

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

Bureau of Fiscal Service (BFS)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	9	12	27	34	20	17
Number of Complainants	8	12	26	34	19	16
Repeat Filers	1	0	1	0	1	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<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	
Race	5	10	7	21	9	9
Color	1	4	2	9	2	4
Religion	0	1	3	0	1	0
Reprisal	5	6	12	16	8	10
Sex	2	7	9	19	5	8
PDA	0	0	0	1	0	0
National Origin	0	0	3	2	1	0
Equal Pay Act	0	0	0	0	0	0

Age	3	7	12	10	6	9
Disability	6	1	11	10	10	8
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	2	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	
Appointment/Hire	0	0	0	1	1	1
Assignment of Duties	2	1	1	2	4	2
Awards	0	1	0	3	0	0
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	1	0	1	0	0	0
Reprimand	1	0	3	4	3	2
Suspension	0	0	1	1	2	1
Removal	1	0	0	0	0	1
Other	0	0	0	3	1	1
Duty Hours	0	0	0	0	1	0
Perf. Eval./ Appraisal	4	3	3	9	3	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	5	5	13	5	6
Sexual	0	1	1	1	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	1	0	2
Promotion/Non-Selection	4	4	8	9	2	4
Reassignment						

Denied	0	0	0	0	0	0
Directed	2	0	1	0	0	2
Reasonable Accommodation Disability	2	1	4	6	3	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	2	1	0
Termination	1	0	5	2	2	0
Terms/Conditions of Employment	2	1	0	7	3	1
Time and Attendance	1	2	0	1	2	3
Training	0	1	1	3	0	0
Other						
Equal Pay Act Violation	0	0	0	1	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	309.33	277.50	193.21	165.53	177.41	218.07
Average number of days in final action	3.00	24.33	35.80	22.14	44.00	27.43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	309.33	277.50	212.92	174.40	172.38	215.82
Average number of days in final action	3.00	24.33	8.00	6.00	36.00	25.25

Complaint pending during fiscal year where hearing was not requested															
Average number of days in investigation		0		0		150.50		157.00		194.00		224.25			
Average number of days in final action		0		0		42.75		31.50		46.00		32.40			
Complaints Dismissed by Agency				Comparative Data											
				Previous Fiscal Year Data								2019 Thru 09-30			
				2014		2015		2016		2017				2018	
Total Complaints Dismissed by Agency				0		5		6		3		2		2	
Average days pending prior to dismissal				0		18		22.17		60		129		31	
Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants				1		2		1		2		0		3	
Total Final Agency Actions Finding Discrimination				Comparative Data											
				Previous Fiscal Year Data								2019 Thru 09-30			
				2014		2015		2016		2017				2018	
				#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings				0		0		0		1		1		0	
Without Hearing				0	0	0	0	0	0	1	100	1	100	0	0
With Hearing				0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis				Comparative Data											
				Previous Fiscal Year Data								2019 Thru 09-30			
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.				2014		2015		2016		2017				2018	
				#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings				0		0		0		1		1		0	
Race				0	0	0	0	0	0	0	0	1	100	0	0
Color				0	0	0	0	0	0	0	0	1	100	0	0

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	1	100	0	0
Sex	0	0	0	0	0	0	1	100	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	0	0	0	0	1	100	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 After Hearing	0		0		0		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	0	0	0	0	0	0	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	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	0		0		0		1		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	0	0

[illegible]

[illegible]

[illegible]

[illegible]

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	7	8	16	30	23
Final Agency Action	0	0	0	0	0	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0