reprisal		1	10	00	0	0	0	0	0	0	0	0	0	0	
Sex		0)	1	50	0	0	0	0	0	0	0	0	
PDA		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	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 After Hearing	1		0		0		0		0		0	
Race	1	100	0	0	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	1	100	0	0	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
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	0		2		0		0		0		0	
Race	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
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	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	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
					C	omj	pai	rativ	ve I)ata	Į	
Findings of Discrimination		Pre	vio	us F	isc	al Y	Z ea	r D	ata		2020	Γhru12-
Rendered by Issue	2015 2016 2017 2018 2019							19		31		
	#	%	#	%	#	%	#	%	#	%	#	%
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												

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	1	50	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	1	100	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	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
		<u> </u>										
Findings After Hearing	1		0		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	0	0	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	1	100	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	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	1	100	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	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

Findings Without Hearing	0		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	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	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	0	0	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	1	50	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	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
						Con	np	arat	ive	Da	ta	
Pending Complaints Filed in Previous Fiscal Years by Status		Pr	ev	ious	Fi	scal	Y	ear I	Da	ta	2020	Thru12-
Trevious riseur rears by success		2015	5	2016		2017	2	018	2	019		31
Total complaints from previous Fisc Years	al	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
						Con	np	arat	ive	Da	ta	
Complaint Investigations		Pr	ev	ious	Fi	iscal	Y	ear l)a	ta	2020	Thru12-
		2015	5	2016	2	2017		2018		019	21	
Pending Complaints Where Investigations Exceed Required Tim Frames	e	11		23		14		1 0		0		2