

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

## HQ (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	801	840	783	798	717	742
Number of Complainants	775	784	744	776	701	715
Repeat Filers	24	26	21	22	16	26
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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	326	306	337	341	300	306
Color	148	135	147	139	104	134
Religion	31	32	27	28	29	33
Reprisal	360	404	397	395	354	377
Sex	293	271	270	301	252	254
PDA	7	6	3	2	5	10

National Origin	111	99	102	90	80	70
Equal Pay Act	6	9	3	1	4	1
Age	253	272	201	227	198	197
Disability	240	261	254	279	252	265
Genetics	4	4	1	5	4	4
Non-EEO	22	31	22	19	19	32
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</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	94	82	56	67	58	61
Assignment of Duties	62	98	70	93	63	74
Awards	19	10	18	12	15	6
Conversion to Full Time/Perm Status	0	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	3	5	6	3	6	4
Reprimand	74	59	67	76	56	67
Suspension	32	34	38	39	49	49
Removal	18	38	28	32	25	34
Duty Hours	9	17	15	16	11	18
Perf. Eval./ Appraisal	44	38	42	59	48	57
Examination/Test	0	0	0	0	1	2
<b>Harassment</b>						
Non-Sexual	384	375	384	393	368	374
Sexual	38	39	39	49	40	31

Medical Examination	4	6	1	1	3	2
Pay including overtime	25	21	25	19	18	20
Promotion/Non-Selection	134	146	111	121	110	91
<b>Reassignment</b>						
Denied	9	14	8	10	1	4
Directed	27	22	24	23	9	11
Reasonable Accommodation Disability	57	68	59	62	54	61
Reinstatement	1	0	0	2	0	0
Religious Accommodation	0	1	1	0	0	0
Retirement	4	3	1	5	5	5
Sex-Stereotyping	0	1	0	3	0	0
Telework	0	8	7	5	1	13
Termination	51	54	36	63	69	92
Terms/Conditions of Employment	82	104	86	72	51	66
Time and Attendance	20	37	37	38	31	38
Training	22	27	30	23	19	18
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	201.88	204.34	197.26	211.02	222.03	192.18
Average number of days in final action	188.17	158.77	150.38	37.53	43.63	98.30
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	208.75	204.20	202.70	217.00	227.46	194.99						
Average number of days in final action	68.01	82.43	82.95	27.44	31.02	63.43						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	192.29	206.22	193.42	203.34	215.90	192.78						
Average number of days in final action	253.60	197.11	179.96	50.98	64.23	141.21						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru09-30</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total Complaints Dismissed by Agency	169	135	141	92	88						102	
Average days pending prior to dismissal	64	134	78	143.86	82.08						96.36	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	91	56	69	73	63						49	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru09-30</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	6		10		6		4		5		4	
Without Hearing	0	0	2	20	1	17	0	0	0	0	0	0
With Hearing	6	100	8	80	5	83	4	100	5	100	4	100



National Origin	0	0	0	0	3	60	0	0	0	0	0	0
Equal Pay Act	0	0	1	13	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	20	0	0	1	20	0	0
Disability	0	0	2	25	2	40	0	0	2	40	1	25
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
<b>Findings Without Hearing</b>	0		2		1		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	1	100	0	0	0	0	0	0
Sex	0	0	2	100	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	1	100	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru09-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		10		6		4		5		4	



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	10	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	25	1	20	0	0
Time and Attendance	0	0	0	0	0	0	1	25	1	20	1	25
Training	0	0	1	10	0	0	0	0	0	0	0	0
Other - User Define												
<b>Findings After Hearing</b>	0		8		5		4		5		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	13	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	1	20	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	2	40	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	1	20	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	20	0	0	1	20	2	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	4	50	4	80	1	25	2	40	1	25
Sexual	0	0	1	13	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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>						
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	635	682	702	681	614	425						
Total Complainants	563	610	606	603	558	394						
<b>Number complaints pending</b>												
Investigation	21	240	183	61	53	29						
ROI issued, pending Complainant's action	2	0	0	0	0	0						
Hearing	537	600	674	635	518	361						
Final Agency Action	86	74	21	30	76	56						
Appeal with EEOC Office of Federal Operations	188	869	994	1100	1207	1344						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>						
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	41	285	200	60	49	32						