

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

CISA (and below), 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	44	53	35	61	66	101
Number of Complainants	43	49	35	58	64	98
Repeat Filers	1	2	0	3	1	3
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	21	25	22	32	34	54
Color	8	6	4	7	14	30
Religion	2	1	1	1	3	5
Reprisal	22	24	10	29	45	49
Sex	22	24	14	20	28	38
PDA	0	2	1	0	0	1

National Origin	11	5	5	4	6	12
Equal Pay Act	1	0	0	0	0	0
Age	16	13	11	16	24	32
Disability	11	13	10	20	31	32
Genetics	0	0	0	0	3	0
Non-EEO	1	1	1	0	1	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<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	10	15	4	5	7	5
Assignment of Duties	10	7	8	5	17	28
Awards	0	0	1	1	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	2
Reprimand	2	3	3	3	7	10
Suspension	1	1	0	5	4	11
Removal	0	1	0	1	2	4
Duty Hours	0	1	2	0	1	3
Perf. Eval./ Appraisal	3	6	6	8	10	20
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	17	11	22	23	55
Sexual	0	1	0	1	2	5

Medical Examination	0	0	0	0	2	3
Pay including overtime	1	2	1	2	6	5
Promotion/Non-Selection	11	5	2	7	11	17
Reassignment						
Denied	1	1	0	1	0	2
Directed	0	2	1	2	3	7
Reasonable Accommodation Disability	1	1	1	7	9	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	3	4	9
Termination	1	3	2	4	7	9
Terms/Conditions of Employment	1	0	2	4	8	3
Time and Attendance	2	1	4	3	8	18
Training	2	1	4	2	6	5
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	191.19	202.68	250.61	242.78	255.65	240.48
Average number of days in final action	110.32	45.05	188.96	127.50	160.85	162.74
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
Findings Without Hearing	1		0		0		1		1		1	
Race	1	100	0	0	0	0	0	0	1	100	1	100
Color	1	100	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	0	0	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	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	1	100	0	0	0	0	0	0	0	0	1	100
Disability	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		1		1	

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	1	100	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					2020Thru09-30						
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	54	57	64	63	70	73						
Total Complainants	53	57	63	61	63	69						
Number complaints pending												
Investigation	3	0	5	5	2	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	45	41	53	47	47	39						
Final Agency Action	8	12	10	14	21	24						
Appeal with EEOC Office of Federal Operations	7	7	13	18	24	35						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2020Thru09-30						
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	3	7	5	4	2	10						