

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

## CEO (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	42	61	32	45	32	19
Number of Complainants	36	61	32	45	31	19
Repeat Filers	6	0	0	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	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	5
Color	0	2	0	1	1	0
Religion	0	0	0	2	4	0
Reprisal	22	19	17	20	13	8
Sex	8	13	8	13	9	4
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	9
Disability	10	11	10	12	7	3
Genetics	0	0	0	1	0	0
Non-EEO	0	0	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	6	3	0	3	4	2
Assignment of Duties	3	1	1	7	3	1
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	1
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	1
Examination/Test	0	0	0	4	0	0
<b>Harassment</b>						
Non-Sexual	9	6	7	16	7	3

Sexual	1	1	0	2	1	0
Medical Examination	0	1	0	3	3	1
Pay including overtime	2	7	2	4	5	0
Promotion/Non-Selection	15	20	9	11	4	9
<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	1
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	3
Terms/Conditions of Employment	25	32	20	16	11	8
Time and Attendance	2	0	0	4	0	0
Training	1	2	1	0	0	0
<b>Other</b>						
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					2020Thru06-30
	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	252.00
Average number of days in final action	56.95	149.56	105.82	46.04	74.61	43.92
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	222.00
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	275.33
Average number of days in final action	75.12	166.64	92.77	60.35	62.60	48.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	5	9	5	8	6	0
Average days pending prior to dismissal	86	120	96	92	50	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	1	2	3	4	0





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru06-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		2		0		0		0		1	
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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	1	100	1	50	0	0	0	0	0	0	1	100
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







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
<b>Findings Without Hearing</b>	0		2		0		0		0		1	
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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years	29	44	40	30	31	34
Total Complainants	28	41	35	25	27	29
<b>Number complaints pending</b>						
Investigation	3	12	9	1	0	1
ROI issued, pending Complainant's action	0	1	1	0	0	2
Hearing	23	26	28	27	28	29
Final Agency Action	4	4	2	3	3	2
Appeal with EEOC Office of Federal Operations	19	34	45	50	5	5
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	11	23	14	1	0	1