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

0. CEO (and below)

				Cor	npa	rative	Data	
Complaint Activity		Previo	ous Fis	cal Y	lea	r Data		2020Th
	201	5 20	16 2	017	20	18 20)19	2020Thru09-30
Number of Complaints Filed	42	6	1	32	4	5 3	32	24
Number of Complainants	36	6	1	32	4	5 3	31	24
Repeat Filers	6	0)	0	(0	1	0
				C	om	parativ	ve Da	ta
Complaints by Basis		Pr	evious	Fisc	al Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.	m	2015	2016	20	17	2018	2019	2020Thru09- 30
Race		17	18	1	1	15	8	6
Color		0	2	()	1	1	0
Religion		0	0	()	2	4	0
Reprisal		22	19	1	7	20	13	8
Sex		8	13	8	3	13	9	6
PDA		0	0	()	0	1	0

For 4th Quarter 2020 for period ending September 30, 2020

National Origin	2	1	2	2	1	0
Equal Pay Act	0	12	0	0	1	0
Age	23	26	12	22	18	10
Disability	10	11	10	12	7	4
Genetics	0	0	0	1	0	0
Non-EEO	0	0	0	0	0	0
	1	1	1	1	1	1

			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Appointment/Hire	6	3	0	3	4	3
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
Disciplinary Action						
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
Harassment						
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	10
Reassignment						
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	11
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

				С	omp	oar	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	ear	· Data		2020Thru09
	2015	2016	5	20	17	2	018	2019	30
Complaints pending durin	g fiscal y	ear							•
Average number of days in investigation	226.93	263.2	5	378	.45	29	93.71	267.50	250.80
Average number of days in final action	56.95	149.5	6	105	.82	4	6.04	74.61	39.76
Complaint pending during	fiscal ye	ar whe	re	heari	ng v	vas	reques	sted	1
Average number of days in investigation	223.00	352.1	2	385	.21	29	91.93	274.29	254.30
Average number of days in final action	43.73	112.0	0	140	.50	1	5.62	92.33	28.17
Complaint pending during	fiscal ye	ar whe	re	heari	ng v	vas	not re	quested	1
Average number of days in investigation	230.12	213.0	0	367	.93	29	95.50	258.08	247.30
Average number of days in final action	75.12	166.6	4	92.	77	6	0.35	62.60	46.09
				-	С	om	parat	ive Data	· ·
Complaints Dismisse Agency	d by	Pro	evi	ous]	Fisc	al Y	lear D	Pata	2020Thru09
87		2015	2	016	201	17	2018	2019	30
Total Complaints Dismiss Agency	ed by	5		9	5		8	6	1
Average days pending prid dismissal	or to	86	1	120	96	5	92	50	327
Con	plaints V	Withdr	av	vn by	y Co	mp	olainaı	nts	
Total Complaints Withdra Complainants	wn by	1		1	2		3	4	0

						Co	ompa	rat	ive I)ata	ı		
Total Final Agency			Pre	evio	us F	isca	l Ye	ar I	Data			2020	Thru09
Actions Finding Discrimination	2	201	5	201	6	20	17	20	18	20)19		30
	#	%	6 #	0	6	#	%	#	%	#	%	#	%
Total Number Findings	1		3			2		0		0		1	
Without Hearing	0	() 3	1	00	2	100	0	0	0	0	1	100
With Hearing	1	1(0 0		0	0	0	0	0	0	0	0	0
Findings of Discriminatio	n					0	Comp	ara	tive	Da	ta		
Rendered by Basis			P	revi	ous	Fis	cal Y	ear	Dat	a		2020	Thru09
Note: Complaints can be		2	015	2	016	2	017	20)18	2	019	-	30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	5	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		1		2		0		0		0		1	
Race		1	100	0	0	0	0	0	0	0	0	1	100
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	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
		0	0	0	0	0	0	0	0	0	0	0	0
Genetics				-	1			1					

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
				1								
Findings Without Hearing	0		2		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
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
	-						<u> </u>					
PDA	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0
PDA	0											
PDA National Origin	0	0	0	0	0	0	0	0	0	0	0	0
PDA National Origin Equal Pay Act	0 0 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
					С	omp	ara	ntive	Da	ta		
Findings of Discrimination		Pr	·evi	ous	Fisc	al Y	ear	Dat	a		2020	Thru09-
Rendered by Issue	2	015	20)16	2()17	20)18	20)19		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	1	2		0		0	1	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		<u> </u>		<u>.</u>	·		-	-	-	<u> </u>	· · · · · ·	<u>.</u>
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	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

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	1	100
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 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

Demotion	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	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		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	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		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						1	1		1			1

Non-Sexual	0	0	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	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	1	100
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-
	2015	2016	2017	2018	2019	30
Total complaints from previous Fiscal Years	29	44	40	30	31	26
Total Complainants	28	41	35	25	27	23
Number complaints pending						
Investigation	3	12	9	1	0	0
ROI issued, pending Complainant's action	0	1	1	0	0	0
Hearing	23	26	28	27	28	24
Final Agency Action	4	4	2	3	3	2
Appeal with EEOC Office of Federal Operations	19	34	45	50	5	4
Complaint Investigations	Comparative Data					
	Pro	evious	2020Thru09-			
	2015	2016	2017	2018	2019	30
Pending Complaints Where Investigations Exceed Required Time Frames	11	23	14	1	0	0