

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

HQ (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	799	801	840	783	798	717
Number of Complainants	782	775	784	744	776	701
Repeat Filers	15	24	26	21	22	16
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	2019Thru09-30
Race	352	326	306	337	341	300
Color	170	148	135	147	139	104
Religion	50	31	32	27	28	29
Reprisal	357	360	404	397	395	354
Sex	339	293	271	270	301	252
PDA	2	7	6	3	2	5

National Origin	119	111	99	102	90	80
Equal Pay Act	2	6	9	3	1	4
Age	245	253	272	201	227	198
Disability	222	240	261	254	279	252
Genetics	4	4	4	1	5	4
Non-EEO	14	22	31	22	19	19
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	81	94	82	56	67	58
Assignment of Duties	67	62	98	70	93	63
Awards	65	19	10	18	12	15
Conversion to Full Time/Perm Status	1	0	1	0	0	0
Disciplinary Action						
Demotion	2	3	5	6	3	6
Reprimand	66	74	59	67	76	56
Suspension	41	32	34	38	39	49
Removal	15	18	38	28	32	25
Duty Hours	17	9	17	15	16	11
Perf. Eval./ Appraisal	29	44	38	42	59	48
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	329	384	375	384	393	368
Sexual	49	38	39	39	49	40

Medical Examination	2	4	6	1	1	3
Pay including overtime	30	25	21	25	19	18
Promotion/Non-Selection	140	134	146	111	121	110
Reassignment						
Denied	10	9	14	8	10	1
Directed	24	27	22	24	23	9
Reasonable Accommodation Disability	44	57	68	59	62	54
Reinstatement	1	1	0	0	2	0
Religious Accommodation	0	0	1	1	0	0
Retirement	2	4	3	1	5	5
Sex-Stereotyping	0	0	1	0	3	0
Telework	0	0	8	7	5	1
Termination	62	51	54	36	63	69
Terms/Conditions of Employment	72	82	104	86	72	51
Time and Attendance	27	20	37	37	38	31
Training	25	22	27	30	23	19
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	232.26	201.88	204.34	197.26	211.02	222.03
Average number of days in final action	148.20	188.17	158.77	150.38	37.53	43.63
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	239.03	208.75	204.20	202.70	217.00	227.46						
Average number of days in final action	94.08	68.01	82.43	82.95	27.44	31.02						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	220.83	192.29	206.22	193.42	203.34	215.90						
Average number of days in final action	235.45	253.60	197.11	179.96	50.98	64.23						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	114	169	135	141	92						88	
Average days pending prior to dismissal	66	64	134	78	143.86						82.08	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	63	91	56	69	73						63	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014	2015	2016	2017	2018							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		6		10		6		10		14	
Without Hearing	0	0	0	0	2	20	1	17	6	60	9	64
With Hearing	8	100	6	100	8	80	5	83	4	40	5	36

National Origin	0	0	0	0	0	0	3	60	0	0	0	0
Equal Pay Act	0	0	0	0	1	13	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	20	0	0	1	20
Disability	0	0	0	0	2	25	2	40	0	0	2	40
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		0		2		1		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	1	100	0	0	0	0
Sex	0	0	0	0	2	100	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	1	100	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										2019Thru09-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		10		6		4		5	

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	25	0	0	1	10	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	25	1	20
Time and Attendance	0	0	0	0	0	0	0	0	1	25	1	20
Training	0	0	0	0	1	10	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	4		0		8		5		4		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	13	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	20
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	2	40
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	1	20
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	20	0	0	1	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	0	0	4	50	4	80	1	25	2	40
Sexual	3	75	0	0	1	13	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												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2019Thru09-30						
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	629	635	682	702	681	614						
Total Complainants	579	563	610	606	603	558						
Number complaints pending												
Investigation	27	21	240	183	61	53						
ROI issued, pending Complainant's action	3	2	0	0	0	0						
Hearing	454	537	600	674	635	518						
Final Agency Action	159	86	74	21	30	76						
Appeal with EEOC Office of Federal Operations	664	188	869	994	1100	1207						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2019Thru09-30						
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	35	41	285	200	60	49						