

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

HQ (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	625	799	801	840	783	798
Number of Complainants	612	782	775	784	744	776
Repeat Filers	13	15	24	26	21	22
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	2018Thru09-30
Race	257	352	326	306	337	341
Color	99	170	148	135	147	139
Religion	18	50	31	32	27	28
Reprisal	272	357	360	404	397	395
Sex	220	339	293	271	270	301
PDA	5	2	7	6	3	2

National Origin	69	119	111	99	102	90
Equal Pay Act	2	2	6	9	3	1
Age	193	245	253	272	201	227
Disability	162	222	240	261	254	279
Genetics	1	4	4	4	1	5
Non-EEO	16	14	22	31	22	19
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	47	81	94	82	56	67
Assignment of Duties	68	67	62	98	70	93
Awards	13	65	19	10	18	12
Conversion to Full Time/Perm Status	0	1	0	1	0	0
Disciplinary Action						
Demotion	0	2	3	5	6	3
Reprimand	43	66	74	59	67	76
Suspension	36	41	32	34	38	39
Removal	5	15	18	38	28	32
Duty Hours	12	17	9	17	15	16
Perf. Eval./ Appraisal	30	29	44	38	42	59
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	253	329	384	375	384	393
Sexual	26	49	38	39	39	49

Medical Examination	0	2	4	6	1	1
Pay including overtime	20	30	25	21	25	19
Promotion/Non-Selection	91	140	134	146	111	121
Reassignment						
Denied	4	10	9	14	8	10
Directed	30	24	27	22	24	23
Reasonable Accommodation Disability	31	44	57	68	59	62
Reinstatement	0	1	1	0	0	2
Religious Accommodation	0	0	0	1	1	0
Retirement	2	2	4	3	1	5
Sex-Stereotyping	0	0	0	1	0	3
Telework	0	0	0	8	7	5
Termination	53	62	51	54	36	63
Terms/Conditions of Employment	59	72	82	104	86	72
Time and Attendance	18	27	20	37	37	38
Training	11	25	22	27	30	23
Other						
Anewclaim	0	0	0	0	2	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	300.48	232.26	201.88	204.34	197.26	211.02
Average number of days in final action	75.36	148.20	188.17	158.77	150.38	37.53

Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	291.95	239.03	208.75	204.20	202.70	217.00						
Average number of days in final action	40.84	94.08	68.01	82.43	82.95	27.44						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	313.12	220.83	192.29	206.22	193.42	203.34						
Average number of days in final action	97.42	235.45	253.60	197.11	179.96	50.98						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
Total Complaints Dismissed by Agency	5	114	169	135	141	92						
Average days pending prior to dismissal	441	66	64	134	78	143.86						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	68	63	91	56	69	73						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		8		6		51		19		10	
Without Hearing	0	0	0	0	0	0	43	84	14	74	6	60
With Hearing	1	100	8	100	6	100	8	16	5	26	4	40

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	1		4		0		10		6		4
Race	1	100	2	50	0	0	2	20	3	50	3	75
Color	1	100	0	0	0	0	0	0	1	17	1	25
Religion	1	100	1	25	0	0	0	0	0	0	0	0
Reprisal	0	0	1	25	0	0	7	70	3	50	1	25
Sex	0	0	3	75	0	0	7	70	3	50	2	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	3	50	0	0
Equal Pay Act	0	0	0	0	0	0	1	10	0	0	0	0
Age	1	100	0	0	0	0	0	0	1	17	0	0
Disability	1	100	0	0	0	0	2	20	3	50	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		4		0		8		5		4	
Race	1	100	2	50	0	0	2	25	3	60	3	75
Color	1	100	0	0	0	0	0	0	1	20	1	25
Religion	1	100	1	25	0	0	0	0	0	0	0	0
Reprisal	0	0	1	25	0	0	7	88	2	40	1	25
Sex	0	0	3	75	0	0	5	63	3	60	2	50

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		0		10		6		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	10	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
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	1	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	1	25	0	0	4	40	5	83	1	25
Sexual	0	0	3	75	0	0	3	30	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	1	10	0	0	1	25
Promotion/Non-Selection	0	0	0	0	0	0	1	10	2	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	10	0	0	0	0

Removal	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	1	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	1	25	0	0	4	50	4	80	1	25
Sexual	0	0	3	75	0	0	1	13	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	1	13	0	0	1	25
Promotion/Non-Selection	0	0	0	0	0	0	1	13	1	20	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	13	0	0	0	0
Directed	0	0	0	0	0	0	2	25	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	13	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	25	0	0	1	13	0	0	1	25
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	25
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	25
Training	0	0	0	0	0	0	1	13	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	1	100	0	0
Reinstatement	0	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	0
Retirement	0	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	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
Anewclaim	0	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					2018Thru09-30							
	2013	2014	2015	2016	2017								
Total complaints from previous Fiscal Years	0	629	635	682	702	681							
Total Complainants	1627	579	563	610	606	603							
Number complaints pending													
Investigation	460	27	21	240	183	61							
ROI issued, pending Complainant's action	1	3	2	0	0	0							
Hearing	439	454	537	600	674	635							
Final Agency Action	76	159	86	74	21	30							

Appeal with EEOC Office of Federal Operations	0	664	188	869	994	1100
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	865	35	41	285	200	60