

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

HQ (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	801	840	783	798	717	235
Number of Complainants	775	784	744	776	701	231
Repeat Filers	24	26	21	22	16	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	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>	2015	2016	2017	2018	2019	2020Thru12-31
Race	326	306	337	341	300	119
Color	148	135	147	139	104	51
Religion	31	32	27	28	29	14
Reprisal	360	404	397	395	354	112
Sex	293	271	270	301	252	85
PDA	7	6	3	2	5	4

National Origin	111	99	102	90	80	25
Equal Pay Act	6	9	3	1	4	0
Age	253	272	201	227	198	43
Disability	240	261	254	279	252	77
Genetics	4	4	1	5	4	1
Non-EEO	22	31	22	19	19	16
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	94	82	56	67	58	26
Assignment of Duties	62	98	70	93	63	20
Awards	19	10	18	12	15	1
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	3	5	6	3	6	0
Reprimand	74	59	67	76	56	19
Suspension	32	34	38	39	49	20
Removal	18	38	28	32	25	13
Duty Hours	9	17	15	16	11	5
Perf. Eval./ Appraisal	44	38	42	59	48	11
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	384	375	384	393	368	127
Sexual	38	39	39	49	40	8

Medical Examination	4	6	1	1	3	0
Pay including overtime	25	21	25	19	18	5
Promotion/Non-Selection	134	146	111	121	110	37
Reassignment						
Denied	9	14	8	10	1	1
Directed	27	22	24	23	9	5
Reasonable Accommodation Disability	57	68	59	62	54	14
Reinstatement	1	0	0	2	0	0
Religious Accommodation	0	1	1	0	0	0
Retirement	4	3	1	5	5	1
Sex-Stereotyping	0	1	0	3	0	0
Telework	0	8	7	5	1	1
Termination	51	54	36	63	69	22
Terms/Conditions of Employment	82	104	86	72	51	16
Time and Attendance	20	37	37	38	31	11
Training	22	27	30	23	19	3
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	201.88	204.34	197.26	211.02	222.03	191.00
Average number of days in final action	188.17	158.77	150.38	37.53	43.63	62.09
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	179.28						
Average number of days in final action	68.01	82.43	82.95	27.44	31.02	50.78						
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	188.48						
Average number of days in final action	253.60	197.11	179.96	50.98	64.23	84.61						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015		2016		2017		2018		2019			
Total Complaints Dismissed by Agency	169	135	141	92	88	32						
Average days pending prior to dismissal	64	134	78	143.86	82.08	53.72						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	91	56	69	73	63	9						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		51		19		10		14		1	
Without Hearing	0	0	43	84	14	74	6	60	9	64	0	0
With Hearing	6	100	8	16	5	26	4	40	5	36	1	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	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 Without Hearing	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		10		6		4		5		1	

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	100
Training	0	0	1	10	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		8		5		4		5		1	
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	1	100
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	0	0
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												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2020Thru12-31						
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	635	682	702	681	614	952						
Total Complainants	563	610	606	603	558	873						
Number complaints pending												
Investigation	21	240	183	61	53	222						
ROI issued, pending Complainant's action	2	0	0	0	0	33						
Hearing	537	600	674	635	518	578						
Final Agency Action	86	74	21	30	76	123						
Appeal with EEOC Office of Federal Operations	188	869	994	1100	1207	1263						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2020Thru12-31						
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	41	285	200	60	49	42						