

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

## Bureau of Fiscal Service

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   | 12                        | 27   | 34   | 20   | 17   | 17            |
| Number of Complainants   | 12                        | 26   | 34   | 19   | 16   | 16            |
| Repeat Filers  | 0                         | 1    | 0    | 1    | 1    | 1             |
| 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   | 10                        | 7    | 21   | 9    | 9    | 9             |
| Color  | 4                         | 2    | 9    | 2    | 4    | 3             |
| Religion   | 1                         | 3    | 0    | 1    | 0    | 1             |
| Reprisal   | 6                         | 12   | 16   | 8    | 10   | 10            |
| Sex  | 7                         | 9    | 19   | 5    | 8    | 6             |
| PDA  | 0                         | 0    | 1    | 0    | 0    | 0             |
| National Origin  | 0                         | 3    | 2    | 1    | 0    | 1             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Age  | 7                                | 12          | 10          | 6           | 9           | 6                    |
| Disability   | 1                                | 11          | 10          | 10          | 8           | 6                    |
| Genetics   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Non-EEO  | 0                                | 1           | 2           | 0           | 1           | 0                    |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru09-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Appointment/Hire   | 0                                | 0           | 1           | 1           | 1           | 0                    |
| Assignment of Duties   | 1                                | 1           | 2           | 4           | 2           | 4                    |
| Awards   | 1                                | 0           | 3           | 0           | 0           | 0                    |
| Conversion to Full Time/Perm Status  | 0                                | 0           | 0           | 1           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 0                                | 1           | 0           | 0           | 0           | 0                    |
| Reprimand  | 0                                | 3           | 4           | 3           | 2           | 0                    |
| Suspension   | 0                                | 1           | 1           | 2           | 1           | 1                    |
| Removal  | 0                                | 0           | 0           | 0           | 1           | 0                    |
| Other (DO NOT USE)   | 0                                | 0           | 3           | 1           | 1           | 0                    |
| Duty Hours   | 0                                | 0           | 0           | 1           | 0           | 0                    |
| Perf. Eval./ Appraisal   | 3                                | 3           | 9           | 3           | 2           | 2                    |
| Examination/Test   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 5                                | 5           | 13          | 5           | 6           | 9                    |
| Sexual   | 1                                | 1           | 1           | 0           | 1           | 0                    |
| Medical Examination  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Pay including overtime   | 1                                | 0           | 1           | 0           | 2           | 0                    |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Promotion/Non-Selection  | 4                                | 8           | 9           | 2           | 4           | 2                    |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Directed   | 0                                | 1           | 0           | 0           | 2           | 0                    |
| Reasonable Accommodation Disability                              | 1                                | 4           | 6           | 3           | 2           | 3                    |
| Reinstatement  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Religious Accommodation  | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Retirement   | 1                                | 0           | 1           | 0           | 0           | 0                    |
| Sex-Stereotyping   | 0                                | 0           | 0           | 0           | 0           | 0                    |
| Telework   | 0                                | 0           | 2           | 1           | 0           | 3                    |
| Termination  | 0                                | 5           | 2           | 2           | 0           | 0                    |
| Terms/Conditions of Employment                                   | 1                                | 0           | 7           | 3           | 1           | 4                    |
| Time and Attendance  | 2                                | 0           | 1           | 2           | 3           | 1                    |
| Training   | 1                                | 1           | 3           | 0           | 0           | 1                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| Equal Pay Act (DO NOT USE)                                       | 0                                | 0           | 1           | 0           | 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                    |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru09-30</b> |
|  | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 277.50                           | 193.21      | 165.53      | 177.41      | 218.07      | 118.82               |
| Average number of days in final action                           | 24.33                            | 35.80       | 22.14       | 44.00       | 27.43       | 35.63                |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |





|   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| 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>                     | 0                                |          | 0           |          | 1           |          | 1           |          | 0           |          | 1                    |          |
| Race  | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
| Color   | 0                                | 0        | 0           | 0        | 0           | 0        | 1           | 100      | 0           | 0        | 0                    | 0        |
| Religion  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Reprisal  | 0                                | 0        | 0           | 0        | 1           | 100      | 1           | 100      | 0           | 0        | 0                    | 0        |
| Sex   | 0                                | 0        | 0           | 0        | 1           | 100      | 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        | 1           | 100      | 0           | 0        | 1                    | 100      |
| 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>2020Thru09-30</b> |          |
|   | <b>2015</b>                      |          | <b>2016</b> |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</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>                        | 0                                |          | 0           |          | 1           |          | 1           |          | 0           |          | 1                    |          |
| Appointment/Hire                                    | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Assignment of Duties                                | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Awards  | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Conversion to Full Time/Perm Status                 | 0                                | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0                    | 0        |
| Disciplinary Action                                 |                                  |          |             |          |             |          |             |          |             |          |                      |          |



|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| Other - User Define                 |   |   |   |   |   |   |   |   |   |   |   |   |
| Equal Pay Act (DO NOT USE)          | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|                                     |   |   |   |   |   |   |   |   |   |   |   |   |
| <b>Findings After Hearing</b>       | 0 |   | 0 |   | 0 |   | 0 |   | 0 |   | 0 |   |
| Appointment/Hire                    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties                | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards                              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 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 |
| Other (DO NOT USE)                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours                          | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test                    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment                          |   |   |   |   |   |   |   |   |   |   |   |   |
| Non-Sexual                          | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual                              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination                 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection             | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment                        |   |   |   |   |   |   |   |   |   |   |   |   |





|                                     |   |   |   |   |   |     |   |     |   |   |   |     |
|-------------------------------------|---|---|---|---|---|-----|---|-----|---|---|---|-----|
| 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   |
| Other (DO NOT USE)                  | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Duty Hours                          | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Perf. Eval./ Appraisal              | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Examination/Test                    | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Harassment                          |   |   |   |   |   |     |   |     |   |   |   |     |
| Non-Sexual                          | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 1 | 100 |
| Sexual                              | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0   | 0 | 0 | 0 | 0   |
| Medical Examination                 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Pay including overtime              | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Promotion/Non-Selection             | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Reassignment                        |   |   |   |   |   |     |   |     |   |   |   |     |
| Denied                              | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Directed                            | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 0 | 0   | 1 | 100 | 0 | 0 | 1 | 100 |
| Reinstatement                       | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| Religious Accommodation             | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   | 0 | 0 | 0 | 0   |
| 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 | 0 | 0 | 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                 |   |   |   |   |   |     |   |     |   |   |   |     |

|   |                                  |             |             |             |             |   |                      |   |   |   |   |   |
|---|----------------------------------|-------------|-------------|-------------|-------------|---|----------------------|---|---|---|---|---|
| Equal Pay Act (DO NOT USE)  | 0                                | 0           | 0           | 0           | 0           | 0 | 0                    | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2  | 0                                | 0           | 0           | 0           | 0           | 0 | 0                    | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3  | 0                                | 0           | 0           | 0           | 0           | 0 | 0                    | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4  | 0                                | 0           | 0           | 0           | 0           | 0 | 0                    | 0 | 0 | 0 | 0 | 0 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |   | <b>2020Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |   |                      |   |   |   |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |   |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 8                                | 8           | 17          | 32          | 24          | 9 |                      |   |   |   |   |   |
| Total Complainants  | 7                                | 7           | 15          | 30          | 23          | 8 |                      |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |   |                      |   |   |   |   |   |
| Investigation   | 1                                | 0           | 1           | 1           | 0           | 0 |                      |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0 |                      |   |   |   |   |   |
| Hearing   | 7                                | 8           | 16          | 30          | 23          | 8 |                      |   |   |   |   |   |
| Final Agency Action   | 0                                | 0           | 0           | 0           | 1           | 1 |                      |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |   | <b>2020Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |   |                      |   |   |   |   |   |
|   | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |   |                      |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1                                | 0           | 0           | 0           | 0           | 0 |                      |   |   |   |   |   |