

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

HQ (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	801	840	783	798	717	568
Number of Complainants	775	784	744	776	701	552
Repeat Filers	24	26	21	22	16	15
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	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	239
Color	148	135	147	139	104	104
Religion	31	32	27	28	29	27
Reprisal	360	404	397	395	354	266
Sex	293	271	270	301	252	191
PDA	7	6	3	2	5	10

National Origin	111	99	102	90	80	50
Equal Pay Act	6	9	3	1	4	1
Age	253	272	201	227	198	139
Disability	240	261	254	279	252	196
Genetics	4	4	1	5	4	3
Non-EEO	22	31	22	19	19	24
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<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	53
Assignment of Duties	62	98	70	93	63	60
Awards	19	10	18	12	15	4
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	3	5	6	3	6	3
Reprimand	74	59	67	76	56	50
Suspension	32	34	38	39	49	39
Removal	18	38	28	32	25	25
Duty Hours	9	17	15	16	11	15
Perf. Eval./ Appraisal	44	38	42	59	48	35
Examination/Test	0	0	0	0	1	1
Harassment						
Non-Sexual	384	375	384	393	368	277
Sexual	38	39	39	49	40	25

Medical Examination	4	6	1	1	3	1
Pay including overtime	25	21	25	19	18	17
Promotion/Non-Selection	134	146	111	121	110	71
Reassignment						
Denied	9	14	8	10	1	2
Directed	27	22	24	23	9	9
Reasonable Accommodation Disability	57	68	59	62	54	45
Reinstatement	1	0	0	2	0	0
Religious Accommodation	0	1	1	0	0	0
Retirement	4	3	1	5	5	4
Sex-Stereotyping	0	1	0	3	0	0
Telework	0	8	7	5	1	9
Termination	51	54	36	63	69	71
Terms/Conditions of Employment	82	104	86	72	51	54
Time and Attendance	20	37	37	38	31	31
Training	22	27	30	23	19	12
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	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	189.31
Average number of days in final action	188.17	158.77	150.38	37.53	43.63	92.26
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	191.60						
Average number of days in final action	68.01	82.43	82.95	27.44	31.02	61.68						
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	188.91						
Average number of days in final action	253.60	197.11	179.96	50.98	64.23	135.54						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	169	135	141	92	88						74	
Average days pending prior to dismissal	64	134	78	143.86	82.08						60.64	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	91	56	69	73	63						42	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		10		6		10		14		4	
Without Hearing	0	0	2	84	1	74	6	60	9	64	0	0
With Hearing	6	100	8	16	5	26	4	40	5	36	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
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										2020Thru06-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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												
Findings After Hearing	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												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2020Thru06-30						
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	635	682	702	681	614	643						
Total Complainants	563	610	606	603	558	590						
Number complaints pending												
Investigation	21	240	183	61	53	57						
ROI issued, pending Complainant's action	2	0	0	0	0	0						
Hearing	537	600	674	635	518	515						
Final Agency Action	86	74	21	30	76	95						
Appeal with EEOC Office of Federal Operations	188	869	994	1100	1207	1310						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2020Thru06-30						
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	41	285	200	60	49	60						