

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Departmental Office (DO)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	14	17	12	16	10	4
Number of Complainants	14	17	12	16	10	4
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	2021Thru03-31
Race	8	11	7	8	3	2
Color	2	3	3	2	2	0
Religion	1	2	0	1	0	0
Reprisal	11	10	10	10	4	3
Sex	5	8	6	10	6	3
PDA	0	1	0	0	0	0
National Origin	1	3	3	1	1	0
Equal Pay Act	0	0	0	0	0	0
Age	8	5	4	10	5	1
Disability	6	5	5	7	1	1
Genetics	0	0	0	1	2	0
Non-EEO	2	1	0	0	0	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	2	3	0	0	0	1
Assignment of Duties	3	1	2	0	0	0
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	1	1	0	0	0	0
Suspension	0	1	0	0	0	0
Removal	0	1	0	3	0	0
Other (DO NOT USE)	1	2	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	3	1	1	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	11	7	5	9	1
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	1	0	0
Promotion/Non-Selection	3	1	1	3	1	1
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	1	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Reasonable Accommodation Disability	1	2	1	3	0	0
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	1	1	1	2	0	0
Termination	0	0	3	3	0	1
Terms/Conditions of Employment	1	0	2	3	0	1
Time and Attendance	0	1	0	2	0	0
Training	1	0	0	1	0	0
Other						
Equal Pay Act (DO NOT USE)	0	1	0	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	178.17	217.00	161.73	174.44	162.63	149.00

Complaints by Issue		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>		2016	2017	2018	2019	2020	
Average number of days in final action	24.00	30.00	7.38	15.64	50.00	33.25	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	154.88	204.14	157.00	177.25	141.58	155.00	
Average number of days in final action	5.33	22.67	4.00	14.22	27.00	31.33	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	224.75	262.00	209.00	194.00	143.83	137.00	
Average number of days in final action	52.00	52.00	17.50	0	44.40	0	
Complaints Dismissed by Agency		Comparative Data					2021Thru03-31
		Previous Fiscal Year Data					
		2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency		0	6	2	1	1	1
Average days pending prior to dismissal		0	61	15	20	15	16
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants		3	1	1	0	1	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 03-31	
	2016		2017		2018		2019		2020			
#	%	#	%	#	%	#	%	#	%	#	%	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
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
Findings After Hearing	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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	17	19	10	8	11	18
Total Complainants	17	19	10	7	10	16
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	17	19	10	8	11	17
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0