

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

## HQ (and below)

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	42	44	53	36	63	21
Number of Complainants	42	43	50	36	60	21
Repeat Filers	0	1	2	0	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	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	2019Thru12-31
Race	21	22	25	23	32	8
Color	7	8	6	7	7	3
Religion	2	2	2	0	1	1
Reprisal	24	22	23	13	31	11
Sex	20	22	25	19	20	10
PDA	0	0	2	1	0	0

National Origin	4	11	4	6	4	1
Equal Pay Act	1	1	0	0	0	0
Age	14	16	14	16	16	4
Disability	13	12	13	9	20	7
Genetics	0	0	0	0	0	0
Non-EEO	2	1	1	1	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	4	10	16	4	5	2
Assignment of Duties	3	9	6	9	5	6
Awards	0	0	0	2	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	0
Reprimand	0	2	2	4	3	0
Suspension	3	1	1	0	5	0
Removal	0	0	1	0	1	0
Duty Hours	3	0	1	2	0	0
Perf. Eval./ Appraisal	2	3	6	8	8	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	17	5	17	12	22	3
Sexual	0	0	1	0	1	0

Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	2	1	2	3
Promotion/Non-Selection	6	11	5	2	7	4
<b>Reassignment</b>						
Denied	0	1	2	0	1	0
Directed	4	0	2	2	3	1
Reasonable Accommodation Disability	2	2	1	2	7	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	3	0
Termination	1	0	3	2	4	2
Terms/Conditions of Employment	4	1	0	1	3	0
Time and Attendance	5	2	1	5	3	1
Training	4	2	1	3	2	2
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	184.81	191.61	214.11	250.61	240.53	284.69
Average number of days in final action	67.93	74.24	45.05	188.96	132.11	125.86
Complaint pending during fiscal year where hearing was requested						





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	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 Without Hearing</b>	1		1		0		0		1		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	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	1	100	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	1	100	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	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>2019Thru12-31</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</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>	1		1		0		0		1		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	1	100	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>2019Thru12-31</b>						
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total complaints from previous Fiscal Years	41	54	65	79	82	132						
Total Complainants	39	53	65	76	78	122						
<b>Number complaints pending</b>												
Investigation	5	4	2	6	7	31						
ROI issued, pending Complainant's action	0	0	0	0	1	4						
Hearing	37	47	44	69	62	82						
Final Agency Action	2	6	10	9	13	15						
Appeal with EEOC Office of Federal Operations	12	7	6	12	17	17						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>						
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	5	5	10	7	7	5						